



Dear Readers,

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

GENDER-NEUTRAL RECRUITMENT RULES IN EFFECT FROM 24 DECEMBER 2025

From 24 December 2025, new provisions of the Labour Code come into effect, introducing significant changes to the recruitment process. Employers are now required to provide candidates with information about the salary or salary range, as well as relevant pay policy provisions. This information must be shared at one of three stages: in the job advertisement; before the interview if the advertisement did not include salary details; or, at the latest, before employment begins if the information has not been provided earlier. In addition, employers must ensure that job advertisements and job titles are gender-neutral. The new rules also prohibit asking candidates about their current or previous salaries. Source: [here](#).

ZUS: EMPLOYER-FUNDED HEALTH CHECK-UPS MAY BE SUBJECT TO SOCIAL SECURITY CONTRIBUTIONS

The Social Insurance Institution (ZUS) has issued a decision regarding the funding of health check-ups for employees. The case concerned an employer who planned to cover the cost of a one-off health screening package for employees. Most of the cost would be paid by the employer, with employees making only a symbolic contribution. ZUS ruled that the part of the cost covered by the employer constitutes taxable income for the employee and is therefore subject to social security contributions. At the same time, ZUS noted that if such a benefit is included in the company's remuneration policy, collective agreement, or other internal pay regulations, it may be excluded from the contribution base. Source: ZUS decision no DI/200000/43/1160/2025.

PETITION TO REMOVE PUBLIC HOLIDAY ON THREE KINGS' DAY

A petition has been submitted to the Senate Petitions Committee seeking to remove the public holiday on 6 January (Three Kings' Day). The author of the petition refers to the current economic and social situation to support this proposal. According to the petition, the additional public holiday disrupts business operations, as work intensity and employee productivity are reduced during the holiday period. The petition is currently under review by the Senate. Source: [here](#) and [here](#).

PIP SEEKS ACCESS TO CCTV FOOTAGE AND WORK EMAILS

The National Labour Inspectorate Officers Association has submitted a proposal to the Chancellery of the Prime Minister to expand the powers of labour inspectors. The proposal calls for changes to the Labour Inspection Act that would allow inspectors to access workplace CCTV systems and company email accounts. Under the proposed amendments, the National Labour Inspectorate (PIP) would be entitled to request access to, among other things, video surveillance used at the workplace as well as monitoring of work-related emails – limited strictly to what is necessary to carry out an inspection. Link to the proposal: [here](#).

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

- **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](#).