



**Dear Readers,**

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

### **PROPOSAL FOR ELECTRONIC CONFIRMATION OF INITIAL TRAINING COMPLETION**

The Ministry of Family, Labour and Social Policy has prepared a draft amendment to the regulation concerning occupational health and safety (OHS) training, which will allow employees to confirm their participation in general and on-the-job training electronically (e.g. via email). The received confirmation will need to be attached to the initial training card, and the information about it will be recorded in initial training card as well. The draft is expected to be adopted in the fourth quarter of 2025, with the regulation coming into effect 14 days after its publication in the Journal of Laws. The draft is available: [here](#).

### **DETAILS OF PILOT PROGRAM FOR SHORTER WORKING HOURS REVEALED**

The Ministry of Family, Labour and Social Policy has announced the rules for the shorter working hours pilot program. Employers will be able to apply for the project from 14 August to 15 September 2025. The tests will begin on 1 January 2026, and last for the entire year. The conditions for participation include, among others, employing at least 75% of employees under employment contract and ensuring that at least 50% of employees are covered by the program without worsening working conditions or pay. The funding limit is PLN 1 million per one program, and the cost per employee cannot exceed PLN 20,000.

### **CLARIFICATION OF RULES FOR INCLUDING CIVIL LAW CONTRACTS IN EMPLOYMENT SENIORITY**

In response to ongoing questions regarding the inclusion of periods worked under civil law contracts in employment seniority, the Ministry of Family, Labour and Social Policy has decided to clarify the proposed legislative changes. Employees of public finance institutions will be able to benefit from the inclusion of such periods as soon as they acquire the relevant entitlements, but not earlier than the date the law comes into force. For individuals employed outside the public finance sector, the benefits granted under the law will become available starting from the first day of the month following six months after the law is officially promulgated.

### **LOW INCOME DOES NOT AUTOMATICALLY MEAN NO CONTRIBUTION TO FAMILY SUPPORT**

The District Court in Suwałki has issued an important ruling regarding compensation paid to the family members of an insured person who died as a result of a workplace accident or occupational disease. According to the ruling, the pension authority cannot conclude that the deceased did not contribute to supporting their loved ones solely based on low income. Such a simplified approach assumes that all income is disclosed and taxed. However, some individuals also generate income in the so-called grey economy, which is not officially recorded. Ignoring this fact may lead to an incorrect assessment of the deceased's actual contribution to the family's financial support. Judgment of the District Court in Suwałki dated 27 March 2025, ref. no. III Ua 21/24. The judgment is final.

### **HIGHER FEES FOR COPIES OF EMPLOYEE RECORDS**

A draft regulation by the Minister of Culture and National Heritage proposes a new fee structure for preparing copies or transcripts of employment documentation with a defined retention period. According to the draft, the fees are set to more than double. For example, the cost of obtaining a copy of a work certificate is expected to rise from PLN 17 to PLN 39, while the cost of a transcript of the certificate will increase from PLN 35 to PLN 79 per each started page. Additionally, the maximum fee for a single request will increase significantly - from the current PLN 200 to PLN 454.

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### **UPCOMING EVENTS**

- **On Unions with Unions: Monitoring union membership numbers – time to double-check** - 1 July 2025, 11:00-11:45, online. Registration: [here](#).
- **Modern Employer: Latest changes in labour law** - 3 July 2025, 11:00-11:45, online. Registration: [here](#).
- **Online training session: Project-based hiring. How to hire legally to fulfil contracts?** - 8 July 2025, 11:00-11:45, online. Registration: [here](#).
- **No, because of GDPR!: New rules for pay transparency – what does it mean for HR and employers?** - 9 July 2025, 11:00-11:45, online. Registration: [here](#).