



Dear Readers,

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

REMOTE HEARINGS PERMANENTLY IN THE CODE OF CIVIL PROCEDURE, CHANGES IN PENSIONS

On Friday 7 July, the Sejm voted on a number of important changes – among them:

- Amendments to the Code of Civil Procedure – permanent introduction of remote hearings and e-submission to the Code, one judge in the court of the second instance (the Senate will now be working on the amendment). Link to the amendment: [here](#);
- Introduction of the fourteenth pension (the legislation will be now signed by the president);
- introduction of the 'European pension' - a new opportunity to save in an EU-wide individual pension fund (the Senate will be working on the bill), link to the bill: [here](#);
- establishment of the Central Pension Information (CIE) – to create an online platform where every citizen will have access to overview information about their pension savings and future benefits (the Senate will be working on the bill), link to the bill: [here](#).

DISCUSSIONS ON EMPLOYER'S FINANCIAL SUPPORT FOR GLASSES

According to unofficial information employers raised some objections to the draft amendment of the ordinance of health and safety at work in places equipped with screen monitors (*draft amendment*). Employers demand that the obligation to co-finance glasses for employees is limited only to purchasing specialised glasses. According to the received information the Ministry of Family and Social Policy will not be in favour of this solution. On the other hand, it is likely that employers' obligations in this regard may be expanded and employers will be obliged to provide appropriate vision correction also in cases of employees who wear contact lenses. Currently the amendment is in the consultation phase.

POSSIBLE CHANGES TO THE SOCIAL BENEFITS FUND CONTRIBUTIONS FROM JULY

The draft Act amending the Act on special solutions for the implementation of the Budget Act for 2023 and other acts (*print no 3323*) changes the basis for calculating the contribution to the Company Social Benefits Fund already from July 2023. The change will amount to more than PLN 500. According to experts, introducing that kind of change during the year is not beneficial for business. However, the impact of the amendment on private business will not be large and will mainly affect the public sector. The draft amendment is already after the first reading in the Sejm.

MINISTRY OF FINANCE WANTS TO COLLECT HEALTH CONTRIBUTION BASED ON INCOME

The Ministry of Finance is working on an amendment to the provisions changed by the Polish Deal, which will strictly link health contribution with the entrepreneur's income. The amount of the contribution will be therefore independent of the incurred business expenses. The planned effective date of the changes is 1 January 2025.

GOVERNMENT PLANS TO RAISE THE CONTRIBUTION-FREE COST OF EMPLOYEE MEALS

On the website of the Government Legislation Centre, appeared a draft amendment to the so-called contribution regulation. Among other things, the draft proposes an increase in the cost of employer-financed meals available to employees, as well as coupons, vouchers, meal vouchers and prepaid cards that allow to purchase meals only, which will not constitute the basis for the calculation of contributions. Until now, this value was PLN 300 per month, after the planned changes it is to increase to PLN 450. Link to the draft amendment: [here](#).

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

- **On unions with unions: Verification of trade union members number – obligation from a compliance perspective** - 11 July 2023, 11:00 – 11:45, online. More: [here](#).
- **Webinar: End of epidemic emergency state – consequences for non-national employment** - 12 July 2023, 11:00 – 11:45, online. More: [here](#).
- **No, because of RODO!: New technologies in employment - biometrics, profiling and other tech innovations** - 13 July 2023, 11:00 – 11:45, online. More: [here](#).