



**Dear Readers,**

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

**EMPLOYEES GET MORE FOR TIME CHANGE**

Even though a 2019 EU directive stipulated that we would adjust our clocks for the last time in March 2021, the pandemic thwarted that plan and the time change continued to be a fixture in our lives. Thus, the clocks went back one hour on Sunday night 30 October once more. Employees working the night shift at the time had to stay at work one hour longer. Despite the clocks being turned back, the extra hour will not be lost. The employee will be paid for overtime and will also get a night work allowance.

**LABOUR INSPECTORS LOBBY FOR THOROUGH CONTROL OF REMOTE WORKING CONDITIONS**

At the request of the National Labour Inspectorate (PIP), the Ministry of Family and Social Policy (MRiPS) has proposed an amendment to the bill on remote working. It excludes employers from being able to draw up a universal occupational risk assessment for particular groups of remote jobs. If the amendments suggested by the PIP were to come into force, individual working conditions inspections at employee homes would become likely.

**PANDEMIC STATE OF EMERGENCY EXTENDED TILL THE END OF THE YEAR**

The Council of Ministers has enacted a regulation extending the pandemic state of emergency until the end of this year. Legal restrictions, orders and prohibitions will therefore remain in force for longer. The extension has a direct impact on many aspects of labour and immigration law.

**REMOTE WORKING REGULATIONS DELAYED TILL NEXT YEAR**

According to a communiqué from MRiPS, the statutory changes are planned to come into force next year, three months after it is signed by the President.

**NEW RULES ON COLLECTIVE LABOUR DISPUTES**

The MRiPS is working on legislation concerning collective labour disputes. It is supposed to comprehensively regulate amicable procedures for collective dispute and social conflict resolution. It is also to introduce a requirement for trade unions to choose a representative for initiating and carrying out an industrial dispute. Its scheduled enactment is one month after the date of publication, which is still unknown.

**PLANNED CHANGES TO HR SERVICES FOR MICRO-BUSINESSES**

Employers with fewer than 10 employees are to be given access to support in entering into standard contracts. The MRiPS plans to develop an electronic system that will include contracts with, among others, employees and contractors.

**MANAGEMENT BOARD MEMBER JOINT AND SEVERAL TAX LIABILITY**

A company's management board is jointly and severally liable for the company's liabilities to the tax authorities. The CJEU held that the provisions allowing a company's manager to be held liable for the company's taxes are compatible with EU law. Ref. no. C 1/21.

Please do not hesitate to contact us:

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**UPCOMING EVENTS**

- **Trust but check: Is checking always monitoring?** - 8 November 2022, 11:00-11:45, online. More: *here*.
- **PCS MeetUp: Whistleblowers: anonymity vs. confidentiality** - 9 November 2022, 11:00-11:30, online. More: *here*.
- **Webinar: Pay increase processes within a high inflationary environment** - 10 November 2022, 11:00-12:00, online. More: *here*.