



Dear Readers,

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

IMPORTANT CHANGES TO THE LABOUR CODE REGARDING LENGTH OF EMPLOYMENT

On 12 September 2025, the Polish Parliament passed the act on calculating job seniority, introducing a long-awaited change. From now on periods of entrepreneurship or working under civil law contracts will count towards the length of employment. The amendment also covers other situations, such as cooperation with an entrepreneur, childcare during a suspension of entrepreneurship, membership in agricultural production cooperatives, or earning income abroad outside of formal employment. These periods will be confirmed by the Social Insurance Institution (ZUS). If ZUS does not have the relevant data, individuals will be able to provide their own documentation. Importantly, periods before the act came into force may also be included, provided they have been properly documented. Link to the project: [here](#).

GOVERNMENT ANNOUNCED MINIMUM WAGE FOR 2026

On 15 September 2025, the Council of Ministers published the minimum wage for 2026. Starting 1 January, the minimum monthly salary will be PLN 4 806 gross, and the minimum hourly rate will be PLN 31,40. The increase amounts to PLN 140 gross – much lower than trade union demands and more than twice smaller than the previous rise. This marks a clear slowdown in the pace of minimum wage growth compared to recent years. Link to the regulations: [here](#).

COURT: LONGER LIMITATION PERIOD FOR WORK ACCIDENT CLAIMS CAUSED BY A CRIMINAL ACT

The District Court in Łódź has ruled that if damage results from a criminal act, the limitation period for claims may be much longer than the standard three years. This applies in particular to breaches of health and safety obligations (BHP). In such cases, the limitation period may extend up to 20 years from the date of the offence. Therefore, if there is any suspicion that a criminal act may have occurred, the matter must be carefully investigated. Only then can it be determined whether the claims are justified and on what grounds the employer may be held liable. Ruling of the District Court in Łódź of 31 July 2025, case no. VIII Pa 163/24.

COURT: ATTENDING A FUNERAL DURING SICK LEAVE DOES NOT CANCEL THE BENEFIT

The District Court in Toruń overturned a decision by the Social Insurance Institution (ZUS), which had denied an insured person the right to sickness benefit for attending a family member's funeral while on sick leave. The court found that the trip was not recreational and did not conflict with the purpose of the medical leave. The person's health condition did not prevent travel or participation in the ceremony. The court emphasized that attending the funeral was a matter of duty and did not breach the conditions for receiving the benefit. Ruling of the District Court in Toruń of 15 July 2025, case no IV U 252/25, the ruling is not final.

Please do not hesitate to contact us: Karolina Kanclerz, attorney-at-law, partner, **Sławomir Paruch**, attorney-at-law, partner, and **Oskar Kwiatkowski**, attorney-at-law, lawyer.

UPCOMING EVENTS

- **On Unions with Unions: autumn pay negotiations – salary reviews and trade unions** - 23 September, 11:00-11:45, online. Register: [here](#).
- **Webinar: Personal legal risks in HR – what to watch out for** - 23 September 2025, 14:00 – 15:15, online. Register: [here](#).
- **XVIII Forum of Legal Departments' Heads** - 23-24 September 2025, Warsaw. Register: [here](#).
- **Webinar: Legal outsourcing – new regulations, practical tips** - 24 September 2025, 11:00-12:00, online. Register: [here](#).
- **Webinar: One year of the whistleblower's protection act – practical insights and lessons for the future** - 25 September 2025, 13:00 – 14:00, online. Register: [here](#).
- **III Conference: Diversity has power! The new DEI reality – from idealism to pragmatism.** – 25 September 2025, 9:00 – 17:00, Warsaw. Register: [here](#).
- **Webinar: End of taboo: Pay transparency in companies – evolution or revolution?** - 26 September 2025, 11:00-12:00, online. Register: [here](#).
- **HR Lab Kraków: HR under pressure – practical solutions for difficult situations.** – 30 September 2025, 11:00 – 14:00, Kraków. Register: [here](#).