



Dear Readers,

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

### KEY CHANGES TO POLISH HR LAW IN 2026: MINIMUM WAGE, SENIORITY, AND DIGITAL REFORMS

The year 2026 introduces a lot of significant updates to employment law in Poland, most notably a new minimum wage, revised criteria for calculating length of service, and updated regulations for Vocational Activity Establishments (Zakłady Aktywności Zawodowej, ZAZ). There are also further administrative obligations arising from the rollout of the National e-Invoice System (Krajowy System e-Faktur, KSeF). From 1 January 2026, the statutory minimum monthly salary rises to 4,806 PLN gross, with the minimum hourly rate set at 31.40 PLN gross. A major shift in policy means that the length of service now incorporates periods of work performed under contracts based on the Civil Code, as well as time spent running a business. This change broadens the scope of employee entitlements, particularly regarding the annual leave and bonuses based on the length of service. Furthermore, legislative amendments to employment of people with disabilities have modified the operational rules for ZAZ, impacting how these entities are organised and funded. While KSeF remains primarily a tax regulation, it will impact HR departments through new standards for documenting and accounting for employment costs. Finally, as of 1 January 2026, e-delivery has become the default method for all official correspondence with public authorities.

### COUNCIL OF MINISTERS: LABOUR INSPECTION REFORM BILL RETURNED TO MINISTRY FOR REDRAFTING

Although the Standing Committee of the Council of Ministers initially approved a draft bill to reform the National Labour Inspectorate (PIP), the Prime Minister has withdrawn the proposal from the Council's agenda. The draft was intended to grant the PIP extensive new powers, most notably the authority for inspectors to reclassify contracts based on the Civil Code as employment contracts via administrative decisions. However, the Prime Minister maintained that the right to determine whether an employment relationship exists must continue to lie solely with the courts. Consequently, the bill has been sent back to the Ministry of Family, Labour, and Social Policy for further revision. Source: [here](#).

### UPDATE ON TEMPORARY PROTECTION FOR UKRAINIANS: KEY CHANGES IN 2026

Legislative work has accelerated on a new bill designed to phase out the temporary solutions previously introduced by the Assistance to Ukrainian Citizens Act. These regulations are set to be integrated into the Act on Granting Protection to Foreigners in the Territory of the Republic of Poland. Key provisions of the draft include an automatic extension of temporary protection for Ukrainian citizens until 4 March 2027 and the digitisation of identity verification (PESEL with UKR status and a document in the mObywatel application), the continuity of business activities, and further streamlining of employment procedures. At the same time, oversight rules will be tightened. In addition, there will be a new requirement for fingerprinting all individuals over the age of six and biometric image verification. Furthermore, protection will be automatically terminated for any individual who leaves Poland for a period exceeding 30 days. Currently undergoing final consultation, the new law is expected to come into force in March 2026. Source: [here](#).

### PAY TRANSPARENCY: BRIDGING THE GAP BETWEEN TEMPORARY AND PERMANENT WORKERS

New regulations resulting from the EU directive on pay transparency are intended to bring the rights of temporary workers closer to those of permanent employees, especially in terms of transparency and equal pay. The aim is to reduce discrimination and make it easier for temporary workers to pursue their claims. However, experts point out that the introduction of the new rules may mean higher costs for employers, related to the adaptation of payroll systems, reporting and HR procedures. They also point to greater administrative burdens and the risk of more frequent legal disputes, which may reduce the attractiveness of temporary work for some companies. Link to the bill: [here](#).

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### UPCOMING EVENTS

- **Workshops: Managing relations with trade unions. Partners in dialogue** - 8 January 2026, 11:00 – 11:45, online. Register: [here](#).
- **On unions with unions: Trade union membership under scrutiny – time for a review** - 13 January 2026, 11:00 – 11:45, online. Register: [here](#).
- **No because of GDPR!: Salary ranges, reports and earnings – transparency without myths** - 14 January 2026, 11:00 – 11:45, online. Register: [here](#).
- **Conference: 10 key changes in HR law for 2026** - 15 January 2026, 11:00 – 12:50, online. Register: [here](#).