



Trends



MSB Remuneration: new feature on the Social Security Portal

Social Security has recently made available a new feature on its online Portal that enables companies to report and update, directly and entirely online, the remuneration of Members of Statutory Bodies (MSB).

Under this new system, the information submitted is automatically taken into account for the assessment of the contributions due, thereby enhancing accuracy in determining the contributory base, while reducing the need for manual intervention and subsequent corrections.

For companies, this functionality represents a significant step forward in terms of operational efficiency and autonomy, while simultaneously ensuring strengthened oversight and more reliable management of remuneration data relating to statutory bodies.

Reimbursement of balances under the labor compensation funds regime

We recall that the balances of employers' collective accounts held with the Labor Compensation Fund (FCT) may be subject to reimbursement, upon request by the employer, for legally prescribed purposes.

Given the proximity of the deadline, this is a critical moment to verify the existence of any balances in the FCT and to plan for their use before 31 December 2026.

In this context, the Employment and Social Security team of Deloitte Legal TELLES remains available to assist its clients in confirming the existence of balances in the FCT, as well as in the analysis, structuring, and submission of the corresponding reimbursement applications, ensuring close support tailored to the specific conditions and needs of each employer.

Labor reform: between the oak and the reed?

After nine months, negotiations on labor reform have come to an end without agreement in Social Dialogue.

Despite the lack of agreement, the Council of Ministers approved, on 14 May, the Government Bill on labor reform ("Labor XXI"), which will now proceed to parliamentary discussion.

The text of the bill now approved differs significantly from the draft version, with some of the initially proposed measures having been revised and proposals put forward during Social Dialogue having been incorporated.

However, the so called "labor package" continues to face opposition, and a new general strike has already been called for 3 June.

In fact, despite attempts at rapprochement, what still seems to be lacking is a genuine understanding of how to ensure the highly sensitive balance of the competing values underlying employment relationships.

And when that is the case, what remains is to seek consensus through concession.

As in the fable of the oak and the reed – where the rigid oak succumbs to the storm while the reed bends and survives – here too it still seems possible to weather the "storm" by bending. It is, however, less likely that, in the absence of consensus as to the underlying framework of the reforms, this can be achieved while preserving the ambitions that initially drove the initiative.



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Transfer of Workplace: new automatic notification via the PSI platform

A new functionality is now available on the Interoperability Services Platform (Plataforma de Serviços de Interoperabilidade – PSI), enabling companies to carry out the automatic notification of the transfer of their employees' workplace.

Through this service, enterprise resource planning (ERP) systems are able to communicate such changes directly to the Social Security authority, ensuring real-time updating of data and eliminating the need for manual submissions via the Social Security Portal.

This technological development contributes to enhanced administrative efficiency, a reduction in the risk of error and the simplification of compliance processes relating to declaratory obligations, thereby promoting a more integrated and reliable management of employment-related information.

Statement of Contributory Status in English: new functionality

Within the framework of enhanced support for the internationalization of individuals and companies, Social Security now makes available the issuance of the Statement of Contributory Status of employees in English.

This functionality allows employers and employees to demonstrate their contributory status before foreign entities in a simpler and more efficient manner, without the need for certified translations.

The statement is issued immediately, in digital format, through the Social Security Portal, and has the same legal validity as the Portuguese version.

This measure simplifies procedures and facilitates compliance with international requirements.

Disciplinary proceedings: relevance of missing elements in assessing the lawfulness of dismissal

The Supreme Court of Justice has clarified that the failure to submit the entire disciplinary proceedings, within the context of an action challenging a dismissal, does not automatically render the dismissal unlawful.

The Court emphasized that the employer must file the entire disciplinary proceedings, as originally prepared, and may not selectively submit only those elements it deems relevant.

However, the Supreme Court of Justice held that the omission of certain documents will only lead to the unlawfulness of the dismissal where such elements are, in the specific case, essential for the assessment of the matter.

In this context, the Court found that the absence of the Final Report of the preliminary inquiry proceedings will only have such effect where its actual relevance is demonstrated, namely where it is necessary for a proper understanding of the evidence collected.

Accordingly, the Court concluded that the absence of certain elements of the disciplinary proceedings does not, in itself, invalidate the dismissal; rather, it is necessary to demonstrate the relevance of the missing documents for the purposes of assessing the case.

Legislative changes



Legislative Proposal n.º 77/XVII/1ª

Legislative Proposal n.º 77/XVII/1ª has been formally submitted, providing for the amendment of a range of legislative instruments within the field of labor law.

Ministerial Order No. 225/2026/1, of 19 May

Amends the Ministerial Order regulating the life certification (proof of life), at the national level, to be carried out by pensioners receiving invalidity, old-age, and survivors' pensions under the general social security scheme who reside abroad.

Resolution of the Council of Ministers No. 75-A/2026, of 27 April, as rectified by Rectification Declaration No. 14-A/2026/1, of 29 April

Approves the National Strategy for Occupational Safety and Health 2026-2027.



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