



**Dear Readers,**

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

### **CHANGES TO MILEAGE ALLOWANCE ON THE WAY**

The Ministry of Infrastructure has begun work on new regulations for reimbursing travel expenses for electric, hybrid, and hydrogen-powered vehicles. The current rules only cover combustion engine cars, with reimbursement rates based on engine size. In response to the growing interest in e-mobility, the Ministry announced planned legislative changes to introduce new ways to calculate mileage allowance. The reimbursement rates will also be increased. Link to the parliamentary inquiry: [here](#).

### **SUPREME COURT: ZUS CAN RECLAIM BENEFITS FROM INFLATED CONTRIBUTIONS**

In a recent ruling, the Supreme Court confirmed that the Social Insurance Institution (ZUS) has the right to question benefit amounts if the basis for calculation contributions was artificially inflated. The Court found that running a business solely to qualify for higher social security benefits is a deliberate act of misleading the insurance authority. If the business was not set up to earn genuine profits, the benefits will have to be returned. Ruling of the Supreme Court's Labour and Social Insurance Chamber of 5 July 2025, case no II USKP 107/24.

### **UPCOMING CHANGES TO OPEN PENSION FUNDS**

Work is underway on a new law that will modernise Open Pension Funds (OFE). The proposal would allow to handle all OFE formalities on digital platforms, with announcements available only online instead of print publications. Pension payments from the funds would be made only by bank transfers, with cash payments no longer available. The draft law also introduces rules for outsourcing services to external companies, and gives court enforcement officers access to OFE data. The new regulations are planned to take effect at the beginning of 2026. Link to the announcement: [here](#).

### **NEW RESTRICTIONS ON AID FOR UKRAINIAN REFUGEES**

The Polish Parliament passed an amendment to the law on assistance for Ukrainian citizens, extending temporary protection until March 2026. The changes introduce stricter rules for legalising stay, and limit access to certain benefits. From November 2025, the housing benefit will only be available to selected groups, such as children, seniors, and people with disabilities. The new rules strengthen the process for issuing PESEL numbers, and introduce additional record-keeping duties for the Border Guard. Authorities will now be able to revoke residence permits if they were obtained through forged documents or fake marriages. The new law will come into force 14 days after its publication in the Journal of Laws. Link to the legislative process: [here](#).

### **MEDIAN SALARIES IN FEBRUARY 2025**

In February 2025, the median gross salary was PLN 7166, which was 23,5% lower than the national average salary of PLN 9362,47. Compared to last year, the median salary increased by 11,5%, and rose by 4,1% compared to January 2025. The highest median salaries were recorded in the public sector (PLN 9647,50) and among employees aged 45-54 (PLN 7560,40). The lowest wages were seen in small companies with up to 9 employees (PLN 4666) and among workers under 25 years old (PLN 5657,90). The bottom 10% of earners made up to PLN 4666, while the top 10% earned at least PLN 16050. Salaries also varied by gender, age, sector, and company size. Link to data from Statistics Poland: [here](#).

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### **UPCOMING EVENTS**

- **Webinar: Upcoming changes in Labour law – new rules and new challenges** - 21 August 2025, 11:00-12:00, online. Register: [here](#). The event is addressed exclusively to Members of the Polish Association of Corporate Lawyers (PSPP).
- **Conference: Employers and Trade Unions** - 27 August 2025, 11:00-14:10, online. Register: [here](#).