



**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 BILL AMENDING THE NATIONAL LABOUR INSPECTORATE ACT RELEASED**

On Wednesday, the Government Legislation Centre released a revised bill amending the National Labour Inspectorate (PIP) Act. This latest version differs significantly from previous iterations. It introduces a provision allowing the Labour Protection Council (ROP) to request that the Supreme Audit Office (NIK) carries out formal audits of the PIP. Furthermore, the PIP would undergo an external audit every two years to assess the Chief Labour Inspectorate's performance, the institution's financial management, and its official activity reports. Overall, this amendment prioritizes the enforcement of existing regulations. The full bill is available: [here](#).

### **IMPLEMENTING THE EQUAL PAY DIRECTIVE: OMBUDSMAN WARNS OF CONSTITUTIONAL RISKS**

The Polish Ombudsman (RPO) has raised significant constitutional objections regarding the bill intended to implement the EU Directive on equal pay for women and men. While the draft designates the Ombudsman as the central "equality body", it also grants the office new powers to oversee pay equality between employers and their staff. According to the RPO, this raises serious constitutional concerns. Link the official announcement: [here](#).

### **POSSIBLE RESTRICTIONS ON DAYS OFF FOR DONORS**

The Ministry of Health is considering a revision of the entitlements currently granted to blood donors. Under existing Polish law, donors are eligible for two days off: the day of the donation and the following day for travel and recovery. However, to align national regulations with the EU's SoHO (Substances of Human Origin) Regulation, the Ministry may abolish the second day off. Poland is required to implement new regulations by August 2027 and they may also cover other donors, including women donating breast milk and male sperm donors, while strictly upholding the fundamental principle of unpaid, voluntary donation.

### **INTERNS MORE LIKE EMPLOYEES: NEW REGULATIONS**

The recently published bill regarding internships is designed to unify rules for professional training and eliminate the practice of unpaid work. Under these regulations, interns will be entitled to remuneration of at least 35% of the national average salary, a mandatory written contract that details a specific internship program and assigns a dedicated supervisor. Furthermore, internships will be capped at six months, with working hours limited to eight hours per day to prevent exploitation. The law also ensures that interns are covered by social insurance and health and safety (BHP) regulations, bringing their status closer to that of regular employees. The bill is available: [here](#).

### **DEADLINE FOR EMPLOYMENT AGENCIES: ACTIVITY REPORTS DUE BY 31 JANUARY**

By the end of January, employment agencies must fulfil their annual statutory reporting obligation, which covers all agency activities carried out in 2025. This requirement applies to every entity entered in the National Register of Employment Agencies (KRAZ), including those that have officially suspended their business operations. The report must be submitted exclusively in electronic form through the Register Service ICT System (STOR).

### **TWO ADDITIONAL LONG WEEKENDS FOR PUBLIC ADMINISTRATION IN 2026**

The Prime Minister has issued a regulation granting public administration employees two additional days off in 2026: 14<sup>th</sup> August (Friday) and 28<sup>th</sup> December (Monday). This decision allows civil servants to enjoy two extended weekends without utilizing their personal holiday leave.

**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, senior lawyer.

### **UPCOMING EVENTS**

- **PCS | MeetUp: Pay transparency - how to prepare your company for the new requirements** - 3 February 2026, 11:00 – 11:30, online. Register: [here](#).
- **16th Polish Personal Data Protection Law Congress: Transparency ≠ disclosure – new HR tasks vs personal data protection** - 3-5 February 2026, 9:00 – 14:00, online. Register: [here](#).
- **Webinar: Revolution in calculating length of service – how to prepare?** - 5 February 2026, 11:00 – 11:45, online. Register: [here](#).
- **Modern employer: A step-by-step guide to employee termination — common HR mistakes and their consequences** - 10 February 2026, 11:00 – 11:45, online. Register: [here](#).
- **Workshop: Navigating trade union relations — effective crisis management** - 12 February 2026, 11:00 – 11:45, online. Register: [here](#).