



Dear Readers,

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

PIP WILL DECIDE ON FORM OF EMPLOYMENT BY ADMINISTRATIVE DECISION?

New draft regulations propose giving the National Labour Inspectorate (PIP) the power to reclassify civil law contracts (including B2B agreements) into employment contracts through an administrative decision. This would mean that PIP would no longer need a court ruling to change the basis of employment — it could independently decide that a contractor is, in fact, an employee. Such a decision would take immediate effect in terms of employee rights, meaning the contractor would automatically gain employee status. If the contractor disagrees with PIP's decision, they would still be able to appeal to a labour court. The draft also foresees that fines imposed by PIP in such cases would be at least twice as high as the current level. These proposed changes are already raising significant concerns. Link to the project: [here](#).

SUBSIDIES FOR 4-DAY WORK WEEK WILL BE TAXABLE

The National Tax Information has confirmed that subsidies from the Labour Fund for employees working a shortened (4-day) work week are considered taxable income and are not subject to any exemptions. Depending on the method of settlement, businesses may end up paying anywhere from several thousand to over ten thousand PLN in taxes and contributions. In practice, this means that a significant part of the financial support will return to the state budget. The Ministry of Finance has not yet clarified if the tax will be collected. Link to the programme announcement: [here](#).

COURT: DRIVER'S SALARY CANNOT DEPEND ON CARGO VALUE

The court ruled that a driver's salary cannot be linked to the value of the cargo, as this would breach labour law provisions and undermine the protections guaranteed by an employment contract. According to the court, tying salary to the cargo value deprives employees of transparency regarding their wages and creates income uncertainty. The value of cargo cannot replace statutory pay components such as the minimum wage or allowances for business trips. Employers must clearly define the basis of remuneration, independent of market fluctuations that affect transport prices. Ruling of the District Court for Warsaw Praga Południe from 2025-01-08, case no. VI P 469/24.

GOVERNMENT WITHDRAWS FROM MANDATORY COLLECTIVE AGREEMENTS

On 19 August 2025, the government approved a draft law aimed at promoting collective labour agreements. The proposal allows parties to conclude agreements for either a fixed or indefinite term, with the option to extend them. The draft also introduces incentives for employers to enter into collective agreements, including simplified registration procedures and the possibility to negotiate at different levels — company, multi-company, or sector-wide. At the same time, the government withdrew from the idea of requiring employers to regularly initiate collective bargaining. Instead, the Ministry will prepare a plan for supporting collective bargaining, setting out timelines and measures designed to encourage the conclusion of such agreements. Link: [here](#).

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UPCOMING EVENTS

- **Conference: Employers and Trade Unions** - 27 August 2025, 11:00-14:10, online. Register: [here](#).
- **Employer and employee in court: Labour Inspection check and its consequences in court** - 3 September 2025, 11:00 – 11:45, online. Register: [here](#).
- **Webinar: Creativity at work – handling intellectual property in employment** - 4 September 2025, 11:00 – 11:45, online. Register: [here](#).
- **Modern Employer: Legal risks in HR – what every HR professional should know** - 9 September 2025, 11:00 – 11:45, online. Register: [here](#).
- **PCS MeetUp: Sick leave and sick benefits – changes in regulations** - 11 September 2025, 11:00 – 11:30, online. Register: [here](#).