

ALERT

Remote work 2.0

NEW REGULATIONS FROM 7 APRIL 2023

On 6 February 2023, new legislation was officially published which adds new provisions to the Labour Code. The new rules, which regulate remote work, enter into force on 7 April 2023.

What is changing?

- Remote work replaces teleworking
- Remote work can be either full-time or hybrid
- The employer will only be able to give instructions for remote work in strictly defined cases
- Occasional remote work of max. 24 days per year
- The location of the remote work, in each case, designated by the employee and agreed with the employer
- The employer provides work materials and tools, including their installation and maintenance
- The employer covers necessary costs (at least electricity and telecommunications) – possible introduction of a lump sum for remote work (lump sum exempt from PIT)
- The rules of remote work are to be included in the remote work regulations to be agreed by the employer with the company's trade union or with employee representatives
- The employer can monitor the performance of remote work, compliance with health and safety and information protection regulations

How much time is allowed for implementation?

The new rules enter into force on 7 April 2023.

How can we help?

- Reviewing your current internal regulations on remote work and adapting them to the new regulations
- Helping you to efficiently implement a lump sum / remote work allowance
- Preparing your company's remote work regulations with model supporting documents or the model individual agreement
- Discussing your company's remote work regulations with the social partners, including organising elections of employee representatives
- Updating your health and safety, and GDPR rules and documentation, to ensure they are suitable for remote work
- Providing training on how to properly manage remote work, conduct remote work inspections, hire and fire employees who perform remote work

CONTACT US



Marcin Cetnarowicz

Partner

marcin.cetnarowicz@ssw.solutions



Paweł Wyřbek

Senior Associate

pawel.wyrebek@ssw.solutions



Joanna Wymiatal

Associate

joanna.wymiatal@ssw.solutions