

**Dear Readers,**

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

A VISA SCANDAL AND POSSIBLE CONSEQUENCES FOR COMPANIES

Due to ongoing findings regarding irregularities in the visa issuance process, the Ministry of Foreign Affairs decided to terminate contracts with outsourcing companies handling the process of submitting applications for Polish visas in many countries. In the short term, this may mean significant changes in the practical functioning of the process of obtaining Polish visas in these countries, including a significant extension of visa waiting times. Link to the statement from the Ministry of Foreign Affairs: [here](#).

ZUS: THE LOYALTY BENEFIT REDEEMED FOR AN EMPLOYEE SUBJECT TO SOCIAL SECURITY CONTRIBUTIONS

ZUS (the Social Insurance Institution) decided that the amount that the employee would have to pay under the contract for improving professional qualifications in the event of early departure from work, and which would be written off by the employer, would constitute income from the employment relationship. Therefore, it will have to be included in the basis for calculating contributions. Decision of ZUS branch in Lublin DI/200000/43/793/2023.

IN 2024 THE MINIMUM WAGE WILL INCREASE TWICE

On September 14, the government adopted a regulation on the minimum wage. From January 2024, the minimum wage will increase from the current amount of PLN 3,600 to PLN 4,242. As a result, the hourly rate will increase from PLN 23,50 to PLN 27.70. Another change awaits us in the middle of the year. From July 1, 2024, the minimum wage is to increase again - to PLN 4,300 per month and PLN 28.10 per hour, respectively. Link to the regulation: [here](#).

CJEU: LACK OF COMPENSATION FOR NO SUPPLEMENT TO FATHERS' PENSION IS DOUBLE DISCRIMINATION (SPAIN)

The father of two children asked the Spanish Social Insurance Institution (ZUS) to recognize the right to an allowance for incapacity for work. The man appealed against the unfavorable decision of the authority. In the first judgment, the court recognized the right to an allowance, while dismissing the claim for compensation. The court of second instance asked the CJEU whether, in this situation, the lack of compensation is separate discrimination from discrimination consisting in the lack of the right to the above-mentioned. addition. The CJEU pointed out that a negative decision may result in new discrimination against insured fathers, for which they should receive compensation. Case number C-113/22 | TGSS.

ZUS: CONTRIBUTIONS SHOULD BE DEDUCED FROM THE AMOUNT COMPENSATED FOR THE PERIOD OF NON-EMPLOYMENT

After terminating the employee's employment contract, the court - finding the termination unjustified - ordered the employer to pay compensation for the period of his unemployment. The employer deducted the value of social security contributions from the compensation amount. ZUS found that the employer's action was correct. Decision of ZUS (the Social Insurance Institution), branch in Lublin, decision no. DI/200000/43/756/2023.

SUPREME COURT: REMEDY FOR THE VICTIM OF WORKPLACE BULLYING SHOULD BE SATISFACTORY

In the ruling from July this year the Supreme Court found that compensation for mobbing should also be satisfactory for the injured party. The court stated that since compensation cannot restore health to the victim of mobbing, its amount should not only reflect the damage suffered, but also be appropriately noticeable and satisfactory. This is the first judgment recognizing the injured party's satisfaction as a determinant of the amount of compensation. Therefore, we can expect higher compensation for mobbing victims in the future. Judgment of the Supreme Court of July 4, 2023, III PSKP 11/22.

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

- **On unions with unions: 18% raises for all or collective disputes in practice** - 19 September 2023, 11:00-11:45, online. More: [here](#).
- **Webinar: Probationary and fixed-term contracts after the latest amendments - common concerns** - 20 September 2023, 12:30-13:15, online. More: [here](#).
- **Webinar: Equity pay directive - how to prepare for the upcoming changes?** - 21 September 2023, 11:00-11:45, online. More: [here](#).