



Dear Readers,

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

THE AMOUNT OF THE REMOTE WORK STIPEND WILL BE DECIDED BY EMPLOYERS

The Sejm subcommittee opted against setting out the amount of the remote work stipend to cover the electricity and internet costs in the legislation. Given the inflation, the regulations would have to be revised regularly. The next meeting of the subcommittee will be held on 11 October. The agenda will include occasional remote working and health and safety at work.

CJEU: A CONTRACT CAN BE A VAT INVOICE

If the amount of VAT and essential components of the transaction are determined in the contract, it can be considered an invoice, the CJEU held in the Raiffeisen Leasing case (C-235/21).

WE ARE ALL BEAUTIFULLY DIFFERENT

The Together for Diversity in Business Foundation has been established to continue the four-year work of the Together for Diversity in Business social initiative. The foundation's main focus is on intergenerational collaboration, gender synergy, multiculturalism and the inclusion of people with disabilities. One of the founders is Marcin Szlasa-Rokicki of PCS | Littler.

IN A TIME OF CRISIS EMPLOYERS CAN WITHHOLD COFINANCING EMPLOYEE CAPITAL PLANS

Amidst the current crisis, employers should know that in certain situations they may suspend their contributions to Employee Capital Plans (PPK), for example, if they introduced downtime or reduced employee working hours under the Act on Special Measures for Workplaces Protection. The non-payment option applies to remuneration paid to employees during the downtime period or reduced working hours.

DRAFT EVASION

As a result of the military draft announced in Russia, employment agencies are noticing a surge of Russians and Belarusians interested in working in Poland. They will have a hard time obtaining the required residence and work permits, as Poland does not want to make it easy for them.

THE NUMBER OF WORKING RETIREES IS GROWING

In 2015, the number of working retirees was 575,400. According to the Ministry of Family and Social Policy, by the end of 2021, it was already 812,900. The average age of a working retiree is 67 for men and 66 for women. The Ministry's policy plans for senior citizens for the next few years include activity programs for older adults and providing senior care.

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, associate.

UPCOMING EVENTS

- **On unions with unions: Compliance rules in trade unions relations** - 11 October 2022, 11:00–11:45, online. 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*.