



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 CODE UPDATE: NEW WORKPLACE BULLYING DRAFT

Last Thursday, a new draft amendment to the Labour Code was published, bringing important updates on workplace bullying. A key addition specifies that justified actions, properly communicated, particularly those related to work accountability or performance, are not to be considered workplace bullying. However, each claim will continue to be assessed on a case-by-case basis, taking into account the unique circumstances involved. Employees suffering from workplace bullying will be able to claim compensation of at least 12 times the minimum monthly wage. Furthermore, employers who pay out compensation or damages for workplace bullying will now have the right to recover this amount from the perpetrator. Employers will have six months to update their internal regulations to reflect these changes. Link to the draft: [here](#).

MINISTRY CLARIFIES: DEADLINE FOR PAYMENT TOWARDS COMPANY SOCIAL FUND IS NON-NEGOTIABLE

The Ministry of Family, Labour and Social Policy (MRPiPS) has issued an important clarification concerning the transfer of funds to the Company Social Benefits Fund (ZFŚS). The Ministry emphasises that current regulations do not allow for the postponement of this deadline, regardless of whether the statutory date falls on a working or non-working day. Consequently, funds must be deposited into the ZFŚS account precisely by the statutory deadlines.

EMAILING STAFF ABOUT DEPARTURES DOES NOT BREACH GDPR

The Supreme Administrative Court (NSA) has issued a significant ruling, confirming that informing employees about a colleague's departure via email does not violate the General Data Protection Regulation (GDPR). This ruling brings an end to a long-standing legal dispute over this communication practice. The Court highlighted that as long as email is an established method of communication in the workplace, using it for this purpose in accordance with applicable standards does not breach GDPR provisions. The NSA also reiterated that any claims concerning the infringement of an individual's personal rights fall under the jurisdiction of common courts. Case number: III OSK 1018/22.

BENEFITS FOR THE SELF-EMPLOYED CAN BE TAX DEDUCTIBLE

The National Tax and Customs Information Office (KIS) has clarified that benefits for the self-employed can now be treated as tax-deductible costs. Employee benefits have increasingly become a standard offering. Due to shifts in the labor market and a growing focus on health, financial institutions are evolving their approach to how these benefits are settled. Consequently, there is a growing trend of positive interpretations by revenue administration allowing the qualification of such benefits as deductible costs, extending this advantage to the self-employed as well. Source: Head of the KIS letter dated 23th May 2025, Ref. no. 0111-KDIB1-1.4010.125.2025.2.KM

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UPCOMING EVENTS

- **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](#).