



Dear Readers,

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

TOLERATED MISCONDUCT: SUPREME COURT LIMITS SUMMARY DISMISSAL

An employer terminated a manager without notice for misconduct. While the Supreme Court affirmed an employer's right to expect greater diligence and conscientiousness from managerial staff, it emphasized that not every instance of misconduct constitutes a grave breach of fundamental employee duties. If an employer tolerates a certain practice, even if formally prohibited, the employee's action cannot be classified as a grave breach. Judgment of the Supreme Court dated 26 February 2025, ref. no. III PSK 150/24.

WORKPLACE ACCIDENTS CONTINUE TO DECLINE

Data from Statistics Poland (GUS) reveals a positive trend: 14,323 workplace accidents were reported in the first quarter of 2025, marking a 7.2% decrease compared to 2024. Breaking down the figures, 46 injuries occurred among remote workers. Severe injuries were sustained by 54 individuals, and 31 accidents proved fatal. Employee misconduct was identified as the most common cause of accidents. Link: [here](#).

PROPOSED 2026 MINIMUM WAGE REVEALED

The proposed minimum monthly wage for 2026 is set to increase to PLN 4,806 gross. The Ministry of Labour states this adjustment aligns with projected inflation, aiming to cover an anticipated price increase of approximately 3%. The proposal will now proceed to the Social Dialogue Council for negotiations with social partners. Link to the communication [here](#).

DRAFT AMENDMENTS TO LABOUR CODE AND COMPANY SOCIAL FUND ACT PUBLISHED

The Ministry of Family, Labour and Social Policy has published a draft amendment to the Labour Code and the Company Social Fund Act. The proposed changes include moving away from the strictly written form to a more flexible paper or electronic form for certain acts in law concerning employment. The draft also includes an extended deadline for the payment of compensation for unused leave and an increase in the required number of employee representatives for arrangements concerning the Company Social Fund (ZFŚS). The draft is available [here](#).

GOVERNMENT FINALISING LAW TO COUNT B2B AND SERVICE AGREEMENTS FOR SENIORITY

Work on a new law to include contracts for commissioning of services and B2B agreements in seniority calculations is being finalized by the government. The bill includes a two-year deadline for employees to document past employment periods under contracts based on the Civil Code, after which the option to count them as seniority will expire. The new regulations are slated to become effective from 1st January 2026. The legislative process is available [here](#).

SIMPLIFIED SOCIAL INSURANCE CONTRIBUTION SETTLEMENT FOR MICRO-BUSINESSES BY 2028

The Social Insurance Institution (ZUS) is set to introduce the Single Insurance File (JPU) in 2028, a system that will streamline social insurance contributions calculation and settlement for entrepreneurs. It will initially serve the smallest, one-person businesses through a mobile app or the eZUS system. The ultimate goal is to extend this solution to all contribution payers, replacing current declarations and the Płatnik program. Experts acknowledge the significant potential for simplifying contribution settlements, but they emphasize that the project's efficacy will depend on well-defined regulations and thorough technological preparation.

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

- **Webinar: PIP inspection - how to prepare and what to expect?** - 25 June 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: Holiday working time** - 26 June 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: Managing collective redundancies** - 30 June 2025, 10:00-11:30, online. Registration: [here](#).