



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 DRAFT LAW WILL EXPAND PIP'S RECLASSIFICATION POWERS

A new draft law has been introduced to expand the powers of the National Labour Inspectorate (PIP). Under the proposed changes, once PIP issues a decision confirming that an employment relationship exists, the employer will not be allowed to terminate the employee until the court issues its final ruling. The draft also clarifies when such a decision takes legal effect, depending on the specific area it concerns. In the area of social security contributions, the draft explicitly provides that the limitation period will be suspended from the date an appeal is filed against a PIP decision confirming the existence of an employment relationship. According to the budget plan, more inspections can be expected in 2027. Link to the draft law: [here](#).

SUPREME COURT: TERMINATION WITHOUT NOTICE ONLY FOR LOSS OF LEGALLY REQUIRED QUALIFICATIONS

The Supreme Court has confirmed that an employer may terminate an employment contract without notice, due to an employee's fault, only if the employee has lost qualifications that are legally required to perform their job. This applies exclusively to situations where the loss of qualifications prevents the employee from carrying out a profession that is directly regulated by law. The Court clarified that this rule does not cover cases where an employee loses qualifications that are considered essential only from the employer's perspective, but are not required by legal regulations. Judgement of the Supreme court from 17 June 2025, case no: I PSKP 15/25.

MINISTRY TO PREPARE A LIST OF SHORTAGE OCCUPATIONS

According to announcements from the Ministry of Family, Labour and Social Policy (MRPiPS), a draft list of shortage occupations will be prepared by the end of this year. Employers will have priority when applying for work permits and employment visas for listed occupations. The Ministry will work closely with employer organizations, which will prepare their own proposals based on annually updated lists. The initial list is expected to include drivers, nurses, and skilled specialists in various craft and technical fields. This initiative is intended to be the first step toward granting preferential treatment to employers hiring in sectors facing significant labour shortages. Link: [here](#).

WEEKEND TIME CHANGE AFFECTS WORKING HOURS

Over the weekend, we switched from daylight saving time to standard time. This change may affect the pay of some employees. In standard work time systems (for example, 8- or 12-hour shifts), if the employer did not shorten the scheduled shift by one hour to account for the time change, the employee's actual working time will increase by one hour. That additional hour should be treated as overtime and compensated accordingly.

TIME OFF FOR NOVEMBER 1 FALLING ON SATURDAY

This year, All Saints' Day (November 1) falls on a Saturday. As a result, employees are entitled to take another day off in exchange. The date of this day off is set by the employer, taking into account the company's applicable settlement period. For companies with a one-month settlement period, the replacement day off should be granted within the same month, i.e., in November. In workplaces with a longer settlement period, the employer may schedule the day at a later date – for example, on New Year's Eve.

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

- **II Tourism Forum: Innovation in ensuring quality in hospitality** - 28 October 2025, 9:00 - 17:00., Jelenia Góra. Register: [here](#).
- **Webinar: Regulations of group dismissals** - 29 October 2025, 11:00 - 11:30, online. Register: [here](#).
- **Employee in social media: The line between criticism and hate** - 30 October 2025, 11:00 - 11:45, online. Register: [here](#).