



Dear Readers,

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

THE COMMITTEE OF COUNCIL OF MINISTERS APPROVES THE PIP REFORM

On 4 December, the Committee approved the draft law reforming the National Labour Inspectorate (PIP). This approval is another step forward in the legislative process. According to the government arrangements the new draft will be different from the previous version. PIP's decisions will not have a retroactive effect, the immediate enforceability clause will follow the rules set out in the Code of Administrative Procedure (KPA), and before a formal reclassification decision is issued, the parties will be allowed to voluntarily change the contract themselves. The draft law is expected to be submitted to the Parliament later in December. The planned entry into force is the first quarter of next year. The latest version of the draft is not yet publicly available. Link to the legislative process: [here](#).

GIP PUBLISHES NEW SELF-ASSESSMENT CHECKLIST

The Chief Labour Inspectorate (GIP) prepared a new self-assessment checklist with 42 questions designed to help determine whether a working relationship should be governed by an employment contract or a civil-law contract. This initiative responds to ongoing difficulties caused by the lack of clear legal provisions and court rulings that clearly distinguish between these two types of agreements. The questions cover topics such as who initiated the contract, whether individuals on employment contracts perform similar tasks, and the extent to which a contractor is required to follow instructions received from the company.

SUPREME COURT: CROSSING THE LINE IN EMPLOYER CRITICISM

In a recent decision, the Supreme Court ruled that a doctor's statement describing accepted COVID-19 treatment methods as "deadly guidelines" went beyond acceptable criticism and therefore justified a formal disciplinary action. The Court noted that doctors have the right to speak in public debates and to criticise treatment methods, especially those that affect the general public. However, in this case, the wording, tone, and emphasis used in the statement crossed the boundaries of permissible criticism. As a result, the disciplinary measure imposed on the doctor was found to be fully justified. Ruling of the Supreme Court of 2 December 2025, case no: II ZK 81/24.

HOLIDAY GIFTS FOR EMPLOYEES' CHILDREN EXEMPT FROM INCOME TAX

The Director of the National Tax Information Office has confirmed that holiday gift packages given to employees' children do not count as employee income and are not subject to income tax. These gifts are considered donations, not rewards for performed work, and therefore do not fall under the legal definition of taxable employee income. Letter of 19 November 2025, Director of the National Tax Information Office 0111-KDIB2-2.4015.151.2025.5.DR; 0115-KDIT2.4011.524.2025.4.DT.

SUPREME ADMINISTRATIVE COURT: LOCAL GOVERNMENT EMPLOYEES' CONTRACTS ARE NOT PUBLIC INFORMATION

The Supreme Administrative Court has confirmed that scans of employment contracts for local government employees are private documents, not official records, and therefore are not considered public information that must be disclosed upon request. The Court emphasized that employment contracts relate to individual employment relationships, are created under labour law, and do not have the characteristics of a public-law act issued as part of the public authority functions of an administrative body. Ruling of the Supreme Administrative Court of 14 November 2025, case no: III OSK 1506/25.

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UPCOMING EVENTS

- **HR Meetup Wrocław: B2B or employment contract? How to prepare for upcoming PIP inspections?** - 10 December 2025, 18:00, Wrocław. Register: [here](#).
- **Labour Law Congress 2025: Key changes in labour law 2025/2026 - challenges for HR departments and employers** - 11 December 2025, 8:00 - 16:00, Warsaw. Register: [here](#).
- **Conference: Workplace Bullying and Discrimination** - 11 December 2025, 11:00 - 14:00, online. Register: [here](#).
- **3rd Occupational Health and Safety (OHS) Conference - legal regulations. The calm before... an accident at work!** - 11 December 2025, 9:00 - 14:00, online. Register: [here](#).
- **Webinar: Job value assessment - when, how, and what the Ministry recommends** - 15 December 2025, 11:00 - 11:45, online. Register: [here](#).
- **Webinar: Remotely, from the beach, on the phone - flexibility that works** - 16 December 2025, 11:00 - 11:45, online. Register: [here](#).
- **Webinar: Employee social media activity - what employers should know** - 18 December 2025, 11:00 - 11:45, online. Register: [here](#).