



Dear Readers,

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

COVID-19 RESTRICTIONS EXTENDED BY ONE MONTH

The Prime Minister has issued a regulation extending the existing covid restrictions to 31 October 2022. They include, among others, the obligation to wear face masks in hospitals and pharmacies. The state of epidemic emergency in Poland announced on 16 May 2022, is still on.

SHORTER WORKING WEEK BILL

The Together (Razem) party has put forward a bill to shorten the workweek. They postulate it should be reduced to 38 hours for the first two years, and then to 35 hours with no pay loss. We are yet to see how it will play out.

EVERY SOCIAL CONTRIBUTIONS PAYER MUST HAVE A PUE ZUS ACCOUNT FROM THE NEW YEAR

From 1 January 2023, every entrepreneur will have to set up an account on the PUE ZUS website. The account can be set up online or onsite. Online set up must be authorised with a trusted profile or a qualified electronic signature.

END OF EASIER EMPLOYMENT FOR RUSSIANS

Seasonal work permits on a preferential basis will no longer be issued to Russian citizens. Moreover, according to the Ministry of Labour and Social Policy, they will no longer be covered by the simplified procedure concerning declarations on entrusting work to a non-national. Two draft regulations on removing Russia from the list of countries whose citizens can benefit from simplified rules when applying for a work permit have been published on the government legislation website.

WORK LEGALISATION COSTS ARE NOT TAXABLE INCOME FOR NON-NATIONALS

The Supreme Administrative Court has ruled that whenever the costs of work and residence legalising procedures for non-national employees are covered by their employer, it cannot be considered as the employees' taxable income. A company covering those costs has its legitimate interest in it. On the other hand, the accommodation provided by the company would constitute such an income (ref. no. II FSK 49/20).

REMOTE WORK ACCIDENT IS A SEPARATE WORKPLACE ACCIDENT CATEGORY

Employers should ensure they have health and safety regulations for remote working in place. The draft regulation on the workplace accident statistics card distinguishes between accidents during work carried out remotely and onsite.

Please do not hesitate to contact us:

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UPCOMING EVENTS

- **Webinar: Inflation-linked pay increases - how to manage them in your company?** - 5 October 2022, 11:00-11:45, online. More: [here](#).
- **Autumn Employment Law Academy with PCS | Littler: What changes the EU directives bring to the Labour Code - work-life balance and new information obligations** - 5 October 2022, 10:00. More: [here](#).
- **Conference: Working time in the age of flexibility, work-life balance and remote working** - 12 October 2022, 10:00 – 13:00, online. More: [here](#).