



Dear Readers,

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

ADDITIONAL OCCUPATIONAL HEALTH EXAMINATIONS FROM JANUARY

The amendments to the Labour Code enacted by the Sejm give an occupational physician option to refer an employee for voluntary additional health checks. The list of additional examinations and eligible groups of employees will be determined by the Minister of Health. The aim of the regulation is to improve the detection rates for diseases that can be effectively prevented at an early stage of development.

INCREASE IN SALARY SUBSIDIES FOR PEOPLE WITH DISABILITIES IN 2023

Last week, the government adopted a bill increasing salary subsidies for employees with disabilities. The proposed increase is from PLN 450 to PLN 500 for employees with mild disabilities, from PLN 1,200 to PLN 1,350 for employees with moderate disabilities and from PLN 1,950 to PLN 2,400 for employees with severe disabilities.

FESTIVE SPIRIT ENCOURAGES ADDITIONAL BENEFITS

Christmas is around the corner, and many employers decide to offer additional benefits and events to their employees. Some of the most popular include special bonuses, Christmas meetings for employees, vouchers and gifts for employees and their families, especially children. Due to rampant inflation, it is the one-off bonuses and vouchers that are particularly valued this year, supporting employees during these tough financial times. According to the surveys, 45% of employers will give Christmas bonuses to their employees.

UNEMPLOYMENT RATE STILL 5.1% IN NOVEMBER

According to the Ministry of Family and Social Policy, the November unemployment rate in Poland was equal to the October rate. Minister Marlena Maciąg emphasized that unemployment rates have been at a historic low, with 801,500 people registered with labour offices last month.

90 DAYS FOR NON-NATIONALS TO GET NEW DOCUMENTS

Under the amendment to the Act on support for Ukrainian Citizens due to the armed conflict on the territory of that country and some other Acts enacted by the government, legislation extending the validity of documents will be repealed 90 days after the new law has become effective, instead of 30 days, as it was suggested. The extension of the emergency COVID-19 provisions was requested by, among others, employers and the Ombudsman. The draft is now awaiting consideration by the Sejm.

MINIMUM MONTHLY SALARY IN 2025 ABOVE PLN 4,000?

According to the new EU regulations, it will be necessary to adjust the minimum monthly salary to the social and economic situation in the country. The EU requirements will be met if, for example, the minimum salary would constitute at least half of the average monthly salary in the country. Therefore, the government's promises will come to fruition, but only thanks to the EU regulations that Poland is obliged to implement.

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

- **Employer and Employee in Court: Sobriety checks and remote working - new regulations and litigation** - 13 December 2022, 11:00-11:45, online. More: [here](#).
- **Autumn Labour Law Academy with PCS | Littler: Summary of labour law changes in 2022 and what is next in 2023** - 13 December 2022, 9:45-14:00, Wrocław. More: [here](#).
- **Series: No, because of GDPR!: Data incidents – how to react and be protected from the consequences** - 14 December 2022, 11:00-11:45, online. More: [here](#).
- **PCS MeetUp: Higher deductible costs for creative workers** - 15 December 2022, 11:00-11:30, online. More: [here](#).
- **Webinar: End of Year Executive Summary: what 2022 brought us in HR Law, and what to expect from 2023?** - 16 December 2022, 14:30-15:00 CET, online. **The event will be held in English.** More: [here](#).