



Dear Readers,

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

TWO YEARS FOR GOVERNMENT TO WORK ON REMOTE WORKING REGULATIONS AND TWO WEEKS FOR EMPLOYERS TO IMPLEMENT THEM

A bill amending remote working regulations has been submitted to the Sejm. The bill significantly changes the existing remote working regulations introduced by the COVID-19 emergency legislation. Notably, the bill sets out only a 14-day vacatio legis period. This means that, in practice, employers will have only 2 weeks to adjust the way remote working is performed. Unofficially, it is said that employers will seek to extend this period.

AMENDMENT TO THE POLISH DEAL TO BE SIGNED BY THE PRESIDENT

The amendments to the Polish Deal proposed by the Senate include restoring the right to file a joint tax return with a child for single parents according to the rules applicable on 31 December 2021 and increasing the level of tax transferred to public benefit organisations from 1% to 1.5% (this would compensate for the reduction of the tax rate in the 1st tax bracket to 12%). The Sejm voted in favour of the Senat's amendments. The law has been passed on to the President for signing.

TWO INCREASES IN THE MINIMUM WAGE IN 2023?

The government plans to increase the minimum wage in 2023 not once, but twice. According to the information provided, the minimum salary from 1 January 2023 would be PLN 3383 gross, and PLN 3450 gross from 1 July 2023. The minimum hourly rate is planned to increase gradually from PLN 22.10 in January 2023 to 22.50 PLN in July. It is estimated that as many as 2.74 million people will be covered by the increase.

EU AGREEMENT ON WOMEN IN COMPANY BOARDS

An EU-wide consensus about women on the boards of listed companies has been reached. From the end of June 2023, women should constitute at least 40% of supervisory boards. This is a big step towards gender equality in employment. The proposal put forward 10 years ago has only now come to fruition.

SEVERE PENALTY FOR LOSING AN EMPLOYEE'S EMPLOYMENT CERTIFICATE

The President of the Polish Personal Data Protection Office imposed a fine of almost PLN 16 thousand on an entrepreneur who lost an employment certificate. The reason for such a hefty fine was mainly the failure to report the breach. Subsequently provided explanations were not enough to avoid sanctions for the personal data protection breach.

Please do not hesitate to contact us:

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UPCOMING EVENTS

- **HR Tech Summit Conference: New powers for trade unions over employer algorithms - opportunities or threats?** - 14 June 2022, 12:05 – 12:35, hybrid. More: [here](#).
- **On unions with unions: Free of charge use of union premises, telephones and Internet - how do unions take advantage of the employer's courtesy** - 14 June 2022, 11:00 – 11:45, online. More: [here](#).