



Dear Readers,

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

NEW MONITOR & STAND REQUIREMENTS FOR WORKSTATIONS

As of 17th May 2024, workplaces must comply with updated regulations on computer monitors. These updated provisions, outlined in the MRiPS Regulation of 18th October 2023, require any workstation used for at least half the daily working time to be equipped with a monitor or a dedicated monitor stand, keyboard, and mouse. Additionally, the new rules allow for employee reimbursement of contact lenses. Starting on that same date, employees hired before 17th November 2023, become eligible for a contact lens subsidy under the same conditions that already apply to glasses reimbursement.

MINISTRY PROPOSES SHORTER WORKWEEK AND OTHER LABOR CHANGES

The Polish Ministry of Labour is proposing a reduction in the standard work week. While details are still being finalised, the potential changes include either a switch to a four-day work week or a decrease in weekly working hours to 35. This proposal, regardless of the specific format it takes, could be a game-changer for the labour market. Additionally, a bill amending the Labour Code is under review by a parliamentary committee. This amendment focuses on worker protection from exposure to reprotoxic substances (link below). Link to the draft: [here](#).

FREELANCE AND CONTRACT WORK TO COUNT TOWARD YEARS OF SERVICE

Amendments proposed to the Labour Code, published on May 13th, aim to include work under a contract for commissioning of services (umowa zlecenie) and individual business activity towards an employee's years of service. These amendments are expected to be adopted by the Council of Ministers and submitted to Parliament in the third quarter of 2024.

THERAPY SESSIONS AS A BUSINESS EXPENSE?

In response to a paramedic's inquiry, the Head of the National Tax and Customs Information Office (KIS) issued an individual interpretation, acknowledging that therapy sessions can be considered a deductible business expense for certain professions. The reasoning behind this decision is that psychotherapy helps prevent burnout, post-traumatic stress disorder, and other illnesses that can ultimately lead to business interruptions. Since therapy helps maintain business continuity, it can be considered a relevant business expense. Individual interpretations: No. 0113-KDIPT2-1.4011.148.2024.2.HJ of 22.04.2024.

WORKING UKRAINIANS CAN STAY IN GERMANY

German Chancellor Olaf Scholz announced on 11th May 2024 that Ukrainians with valid work and residence permits will be allowed to stay in Germany. The Chancellor emphasized Germany's desire to retain Ukrainian workers, particularly those already integrated through language courses and prior residency. Scholz reassured Ukrainians that their existing employment status secures their right to stay, even in light of recent changes to Ukraine's conscription system.

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

- **Webinar: 10 key rules of bonuses and rewards** - 21 May 2024, 11:00-11:45, online. More: [here](#).
- **PCS | Littler conference on the 50th anniversary of the Labour Code - live streaming** - 22 May 2024, 10:00-10:50, online. More: [here](#).
- **Modern Employer: Company values and employee freedoms** - 23 May 2024, 11:00-11:45, online. More: [here](#).
- **HR Lab Kraków: DE&I and pay transparency in the workplace** - 6 June 2024, 11:00-14:00, Cracow. More: [here](#).
- **HR Lab Poznań: Employees in social media and the future of HR law and technology** - 17 June 2024, 11:00-14:00, Poznań. More: [here](#).