



Dear Readers,

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

THE POLISH DEAL 2.0 IN FORCE

On July 1, the tax revolution became a reality. A new, lower tax rate of 12 % will be applied to salaries paid from this month onwards. The Polish Deal 2.0 also allows taxpayers who, in 2022, chose to tax their B2B income with a flat or flat-rate tax, to make a change and opt for the tax scale.

RISING RETIREMENT AGE AS PART OF THE NATIONAL RECOVERY PLAN

In the National Recovery Plan the government promised to promote working after the legal retirement age. The deadline for implementing the changes is the end of 2024. Among other things, an extension of pre-retirement protection and additional holiday days are considered. The plans of the ministry are unknown and further discussion is needed.

SALARY MAY BE ALSO CHANGED BY A VERBAL AGREEMENT

The latest decisions of the Supreme Court have taken an increasingly liberal approach to the form of introducing changes to terms and conditions of employment. It is accepted that agreements changing e.g. the pay rates may be concluded verbally. The change is effective, even if the written form is not maintained, and the employee cannot claim that, due to the lack of a written agreement, the new working conditions do not apply to them.

EMPLOYERS HAVE TO BE AWARE OF THE HEAT

In view of the prevailing heatwave, employers must keep in mind their health and safety duties in this regard. First and foremost is the obligation to provide all employees with drinking water and appropriate temperature for working.

GROWING UNEMPLOYMENT

Current rates signal changes in unemployment. It rose by more than 1 point in June this year. Analysts say that this is the third consecutive increase higher than in previous years, which is obviously bad for the labor market. This time of year, usually saw an increase, meanwhile the number of unemployed is rising.

POLISH PEOPLE SUPPORT STRIKES

According to a recent study, more than ¾ of Polish people support strikes as a form of struggle for better employment conditions. Strikes by paramedics, miners, nurses, and teachers gained the most support. We should keep in mind, that a protest action must meet certain legal requirements to be considered a strike.

Please do not hesitate to contact us:

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UPCOMING EVENTS

- **Webinar: Changes to the Labor Code** - 6 July 2022, 10:00-11:30, online. More: [here](#).
- **No, because GDPR!: Sobriety testing – last call to adjust to the new regulations.** - 6 July 2022, 11:00-11:45, online. More: [here](#).