

Amendment to the Labour Code 2023 - remote work

Support for employers
in implementation of new regulations



Did you know that?

- On 6 February 2023, an amendment to the Labour Code was published in the Journal of Laws.
- This means that employers will have to tailor their internal documentation to the new regulations.
- The new regulations on remote working will take effect as early as of 7 April 2023.

Remote work may be carried out entirely or partially at the place indicated by the employee and agreed with the employer, also at the employee's place of residence.

Remote work can be agreed both at the conclusion of the employment contract, as well as during the employment — at the initiative of the employer or at the request of the employee.

The rules for remote work can be defined in one of the following ways:

in the regulations laid down by the employer, after consulting the staff representatives

in agreement between the employer and a trade union organisation — if there are trade unions in the organisation

in an instruction to perform remote work

in an agreement with an employee



The employer is obliged to provide a remote worker with:

- work tools and materials,
- installation, servicing, maintenance of work tools or covering the necessary costs related to the installation, service, operation and maintenance of work tools,
- covering the costs of electricity and telecommunication services necessary to perform remote work,
- cover the costs directly related to the performance of remote work, if reimbursement of such costs has been specified in an agreement, regulations or instruction,
- training and technical assistance necessary to perform work remotely.

Remote work 2023 — how can we help?

Scope of support

Working out internal documentation on remote work:

- internal regulations including templates of employee statements
- agreements

Employee statements templates:

- an employee statement that his or her remote workstation agreed with the employer has safe and hygienic working conditions
- an employee statement that he/she is familiar with the occupational risk assessment
- an employee statement that he/she is familiar with the information on the principles of safe and healthy remote working and undertakes to comply with them
- an employee statement that he/she is familiar with the personal data protection procedure
- an application for occasional remote working

Working out a template:

- remote work order with the updated information on the conditions of employment
- individual agreement to perform remote work

Feel free to contact us:



Contact us

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