



Dear Readers,

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

SENATE REJECTS KEY CHANGES TO ACT ON NON-NATIONAL EMPLOYMENT

On 13th March, the Senate voted on significant amendments to the Act on the admissibility conditions for giving work to non-nationals in the Republic of Poland. Notably, the Senate rejected the Sejm's proposed increases in penalties for employers and the introduction of a new offence for failing to pay wages for three months or more. Furthermore, the Senate overturned changes to the Entrepreneurs' Law of 6th March 2018 granting the Border Guard and the State Labour Inspection the power to conduct unannounced inspections of businesses. The Senate also removed the provision allowing simultaneous inspections of the same businesses by different agencies. The proposed legislation will now return to the Sejm, most likely on 21st March. For more details on the legislative process, please visit: [here](#).

EU COURT PENALISES FIVE MEMBER STATES FOR WHISTLEBLOWER PROTECTION DELAYS

The Court of Justice of the European Union (CJEU) has upheld the European Commission's decision to fine Germany, Luxembourg, the Czech Republic, Estonia, and Hungary for their failure to fully implement the Whistleblower Protection Directive. Recognising the critical importance of protecting whistleblowers who report breaches of the law, the Court imposed substantial lump-sum penalties on these member states. Germany received the largest fine, totaling €34 million.

MILITARY TRAINING PROGRAM TO IMPACT WORKPLACE ATTENDANCE

The government is developing an extensive military training program for citizens, expected to last several months. Employees participating in the program could be absent from work for up to six months, potentially in staggered periods. This poses significant scheduling challenges for employers. Currently, the Ministry of Defence has not released program details yet, leaving employers uncertain about the required preparation time.

SENIORITY CALCULATION RULES TO CHANGE IN 2026, BOOSTING EMPLOYEE BENEFITS

In 2026, new legislative measures are planned to redefine how the length of employee service is calculated. These changes will incorporate periods of work carried out under contracts for commissioning of services (pl. umowa zlecenie) or other contract for services. As a result, employees will become eligible for improved benefits, including extended vacation and increased severance pay.

MEDICAL COUNCIL TARGETS SICK LEAVE ABUSE

A proposed law aimed at reforming medical certification introduces significant changes to crack down on sick leave fraud. The Social Insurance Institution (ZUS) would be granted expanded authority, including the power to request complete medical records from healthcare providers issuing sick leave certificates (pl. L4).

The reform also seeks to streamline information sharing between ZUS and medical regulatory bodies, enabling quicker detection of abuse. Furthermore, ZUS would be empowered to verify the register of doctors authorised to issue L4s and seek explanations from any individuals involved in the verification process. Link to the bill: [here](#).

Please do not hesitate to contact us: Karolina Kanclerz, attorney-at-law, partner, **Sławomir Paruch**, attorney-at-law, partner, and **Oskar Kwiatkowski**, trainee attorney-at-law, lawyer.

UPCOMING EVENTS

- **11th Polish Labour Law Congress** - 19 March 2025, 9:00 - 14:00, online. Registration: [here](#).
- **Workshop: Navigating trade union relations. Proposals, requests, complaints – how to effectively communicate with a trade union?** - 19 March 2025, 11:00 - 11:45, online. Registration: [here](#).
- **Webinar: New non-national worker employment rules: latest updates** - 25 March 2025, 14:00 - 15:00, online. Registration: [here](#).
- **Conference: Working time 2025** - 26 March 2025, 10:00-14:00, online. Registration: [here](#).
- **No, because of GDPR! Online hate vs data and privacy protection** - 27 March 2025, 11:00 - 11:45, online. Registration: [here](#).
- **Webinar: Supplementary maternity leave - what employers need to know by 19th March?** - 28 March 2025, 11:00 - 11:45, online. Registration: [here](#).