



Dear Readers,

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

FIT FOR ONE JOB, UNFIT FOR ANOTHER - GOVERNMENT PLANS CHANGES

A bill amending the Social Security Act is currently under consideration. This proposed change aims to modify the rules regarding sick leave for individuals employed by multiple employers. Currently, if a person is insured under multiple titles (e.g., employed by two or more companies), a single medical certificate covers all their jobs. This means that if they are unable to work due to illness, they are typically off sick from all their jobs. The proposed amendment would allow for more flexibility. If a medical certificate confirms that an individual can still perform certain tasks or duties related to one of their jobs, they may only be granted sick leave for the specific job they cannot perform. Source: *The bill*.

ANTI-HATE LAW: NEW BILL SUBMITTED TO SEJM

A second draft of the anti-hate law has been introduced to the Sejm by PSL MPs. This revised bill expands upon the original proposal from the P2050 party, introducing several key changes. One significant addition is a provision addressing online harassment by offenders with known identities. Moreover, the new bill includes strict deadlines for court proceedings related to anti-hate cases. Currently, the bill is undergoing review by the Supreme Court and other relevant bodies. It has yet to be formally debated in Parliament. Link to the bill: [here](#).

EMPLOYERS MUST HEAR EMPLOYEES OUT BEFORE IMPOSING PENALTIES

A recent ruling by the District Court in Szczecin underscores the importance of employers hearing employees out before imposing penalties. Even if the grounds for the penalty are valid, failure to do so can result in the penalty being overturned. While specific regulations do not dictate the exact form of the hearing, creating a written record is advisable from the perspective of potential legal claims. Judgment of the District Court of Szczecin-Centrum in Szczecin dated 9th September 2024, IX P 320/23.

CHRISTMAS EVE OFF WORK: A PARLIAMENTARY PROPOSAL

The possibility of making Christmas Eve a public holiday in Poland is gaining momentum. Members of the Left party have introduced a bill amending the relevant laws to achieve this. The draft is currently awaiting a parliamentary reference number and addressing any identified deficiencies.

ZUS RAMPS UP SICK LEAVE AUDITS: OVER 115,000 CHECKS IN Q3 2024

Polish Social Insurance Institution (ZUS) has significantly increased its focus on sick leave verification in the third quarter of 2024. According to their report, "Statistical information on the results of the audit of the correctness of decisions on temporary incapacity for work", ZUS conducted over 115,000 audits of sick leave during this period. This heightened scrutiny resulted in 9,200 decisions withholding further sickness benefit payments. Looking at the bigger picture, ZUS has conducted a total of 376,100 sick leave checks so far in 2024 (as of September). These audits identified irregularities in 27,800 cases. Link to Information: [here](#).

PIP FLAGS IRREGULARITIES IN REMOTE WORK PRACTICES

The State Labour Inspection (PIP) has revealed that over 60% of its inspections conducted in 2023 uncovered irregularities in remote work practices. The PIP's inspections revealed that many employers failed to establish or adequately define clear rules and regulations for remote work. Furthermore, employee consultation on remote work policies and procedures was often lacking or insufficient. Additionally, employers frequently neglected to reimburse employees for expenses incurred while working remotely, such as electricity costs or the use of personal equipment.

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UPCOMING EVENTS

- **On unions with unions: A trade unionist at an employee's annual interview? On the powers of trade unions in individual employee cases** - 20 November 2024, 11:00-11:45, online. More: [here](#).
- **Online workshop: Employer-union relations and negotiations** - 21-22 November 2024, 9:00-16:15, online. More: [here](#).
- **Trust but check: Conflict of interest - how to reconcile employee and employer rights?** - 22 November 2024, 11:00-11:45, online. More: [here](#).
- **Conference: The employer and ZUS** - 26 November 2024, 10:00-14:00, online. More: [here](#).
- **Employer and employee in court: Controversial evidence - part 2** - 27 November 2024, 11:00-11:45, online. More: [here](#).
- **Conference: Tax and payroll rollercoaster** - 27 November 2024, 10:00, online. More: [here](#).
- **Webinar: Look out world, here we come! Polish professionals go global** - 27 November 2024, 13:00-14:00, online. More: [here](#).