



**Dear Readers,**

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

### **CONTRACTS FOR COMMISSIONING OF SERVICES: INCREASED COSTS AHEAD**

The government is working on changes to social security contributions for civil law contracts. While the exact implementation date remains uncertain, the new rules are expected to take effect in early 2025. However, practical considerations may push back this timeline. Minister of Family, Labour and Social Policy has advocated for a six-month grace period to allow businesses to prepare for the changes. Employers should anticipate that these changes will either increase their costs or result in lower net pay for their contractors.

### **WORK FOR NON-NATIONALS ONLY UNDER EMPLOYMENT CONTRACTS?**

A proposed amendment to the law governing non-national employment in Poland has raised concerns about its potential impact. The bill, proposed by the Ministry of Family, Labour, and Social Policy, stipulates that non-national workers must be employed under an employment contract to obtain a work permit. This could limit the ability of immigrants to work in Poland under contracts based on the Civil Code. This restrictive approach could be seen as excessive government intervention in business freedom and discriminatory towards foreign workers. It is possible that this provision may be a result of an oversight or error. Notably, this amendment does not apply to Ukrainian citizens, whose employment is regulated by separate legislation. The proposed amendments are currently under review, with a deadline to submit comments or proposed amendments set for tomorrow, 27th August. Link to the legislative process: [here](#).

### **TRADE UNIONS PUSH FOR CONTRACTUAL WORK TO COUNT TOWARDS EMPLOYMENT HISTORY**

The Trade Union Forum (pl. Forum Związków Zawodowych) has proposed a significant change to the bill amending the Labor Code: including contracts for specific work as part of an employee's employment history. This move aims to combat the misuse of these contracts and provide contractors with benefits like annual leave and jubilee awards. It could also facilitate access to positions requiring proven work experience. However, the proposal has faced criticism due to the potential challenges in accurately tracking and calculating the duration of such contracts. There are also concerns that this change could effectively equate contracts for specific work to employment contracts.

### **THE RIGHT TO BE OFFLINE FOR AUSTRALIAN WORKERS**

Starting 26th August 2024, Australian employees have the right to disconnect from work outside of their official hours. This means they are no longer obligated to answer phone calls or emails from their employers after work. However, it's important to note that the new legislation does not prohibit employers from contacting employees outside of working hours. Instead, it prevents employers from taking negative actions against employees who choose not to respond. There are exceptions to this rule, particularly for employees in managerial positions. In these cases, ignoring an employer's communication might be considered unjustified.

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### **UPCOMING EVENTS**

- **HR Lab Gdańsk: Employer today and tomorrow: Whistleblowers and the conflict of company and employee values** - 10 September 2024, 11:00-14:00, Gdańsk. More: [here](#).
- **Trust but check: Social dialogue based on trust - how to shape relations with trade unions and works councils** - 11 September 2024, 11:00-11:45, online. More: [here](#).
- **HR Lab Kraków: Managing employee underperformance and AI in employment** - 27 September 2024, 11:00-14:00, Kraków. More: [here](#).
- **SAVE THE DATE: Working Time Conference 2024** - 25 September 2024, online. Register: [here](#).
- **SAVE THE DATE: HR Lab Wrocław** - 15 October 2024, Wrocław. Register: [here](#).