



Dear Readers,

as usual, we come to you with a selection of the most interesting HR news and topical issues of the past week.

WORK-LIFE BALANCE LAWS TAKING EFFECT ON 26 APRIL

On Wednesday, the provisions of the Labour Code implementing EU directives on transparent and predictable employment conditions and work-life balance will become effective. More about the changes [here](#).

EMPLOYERS TO RETURN COPY OF PARENTAL LEAVE REQUEST

According to the Ministry of Family and Social Policy, the employer should keep the original and return a copy of the request to employees who applied for parental leave before the recent changes in the law were introduced but who have not yet started their leave. The original request will have to be removed from employee records if the employee submits an amended request. If the employee does not resubmit the request, the previous regulations will apply.

MANDATORY PERIODIC EXAMINATIONS RETURN

According to plans, the state of epidemic emergency ends this Sunday (30th April). Employers who have not requested their employees to undergo periodic examinations because of the suspension of this obligation during the pandemic will have to return to the old ways. Employee periodic medicals will have to be completed within 180 days from the state of epidemic emergency end date.

NO TO PROVIDING TRADE UNIONS WITH EMPLOYEE EMAIL ADDRESSES

Personal Data Protection Office claims that the proposed bill amending the Industrial Disputes Act concerning labour strikes and providing employee email addresses to trade unions is inadequate. The proposed legislation mentions only the reason for data collecting, which is informing about the planned strike action and voting, but it does not specify how long data will be kept. Therefore, it seems reasonable to introduce amendments to the bill that would require data to be deleted once the purpose for their processing has been fulfilled.

CONTRACTS FOR COMMISSIONING OF SERVICES UNDER NEW RULES FROM 31 MARCH 2025

The revision of the National Reconstruction Plan (NRP) calls for all contracts for commissioning of services to be subject to mandatory social security contributions by 31st March 2025. The previously proposed deadline was 31 March 2023. The proposed changes are now in the public consultation stage. Currently, such contracts are subject to social security contributions only if the contractor has no other sources of social insurance that would be equal to or higher than the minimum wage. After the reform, it will no longer matter because all contracts, regardless of the income they generate, will be subject to social security contributions. Only contracts for commissioning of services with high school and university students under the age of 26 will be exempt.

2022 WAS A YEAR OF INTENSE WORKPLACE INSPECTIONS

Last year, the National Labour Inspectorate carried out nearly 41% more inspections than in 2021. Inspectors checked more than 18,000 entities, which is 5,000 more than a year before. Unreported employment was found in nearly 42% of the inspected businesses.

60-70% INJURED IN WORKPLACE MACHINERY ACCIDENTS

The National Labour Inspectorate reported that nearly 70% of machinery operators are involved in workplace accidents each year. The main reasons are a lack of manuals for operating the machinery, non-compliance with health and safety rules and inadequate training of employees.

Please do not hesitate to contact us: Karolina Kanclerz, attorney-at-law, partner, **Sławomir Paruch**, attorney-at-law, partner and **Oskar Kwiatkowski**, trainee attorney-at-law, lawyer.

UPCOMING EVENTS

- **HR Emergency: Remote working and other changes to the Labour Code** - 25 April 2023, 11:00-12:00, online. More: [here](#).
- **Webinar: 4-day work week does labour law already allow it?** - 25 April 2023, 14:00-15:00, online. More: [here](#).
- **PCS MeetUp: Work-life balance is a fact – what to remember on the day the new legislation enters into force** - 26 April 2023, 11:00-11:30, online. More: [here](#).
- **10 most important rules for employers of parents** - 27 April 2023, 11:00-12:00, online. More: [here](#).