



Dear Readers,

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

EMPLOYEE SAVINGS PLANS ACT AMENDED

On 4 June, an amendment to the Act on Employee Savings Plans (PPK) became effective. It is supposed to simplify the rules, including setting out particular deadlines. An employer can now enrol an employee in the PPK as soon as after 14 days of their employment, financial institutions will provide less information to the employer, the deadlines for making payments have been unified, and the deadlines for submitting statements by participants have been modified, to name just a few changes. The National Labour Inspectorate (PIP) will also receive new powers. PIP will have a right to prosecute violations consisting in persuading employees to resign from PPK.

NEW WORKING TIME REGISTERS FOR DRIVERS

On 29 May, the last round of changes concerning drivers' working time records under the EU Mobility Package became effective. A separate record sheet with detailed information on working time must be kept for each driver, in the same way as for other employees. After the changes, the records must be stored for 10 years instead of 3.

SEJM TO AMEND TO THE ACT ON DOCTOR'S PAY

If the amendments become effective in July as planned, the lowest salaries in the health care sector will be raised. Furthermore, the scope of information reported to the Agency for Health Technology Assessment and Tariffication will be reduced. The bill has been referred to the Senate.

FREE FRUIT AT WORK ALSO FOR THE SELF-EMPLOYED

According to tax authorities, a company may treat the cost of food provided to both employees and contractors as tax-deductible costs. This includes food that may be used free of charge by the entire workforce at the company. Back in 2020, tax offices ruled the self-employed out.

SMOKING CIGARETTES IS A COSTLY BUSINESS FOR EMPLOYERS

According to the study published by the Chief Sanitary Inspectorate, 21% of Poles are cigarette smokers. Smoking breaks cost employers over 30 million zlotys a day. Therefore, it's worth introducing such cost-saving solutions as keeping track of the time employees spend on cig breaks.

Please do not hesitate to contact us:

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UPCOMING EVENTS

- Webinar: **Notification under the emergency Ukraine legislation vs. statement on entrusting work to a non-national** - 6 June, 14:00-15:00, online. More: [here](#).
- **HR Master Conference: Legal challenges in the new reality** - 6 June 2022, 12:30 PM – 1:30 PM (CEST). More: [here](#).
- **Healthy Workplace: The most common employer mistakes in post-accident proceedings leading to increased employer liability for the accident** – 9 June, 11:00-11:45, online. Registration: [here](#).
- **2022 European Risk & Compliance Virtual Conference: Legal practicalities of the EU whistleblower directive** - June 9, 2022, 12:30 – 13:30. More: [here](#).