



**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 FROM ZUS**

Starting from April, compensation from ZUS for work-related accidents and occupational diseases will increase. The new amount will be 1 636 PLN for each percentage point of health impairment – 205 PLN more than before.

#### **PARLIAMENT VOTES ON CHANGING HEALTH INSURANCE CONTRIBUTIONS FROM 1 JANUARY 2026**

The Parliament passed a bill to amend health insurance contributions for business owners. Entrepreneurs will pay a flat-rate contribution – but only up to a certain income threshold. Once that limit is exceeded, an additional amount will apply, based on the entrepreneur's income level and chosen form of taxation. The bill will now be reviewed by the Senate.

#### **SUPPLEMENTARY MATERNITY LEAVE**

In a statement issued on 11 March, the Ministry of Family, Labour and Social Policy confirmed that taking a supplementary maternity leave is separate from any interruptions or standard leave during the child's hospitalization. These are two separate entitlements. What matters is that the supplementary leave is taken immediately after the regular maternity leave ends.

#### **SUPREME COURT: EMPLOYER LIABLE FOR TRAUMA CAUSED BY ROBBERY**

The Supreme Court has ruled that an employer can be held responsible for the psychological harm suffered by employees as a result of a robbery. The case involved a bank employee who witnessed an armed robbery while at work. She developed trauma and required long-term psychiatric treatment. The Court found that the bank, as an employer, should have foreseen the risk of such event and taken steps to improve employee safety. As a result, the employer was held liable for failing to provide adequate protection. Ruling of the Supreme Court dated 24 January 2025, case no I PSK 1/24.

#### **DRIVER LICENSE STATUS CAN NOW BE VERIFIED VIA mOBYWATEL**

From 2 April 2025 employers will be able to check whether an employee still holds a valid driver's license or other driving-related permissions. The Ministry of Digital Affairs announced that the mObywatel app now allows users to verify driving credentials. To check if a license is valid all that is needed is a person's name and the document number.

**Please do not hesitate to contact us: Karolina Kanclerz**, attorney-at-law, partner, **Slawomir Paruch**, attorney-at-law, partner, and **Kamil Nazimek**, trainee attorney-at-law, lawyer.

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#### **UPCOMING EVENTS**

- **Webinar: Social dialogue or dispute? Works councils & trade unions in Poland and France** - 8 April 2025, 11:00-11:30, online. [Event in English](#). Registration: [here](#).
- **XIII HR Congress for Listed Companies SEG: Mastering the change: Strategies for successful employment restructuring** - 8-9 April 2025, on-site, Jachranka. Registration: [here](#).
- **HR Lab Wrocław: Managing after hours and pay transparency in practice** - 9 April 2025, 10:00-13:00, on-site, Wrocław. Registration: [here](#).
- **Webinar: The bumpy road to equality** - 9 April 2025, 12:00-13:00, online. Registration: [here](#).
- **Media Academy for Lawyers – "Rzeczpospolita" program: Why media visibility matters for lawyers and how to stand out** - 11 April 2025, 12:05, on-site, Warsaw. Registration: [here](#).
- **PCS MeetUp: Unintentional mobbing? How managers can avoid most common allegations** - 14 April 2025, 11:00-11:30, online. Registration: [here](#).
- **Webinar: PCS | Littler & Mercer – Pay transparency in practice: where to start?** - 15 April 2025, 11:00-11:45, online. Registration: [here](#).
- **The road to transparency: New employer obligations and how to adapt to the directive** - 16 April 2025, 11:00-11:45, online. Registration: [here](#).
- **Workshop: Managing relations with trade unions – collective disputes, pay negotiations, and setting expectations** - 17 April 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: Reliable employer- balancing law and numbers in salary decisions** - 6 May 2025, 14:00-15:00, online. Registration: [here](#).
- **The Modern Employer: Outsourcing on the PIP's radar** - 13 May 2025, 11:00-11:45, online. Registration: [here](#).