



**Dear Readers,**

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

**ODRA SHIELD LEGISLATION IN THE PARLIAMENT**

A government bill, which provides support for entrepreneurs affected by contamination of the Odra river, has been passed on to the Sejm. Affected entrepreneurs are to receive a one-off payment of 3010 zlotys per each insured person (employee) financed from the Labour Fund. The right to the subsidy depends on the place of business and its dominant activity. Experts are concerned.

**WORKING PENSIONERS WILL EARN LESS**

As of 1 September 2022, the earnings limit for some pensioners decreased. Those who have not reached the universal retirement age will receive a lower pension if they earn more than 4309.40 zlotys a month. Payments will be suspended altogether if the monthly income of such a pensioner exceeds 8003.20 zlotys. The new limits will be given on 1 December 2022.

**FREQUENT SICK LEAVE JUSTIFIES POLICE OFFICER DISMISSAL**

In a recent judgment, the Supreme Administrative Court ruled that even though a police officer is covered by increased protection of employment relationship stability, this protection is not unconditional. The adverse effects of long-term and recurring sickness absences may justify the termination of a police officer's employment in the best interests of the police. Therefore, according to the Court, 292 days of absence in a year justified the termination of a police officer (judgment of the Supreme Administrative Court of 4 August 2022, III OSK 6350/21).

**WORKING ON SUNDAYS AGAIN ON THE AGENDA**

The government reopened the debate on the Sunday trading ban, which triggered trade unions' reaction. They claim that the existing legislation privileges retail workers, even though many other professional groups must work on Sundays. One of the proposals is to introduce at least two free Sundays per month for employees of all industries or to make Sunday work conditional on the employee's consent.

**THE BUDGET BILL WILL AFFECT B2B PAY CONDITIONS**

According to the budget bill for 2023, Social Security contributions of self-employed not covered by preferential arrangements will increase by more than 200 zlotys per month because of the increase in the average salary.

Please do not hesitate to contact us:

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**UPCOMING EVENTS**

- **No, because GDPR!: Background screening – forbidden fruit or justified practice?** - 7 September 2022, 11:00-11:45, online. More: [here](#).
- **PCS | MeetUp: Task-based working time and remote working - if and how to control** - 8 September 2022, 11:00-11:30, online. More: [here](#).



**We invite you to participate in our 2022 European Employer Survey.**

The survey, which should **only take 5-7 minutes to complete**, can be accessed: [here](#).

More: [here](#).

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