



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 HEALTH AND SAFETY REQUIREMENTS FOR WORKING WITH LAPTOPS

On 25th May, a draft regulation of the Ministry of Family and Social Policy amending the regulation on health and safety at work concerning working with display screen equipment was published. The changes will concern, among others, the employer's duty to provide a stand-alone monitor or a laptop stand, as well as a keyboard and mouse, if a laptop is used for at least half of the working time. The laptop stand is to ensure that the screen is at eye level and, consequently, reduces the discomfort caused by the frequent use of display screens.

Link to the draft: [here](#).

STANDING COMMITTEE OF THE COUNCIL OF MINISTERS TACKLES WHISTLEBLOWER PROTECTION BILL

The whistleblower protection bill is back on the table. It has been passed from the Committee for European Affairs to the Standing Committee of the Council of Ministers. A divergence report concerning the proposed amendments to the bill will be drawn up and provided to the Council of Ministers for consideration.

THE GOVERNMENT APPROVED A DRAFT AMENDMENT ON SECONDING TRANSPORT WORKERS

The proposed solutions apply to truck drivers seconded to Poland. When sending an employee abroad, an EU road transport operator will have to report such a secondment through a dedicated online system. A non-EU operator will have to notify the National Labour Inspectorate about the secondment and provide the employee with a paper confirmation to show at a roadside check. Moreover, the amendment provides solutions to simplify the system for calculating the social security contribution base and PIT. The full text of the amendment is: [here](#).

WILL MINIMUM WAGE IN 2024 REACH PLN 4500?

Negotiations in the Social Dialogue Council have started and some bids for the amount of the minimum wage in 2024 were made. Trade unions press for a PLN 500-700 increase from January, and an additional PLN 250 from July.

EMPLOYMENT CONTRACT IS NOT A SHAM WHEN EMPLOYEE WAS TRANSFERRED TO A HOLDING COMPANY

As a result of organisational changes, an employee was employed in the holding company of their previous employer. After one month, the employee became unable to work because of an asthma attack. The Social Insurance Institution considered this to be a case of sham contracting. However, in the court's view, the contract was performed and, in general, the scope of duties and remuneration did not change. For the period of the employee's inability to work, their duties were taken over by the president of the company, which cannot justify the claim that the contract was a sham. Judgment of the Łódź District Court of 21 February 2023, case file no. VIII U 2314/22.

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: Top 10 rules for employee loyalty and non-competition** – 30th May, 11:00-12:00, online. More: [here](#).
- **Webinar: Employment of Ukrainians - You ask, we answer!** - 30th May, 14:00-15:00, online. More: [here](#).
- **Webinar: Internal investigations into workplace bullying, discrimination and other wrongdoings** - 31st May, 11:00 - 11:45, online. More: [here](#).
- **What's new in Poland?** - 31st May, 17:00 - 18:00, online. More: [here](#).
- **When change is the only constant, employees come first** - 31st May, 10:30-14:30, Katowice. More: [here](#).
- **Webinar: Is the end of outsourcing near?** - 6th June, 11:00 - 11:45, online. More: [here](#).