

Newsletter HR

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Increasing per diems for business trips

There will be a new per diem rate for business trips as of 1 January 2023. As a consequence, the lump sums for transport travel expenses and for overnight stays will also change.

After the changes, the rates will be:

- a per diem for a business trip - PLN 45
- lump sum to cover the costs of travelling by public transport - PLN 9
- lump sum for an overnight stay - PLN 67.5

Minimum remuneration in 2023

We would like to remind you that, in accordance with the regulation of the Council of Ministers of 13 September 2022, we are facing a double increase of the minimum remuneration in 2023, the amount of which will increase respectively:

- As of 1 January 2023, to PLN 3,490 and to PLN 22.80 per hour; and
- As of 1 July 2023, to PLN 3,600 and to PLN 23.50 per hour.

At the same time, we would like to remind you that, along with the increase in the minimum wage, there will be an increase in other benefits calculated based on the minimum wage. To find out more, please read our October newsletter: [LINK](#).

Renewing enrolment in Employee Capital Plans

Under current legislation, employers have until the end of February 2023 to inform employees who have opted out of saving in Employee Capital Plans (Polish: *PPK*) to resume contributions by 1 April 2023. This means that if an employee does not wish to save in a PPK, then they must, once again, submit a written declaration resigning from the scheme to the employer. If the employee does not make such a declaration, the employer will have to start making contributions for that employee from 1 April 2023.

Draft amendment to the law on assistance to Ukrainian citizens

The Sejm has received another draft amendment to the Law on Assistance to Citizens of Ukraine in Connection with the Armed Conflict on the Territory of Ukraine and Certain Other Laws.

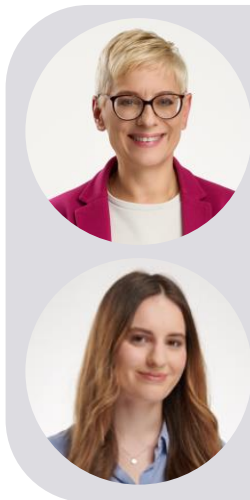
The draft mainly provides for amendments to the Law on Assistance to Citizens of Ukraine in the area of:

1. Shortening the period for registering the stay of a Ukrainian citizen from 90 days to 30 days (calculated from the date of arrival in Poland),
2. Clarification of the regulations regarding diia.pl - the document entitles the holder to cross the border multiple times without the need to obtain a visa,

3. Repealing provisions on a simplified procedure to obtain temporary residence permits for Ukrainian citizens after 9 months of stay due to the war, and
4. Extending the stay of Ukrainian citizens who arrived in Poland before 24 February 2022 and whose basis for legal residence expired after that date **until 24 August 2023**. This applies to Ukrainian citizens who stay in Poland based on a national or Schengen visa, a residence card, under the visa-free regime, or a temporary residence permit.

The draft also provides for changes to the so-called 'Anti-Crisis Shield' of 2 March 2020. It is planned to repeal the provisions extending the validity of residence legalisation documents for foreigners (e.g. national visas, temporary residence permits, residence penalties). Under the regulations of the Anti-Crisis Shield, the validity of these documents is extended for the period of an epidemic or epidemic risk and 30 days after their cancellation. These provisions are expected to enter into force 90 days after the announcement.

Please note that, under the current legislation, the state of epidemic risk has been extended until 31 December 2022. Therefore, questions remain whether the state of epidemic risk will be further extended and when the Anti-Crisis Shield regulations will be amended.



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