



Dear Readers,

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

### **SUPREME ADMINISTRATIVE COURT: BLOOD DONATION DOES NOT EXCUSE UNSCHEDULED ABSENCE**

A police officer, who is a regular voluntary blood donor, missed a scheduled shift due to a blood donation appointment. He failed to notify the supervisor in advance, despite clear instructions that such absences must be arranged before the shifts are planned. He received a disciplinary penalty that was upheld both by the Regional Administrative Court and, ultimately, by the Supreme Administrative Court (NSA), which ruled, that the officer violated service procedures. NSA ruling of 7 May 2025, case no. III OSK 847/24.

### **NEXT STEP FOR INCLUDING CIVIL LAW CONTRACTS IN EMPLOYMENT LENGTH**

The Committee of the Council of Ministers approved proposed changes to calculating employment length. Under the new provisions self-employment and work under contract of mandate would count towards employee's length of employment. The goal is to promote equal access to employee benefits and to support candidates applying for positions that require documented professional experience. The new regulations are expected to come into force in January 2026.

### **STANDARDIZED INSURANCE FILES WILL SIMPLIFY ZUS SETTLEMENTS**

The Deregulatory Committee proposed to shift the responsibility for calculating social security contributions to the Social Insurance Institution (ZUS). This would be possible through the introduction of the standardized insurance files (JPU), submitted by contribution payers and containing data on the payer and the insured individuals. Based on this file, ZUS would be able to automatically register and deregister individuals for insurance, determine contribution bases, and eligibility for benefits. The legislative work on this project has not started yet.

### **SUPREME COURT: MUSICAL PERFORMANCE MAY QUALIFY AS SPECIFIC TASK**

The Supreme Court confirmed that musical performance can qualify as a result of a contract for a specific task, dismissing ZUS's objections. The Court underlined that the outcome of such contract does not have to qualify as a copyrighted piece under intellectual property law. The fact that a performance is not entirely new or original does not exclude it from being considered "specific task". This decision confirms that contracts for specific tasks are not limited to innovative or one-of-a-kind creations. They can also cover results shaped by the performer's personal style and skill—giving the performance a unique and spontaneous character—even if the piece has been performed before. Supreme Court ruling of 11 December 2024, case no. II USK 158/24.

### **SUPREME ADMINISTRATIVE COURT: LIFE INSURANCE PAID BY EMPLOYER CONSIDERED AN INCOME**

An employee who benefits from life insurance paid by their employer receives taxable income as part of their employment relationship. In this case, the employer covered contributions for a life insurance policy linked to an investment fund. The employee argued that the investment part of the contribution should not be treated as income, as they did not receive any benefit. The Supreme Administrative Court (NSA) disagreed. It held that there is a clear connection between the employment relationship and the insurance coverage, meaning the full amount of the contribution paid by the employer constitutes taxable income for the employee. Ruling of the NSA of 13 May 2025, case no. II FSK 1068/22.

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### **UPCOMING EVENTS**

- **On unions with unions: the Employee Workplace Inspection Service in action - Best Practices & Cooperation** - 27 May 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: HR has a voice! - we share our knowledge. When work hurts - can the new law stop workplace bullying?** - 28 May 2025, 12:00-12:45, online. Registration: [here](#).
- **HR Lab Kraków: Employee turnover, B2B contracts, outsourcing and temporary work** - 29 May 2025, 11:00-14:00, on-site, Cracow. Registration: [here](#).
- **No, because of GDPR! Pitfall-free recruitment: rules for reference verification** - 29 May 2025, 11:00-11:45, online. Registration: [here](#).
- **HR Lab Gdańsk: Getting ready for the summer season** - 9 June 2025, 11:00-14:00, on-site, Gdańsk. Registration: [here](#).