



Dear Readers,

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

NEW RIGHTS FOR THE NATIONAL LABOUR INSPECTORATE – DRAFT LAW PUBLISHED

On 2 September, the government published a draft amendment to the act on National Labour Inspectorate (PIP), giving the institution a range of new rights. The most debated change is the ability to issue binding decisions converting civil law contracts into employment contracts – even if they have already ended. In such cases, the Inspectorate's decision would set key terms of employment, including the start date, place of work, working hours, and salary. Importantly, these decisions would take effect immediately. Employers would have only 7 days to file an appeal. The draft law also introduces new forms of inspections, allows for remote hearings, and increases fines for employers who violate employee rights. Link to the project [here](#).

THE MINISTRY STEPS BACK FROM PROMISE TO SHIFT SICK PAY TO ZUS

Despite earlier assurances, the Ministry of Family, Labour, and Social Policy (MRPiPS) is retreating from its promise to transfer the responsibility for paying employee sick leave to the Social Insurance Institution (ZUS). According to the latest statements from MRPiPS representatives, the draft bill may not move forward in the legislative process. The main concern is the high cost that ZUS would have to bear. There are also fears of potential abuse by employers, who might deliberately place employees on sick leave during less favourable business periods.

UTILITY MODEL ROYALTIES SUBJECT TO SOCIAL SECURITY CONTRIBUTIONS

An employee who creates a utility model is entitled to payment for its use by the employer. This applies even if the creator is already receiving a regular salary as an employee. In the case at hand, the creator received the agreed payment under a court settlement. He assumed that the settlement amount would be exempt from social security contributions. However, ZUS took a different position. It stated that since the overdue payment for the use of the utility model was made under a court settlement, it cannot be treated in the same way as payments based on the results achieved through an employee invention, payments for documentation provided voluntarily by the creator, or innovation and R&D awards. As a result, ZUS confirmed that the payment is subject to social security contributions. ZUS interpretation of 29 July 2025, DI/200000/43/591/2025.

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UPCOMING EVENTS

- **Modern Employer: Legal risks in HR – what every HR professional should know** - 9 September 2025, 11:00 – 11:45, online. Register: [here](#).
- **SEG Webinar: Upcoming legal changes on pay transparency and pay equity** - 10 September 2025, 10:00 – 12:00, online. Register: [here](#).
- **PCS MeetUp: Sick leave and sick benefits – changes in regulations** - 11 September 2025, 11:00 – 11:30, online. Register: [here](#).
- **Webinar: New rights for PIP – are all B2B contracts at risk?** - 15 September 2025, 11:00 – 11:30, online. Register: [here](#).
- **Online training: Recruitment in the era of pay transparency: what you need to know?** - 16 September 2025, 11:00 – 11:45, online. Register: [here](#).
- **The road to transparency: from theory to practice. How to implement a pay transparency policy?** - 17 September 2025, 11:00 – 11:45, online. Register: [here](#).
- **11th Polish Labour Law Congress** - 17-18 September 2025, online. Register: [here](#).
- **No, because of GDPR! Internal investigations and mobbing complaints – balancing privacy and employer duties** - 18 September 2025, 11:00 – 11:45, online. Register: [here](#).