



**Dear Readers,**

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

#### **LABOUR INSPECTORATES' PRIORITIES FOR 2024**

The State Labour Inspectorate (PIP) plans to carry out 60,000 inspections in 2024, covering 35,000 businesses. PIP will focus on investigating the circumstances and causes of workplace accidents, new employee entitlements under the amended work-life balance and remote working regulations, technical safety in the renewable energy, metal storage, sales, and processing industries, as well as solid fuel power and CHP plants. Late payments and underpayments of wages will also be scrutinised.

#### **CJEU: AGE RESTRICTION IN RECRUITMENT CAN BE JUSTIFIED**

Last Thursday, the Court of Justice of the European Union (CJEU) ruled in Case C 518/22, allowing employers to specify the preferred age range of potential candidates in job advertisements. The case involved a job offer for an assistant to a disabled person, and the applicant who was not hired claimed that she was discriminated against because of her age. However, the CJEU disagreed, holding that differential treatment of candidates based on age may be justified by the nature of the services provided. Link to the ruling: [here](#).

#### **MINISTRY CLARIFIES NEW HEALTH AND SAFETY REGULATIONS ON CONTACT LENSES**

The Ministry of Family and Social Policy (MRIPS) has partially clarified the financing of prescription glasses and contact lenses by employers. The decision on whether to use glasses or contacts should be made by the occupational physician. Moreover, employers are not required to cover them in full. In regards to equipping remote workstations, MRIPS did not provide a clear answer to the question of whether an employee's statement that their remote workstation meets health and safety requirements is sufficient, which leaves room for interpretation.

#### **CHRISTMAS BENEFITS: WHAT DO EMPLOYEES WANT?**

According to a survey conducted by a popular recruitment website, 86% of employees would like to receive an occasional financial bonus. However, only 36% of them believe they will actually receive one. This represents a significant decrease compared to last year when 62% of respondents expected such a benefit. The second most desired benefit among employees is days off during the holidays (indicated by 43% of respondents), followed by a gift in kind (34% of votes).

#### **NON-TRADING CHRISTMAS EVE SIGNED INTO LAW**

The President has signed an amendment to the Sunday trading law, which came into force last Tuesday. This means that Christmas Eve, which falls on a Sunday this year, will be non-trading. Instead, shops will be open full-time on the two preceding Sundays.

**Please do not hesitate to contact us:** **Karolina Kanclerz**, attorney-at-law, partner, **Sławomir Paruch**, attorney-at-law, partner, **Łukasz Marzec**, trainee advocate, lawyer and **Zuzanna Janelli**, trainee advocate, lawyer.

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#### **UPCOMING EVENTS**

- **PCS MeetUp: Facts and myths about workplace redundancy - what to look out for?** - 12 December 2023, 11:00-11:30, online. More: [here](#).
- **No, Because of GDPR: A Handwritten Signature with Personal Stamp for Good Measure – Do We Really Need Them?** - 14 December 2023, 11:00-11:45, online. More: [here](#).
- **Springboard to ESG: Navigating ESRS - A Practical Approach to Reporting on Well-being and Work-life Balance (S1)** - 18 December 2023, 11:00-11:45, online. More: [here](#).