



Dear Readers,

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

### LABOUR MARKET AND EMPLOYMENT SERVICES ACT NOW IN FORCE

The Labour Market and Employment Services Act, enacted on 20 March 2025, officially came into force on 1 June 2025. This new legislation brings several changes to how employment offices (*urzędy pracy*) operate and introduces key modifications for temporary work agencies. A notable new requirement is that temporary work agencies must operate for at least two years before hiring non-nationals.

### NEW REGULATIONS FOR NON-NATIONAL EMPLOYMENT TAKE EFFECT

As of 1<sup>st</sup> June 2025, updated rules for the employment of non-nationals are now in effect. Part of a comprehensive "migration package," these changes are specifically designed to accelerate application processes. This acceleration is supported by the introduction of online proceedings and the removal of the "labour market test".

### SUPREME COURT: LACK OF TRADE UNION CONSENT WILL NOT ALWAYS BLOCK DISMISSAL

The Supreme Court has confirmed that trade union protection should not be used solely to impede employer actions when the termination of an employment contract is justified by the employee's conduct and is unrelated to their union activities. Moreover, the Court acknowledged that reinstating an employee dismissed (despite the lack of trade union consent) due to health issues preventing them from performing their job duties would go against the fundamental social and economic purpose of reinstatement.

### TRADE UNIONS PROPOSE PLN 5015 MINIMUM WAGE FOR 2026

Trade unions participating in the Social Dialogue Council (pl. Rada Dialogu Społecznego) have put forth their proposal to raise the minimum wage to PLN 5,015 gross next year. According to media leaks, the labour ministry is expected to propose PLN 5,020. Negotiations are still underway.

### LABOUR INSPECTION TO RECLASSIFY CONTRACTS BASED ON CIVIL CODE

The Ministry of Funds and Regional Policy has announced a key change in the revised National Recovery Plan: the government has abandoned the compulsory taxation of all contracts based on the Civil Code. Instead, measures are being introduced to strengthen the role of the State Labour Inspection (PIP) in combating labour market abuses. Crucially, PIP will gain the authority to issue administrative decisions reclassifying contracts based on the Civil Code into employment contracts if they meet the criteria for an employment relationship. Furthermore, the maximum penalties PIP can impose in fine proceedings are set to rise.

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

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### UPCOMING EVENTS

- **Trust and check: Employee liability – how to protect company property?** - 3 June 2025, 11:00-11:45, online. Registration: [here](#).
- **V Conference: Legalisation and employment of foreign nationals. Practical insights on hiring non-EU citizens** - 3 June 2025, 9:00-13:45, online. Registration: [here](#).
- **The Road to Transparency: Pay Transparency already implemented – and what's next? What the new directive means for HR day-to-day** - 4 June 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: Restructuring without redundancies** - 5 June 2025, 10:00-11:30, online. Registration: [here](#).
- **HR Lab Gdańsk: Getting ready for the summer season** - 9 June 2025, 11:00-14:00, on-site, Gdańsk. Registration: [here](#).
- **Conference: Company Social Fund 2025** - 11 June 2025, 10:00-13:00, online. Registration: [here](#).
- **Employer and employee in court: Holiday disputes – how to prepare for the summer period** - 12 June 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: PIP inspection - how to prepare and what to expect?** - 25 June 2025, 11:00-11:45, online. Registration: [here](#).