



Dear Readers,

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

SUPREME COURT: EXCLUSION OF LENGTH OF SERVICE WITH A PRIVATE EMPLOYER FROM THE CALCULATION OF THE JUBILEE AWARD IS UNJUSTIFIED

In ruling from July, the Supreme Court held that an employer's internal pay regulations should respect the right to equal pay for equal work. Therefore, the exclusion of periods of work in a private company from the calculation of the jubilee award would justify the charge of unequal treatment. The regulations would be invalid, and these periods should thus be included when determining entitlement to the jubilee award. Order of the Supreme Court of 18 July 2023, III PSK 126/22.

ZUS: MEDICAL PACKAGES ARE NOT EXEMPT FROM ZUS CONTRIBUTIONS IF THE EMPLOYER CARRIES OUT THESE SERVICES

The Social Insurance Institution (ZUS) in recent interpretation, has differentiated contributions on medical packages. Contrary to previous interpretations, if an employer offers medical packages within the scope of its activities, and provides them to the employees as well, they will be subject to contributions. The reason why is because this particular service belongs to the scope of services offered by the employer as part of business activity. ZUS interpretation of 2 August 2023, ref. no. DI/100000/43/592/2023.

YOUNG WORKERS MOST LIKELY TO SWITCH JOBS

According to recent research, differences in attitudes to work and loyalty to employers are clearly visible between generations. Only 2% respondents aged 55 and 65 have changed jobs in the past three months. In comparison, 27% of Generation Z respondents declared change, and as many as 62% of young workers declared switching jobs in the last 12 months. The youngest generation shows the least loyalty.

SELECTED OPERATORS WILL HELP TO GAIN NEW SKILLS AND QUALIFICATIONS – ASSISTANCE ALSO FOR FOREIGNERS!

The Marshal's Office of the Warmińsko-Mazurskie Voivodeship has announced a call for applications for funds under Measure 6.5 "Lifelong education", which aims to provide comprehensive support for adults in improving their competences and qualifications. Operators will be selected within the framework of the programme, whose task will be to support people in difficult situations, e.g. in the form of career guidance or assistance in financing courses, training and confirmation of skills acquired outside formal education. Foreigners legally residing in Poland will also be able to benefit from the programme itself. The condition will be the place of residence, employment or study in the Warmińsko-Mazurskie Voivodeship and not running a business. The call for operators is open until 24 October.

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: Farewell to teleworking in autumn.** - 3 October 2023, 11:00-11:30, online. More: [here](#).
- **Webinar: The visa scandal - what it means for Polish businesses employing non-nationals** - 3 October 2023, 14:00-15:00, online. More: [here](#).
- **Employee and employer in court: Free employee lawsuits have become a reality!** - 4 October 2023, 11:00-11:45, online. More: [here](#).
- **Conference: HR Master 2023** - 4 October 2023, 9:00-14:15, online. More: [here](#).
- **Conference: VIII Kongres Prawa Pracy** - 4-5 October 2023, 9:30-15:15, online. More: [here](#).
- **Webinar: Equity pay directive - how to prepare for the upcoming changes?** - 5 October 2023, 11:00-11:45, online. More: [here](#).
- **Webinar: An end of unequal pay for men and women on the horizon** - 10 October 2023, 10:10 - 12:00, online. More: [here](#).
- **Webinar: New insight into disputes with employees** - 11 October 2023, 11:00 - 11:45, online. More: [here](#).
- **No, because GDPR! From recruitment to dismissal - what data can be used when making key decisions** - 12 October 2023, 11:00 - 11:45, online. More: [here](#).