



Dear Readers,

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

MINIMUM WAGE INCREASE IN EFFECT

The minimum wage in Poland has been raised, effective 1st January. The new rates are PLN 4.666 per month and PLN 30.50 per hour. This increase applies to all employment contracts, including contract of mandate (pl. umowa zlecenia). It also impacts other forms of compensation, such as night work allowances. To read the regulation in full, please click [here](#).

SUPREME COURT: ZUS CANNOT CHALLENGE FIRST CONTRIBUTIONS

The Supreme Court has ruled that the Social Insurance Institution (ZUS) cannot challenge the initial social security contribution assessment base for entrepreneurs, even if they increased it during the first month of running their business. This landmark ruling emphasizes that ZUS cannot dispute the contribution assessment base in the initial month unless it challenges the business registration itself. A spokesperson for the SME sector highlighted that the November 2023 Supreme Court ruling regarding contribution assessment base verification in the initial period of running a business does not apply to entrepreneurs who increased their base after 2015, following the implementation of the new contribution calculation algorithm. Supreme Court ruling of 11th December 2024, ref. no. II NSNc 267/24.

TIME OFF FOR SATURDAY HOLIDAYS: EMPLOYERS CALL FOR CHANGE

In an open letter of 20 December 2024, members of the Employers of Pomerania and Kujawy (pl. Pracodawcy Pomorza i Kujaw) association are urging the Polish government to abolish the requirement to grant an additional day off for holidays that fall on a Saturday. Employers argue that this obligation creates significant organisational challenges and leads to an excessive reduction in the number of working days per year. In 2025, these affected holidays include the 3rd of May and the 1st of November. To read the letter in full, please click [here](#).

POLISH DATA PROTECTION COMMISSIONER: DATA PRIVACY SAFEGUARDS INSUFFICIENT IN REVISED CRIMINAL LEGISLATION

The President of the Office for the Protection of Personal Data (PUODO) has expressed concerns about the Remedial Law (pl. Ustawa naprawcza), stating it lacks sufficient safeguards for personal data and privacy. Key concerns include the repeal of life imprisonment without parole and the new definition of a suspect. PUODO believes that the law needs to be amended and expanded.

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

- **On unions with unions: Time for a membership audit** – 8 January 2025, 11:00-11:45, online. Register: [here](#).
- **Conference: Top 10 HR law changes in 2025** – 9 January 2025, 11:00-12:50, online. Registration: [here](#).
- **Employer and employee in court: 10 key labour law rulings from the Supreme Court in 2024** – 14 January 2025, 12:00-12:45, online. Registration: [here](#).
- **6th HR and Payroll Conference 2025: The latest updates on Entering into and Terminating Employment Contracts in 2025** – 14 January 2025, 9:00-13:45, online. Registration: [here](#).
- **Webinar: Preventing workplace bullying and discrimination - legal and non-legal measures** – 15 January 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: AI use procedures** – 16 January 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: Workplace bullying in the wake of new legislation** - why leader training is essential now - 22 January 2025, 11:00 - 11:45, online. Registration: [here](#).
- **Webinar: Layoffs in Germany & Poland: Differences & Similarities** - 28 January 2025, 11:00 - 11:30, online. Registration: [here](#).