



Dear Readers,

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

SENATE AMENDS AND APPROVES REMOTE WORKING BILL

On 15th December the Senate approved the bill changing the Labour Code provisions on remote working and sobriety checks, but not without amendments. It means that the bill will return to the Sejm for consideration of the proposed amendments, which include increasing the extent of occasional remote work from 24 to 30 days in a calendar year; extending the vacatio legis for remote work from 2 to 3 months. Moreover, it was put forward that an employer cannot reject a remote working request from a parent of a child under 10 years of age (the age limit was increased from 4 years), an employee with a qualifying disability or severe disability, an employee looking after an immediate family member or another person with a qualifying disability or severe disability living in the same household. The parliamentary meeting on this matter, against the original arrangements, will not be held until next year, most likely on 11 January.

SUPREME COURT: ECONOMIC FREEDOM ENDS WHERE DISCRIMINATION STARTS

The Supreme Court held that denying a female uniform to a person undergoing gender reassignment who identified herself as female, even though still identified as male on her identity card, amounted to unlawful discrimination (Judgment of the Chamber of Extraordinary Audit and Public Affairs Chamber of the Supreme Court dated 8 December 2022, ref. I NSNc 575/21)

CHANGES TO THE FINANCING OF HEALTH CONTRIBUTIONS IN 2023.

As of 1 January 2023, health premiums of, among others, soldiers in compulsory military service, students and post-graduate students will no longer be financed from the state budget. These persons will still be entitled to use the public health service and will retain their status as insured persons, but no health contributions will be paid for them to the fund. This amendment was enacted by the Sejm on 16 November 2022.

EXTENDING STAY IN POLAND MADE EASIER FOR UKRAINIANS

The Sejm has introduced an amendment to the Emergency Ukraine Act, which sets out that Ukrainians will be able to apply for a residence permit through an ICT system. The system will store the data already given when applying for a permit so that they will not need to be provided again. The changes are intended to streamline the procedure for those who want to stay in Poland.

ZUS SUBMITTED FUTURE BENEFIT ESTIMATES

The Social Insurance Institution has calculated the expected benefits from the social insurance fund. The prognosis is quite grim for the present 40-year-old micro-entrepreneurs. Despite the increase in contributions, some of them might not be able to accumulate enough funds to cover the guaranteed benefit. Consequently, the missing part would have to be covered by the state budget.

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

- **Let's talk about money: a step-by-step guide to creating a bonus system - what to keep in mind to make it work.** - 12 January 2023, 11:00-11:45, online. More: [here](#).
- **Remuneration and Benefits 2023 Conference: Shares, phantom stock, bonuses or awards? Flexible ways of rewarding employees** - 25-26 January 2023, Warsaw. More: [here](#).