



Dear Readers,

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

HIGHER COMPENSATION FOR WORK-RELATED ACCIDENTS AND OCCUPATIONAL DISEASES FROM 1 APRIL 2025

Starting from 1 April 2025, compensation for work-related accidents and occupational diseases will be significantly increased. The payout for each percent of permanent or long-term health damage is expected to rise by 205 PLN.

DISTRICT COURT: PENALIZING EMPLOYEES FOR NOT DISCLOSING VACCINATION STATUS IS DISCRIMINATING

During the pandemic, an employer required employees to show a vaccination certificate of take an antigen test. One employee refused to provide this information and was subsequently suspended from work and had their salary reduced. The court ruled that employers cannot demand health-related information from employees, including proof of COVID-19 vaccination. Taking disciplinary action against an employee for not complying with such requirements violates the principle of equal treatment in employment. Ruling of the District Court on Warsaw of 22 January. 2025, case ref. no. XIV Pa 50/24.

PAY TRANSPARENCY BILL BY THE END OF 2025

The Ministry of Family, Labour, and Social Policy has announced that it will present a draft bill to implement the EU directive on pay transparency by the end of 2025 at the latest. The Ministry is also considering implementing the directive as a separate law, which would mean only minor changes to the existing Labour Code.

MRPIPS IS ANALYSING SHORTER WORKING HOURS

The Ministry of Family, Labour, and Social Policy (MRPIPS) received a petition to extend employees' uninterrupted weekly rest period from the current 35 hours to 59 hours. In response, the Ministry stated that it is currently analysing the impact of reduced working hours on productivity, workplace safety, and employee well-being. Based on these findings, a decision will be made on whether a 35-hour work week or a four-day work week is the best option.

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

- **Modern employer: Will pay transparency threaten the competitiveness of Polish employers?** - 11 March 2025, 11:00-11:45, online. Registration: [here](#).
- **HR Lab Cracow: The whistleblower or the troublemaker & employee turnover** - 12 March 2025, 11:00-14:00, on-site, Cracow. Registration: [here](#).
- **Webinar: 10 key rules – new regulations on workplace bullying** - 13 March 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: Getting work permit for posting a foreign national to Poland will soon get much harder – new rules after upcoming change of law** - 14 March 2025, 11:00-11:45, online. Registration: [here](#).
- **Conference: Employing non-nationals in Poland - avoiding pitfalls in work and residence legalisation processes** - 17 March 2025, 9:45-13:00, online. Registration: [here](#).
- **HR Lab Gdańsk - Building trust and transparency: new rules for pay equity and workplace bullying** - 18 March 2025, 11:00-14:00, on-site, Gdańsk. Registration: [here](#).
- **Conference: Working time 2025** - 26 March 2025, 10:00-14:00, online. Registration: [here](#).