



Dear Readers,

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

GOVERNMENT PUBLISHES NEW DRAFT ON NATIONAL LABOUR INSPECTORATE REFORM

Last Friday, another draft bill reforming the National Labour Inspectorate (PIP) was published by the Government Legislation Centre. The proposal aims to grant labour inspectors the power to require parties to a civil law contract to correct the form of their legal relationship if it does not comply with the law. If any violations are found, the inspector would be required to issue an order instructing the parties to bring the arrangement into compliance. The decision would take legal effect on the date it is issued and would become enforceable once the deadline for filing an appeal expires or once a court ruling becomes final. Link to the project: [here](#).

ZUS: SALARY PAYMENTS MADE IN THE SAME MONTH ARE SUBJECT TO SOCIAL SECURITY CONTRIBUTIONS

The Social Insurance Institution (ZUS) confirmed that if a professional driver receives two salary payments in the same month, the total income for that month is the combined amount of both payments. Social security contributions for pension and disability insurance must be calculated based on all amounts actually paid in that calendar month. The same approach also applies to health insurance contributions. Letter of 7 November 2025 Central Office of Social Insurance Institution, ref. no. DI/200000/43/1113/2025.

COURT: MOCKING AN EMPLOYEE ON SOCIAL MEDIA JUSTIFIES DISCIPLINARY DISMISSAL

A manager's mocking comments about an employee's work on social media can be a valid reason for disciplinary dismissal. When such remarks are offensive, insulting, or contain profanity, they cross the line of acceptable criticism. Posting this kind of content online may also be considered workplace bullying and can expose the employee to discrimination from colleagues. Ruling of the District Court for Warsaw Praga-Południe of 25 July 2025, case ref. no. VI P 645/24.

EMPLOYEES RUSH TO COUNT INSURANCE PERIODS TOWARDS WORK SENIORITY

Since the beginning of the year, employees have been taking advantage of new rules that allow periods of work under civil law contracts and self-employment to be counted towards their total work seniority. By 26 January, nearly 310 thousand applications had been submitted to the Social Insurance Institution (ZUS) to confirm these periods. ZUS has already processed almost 209 thousand applications and issued over 508 thousand certificates confirming the periods that can be included in work seniority. These certificates are important for determining employee rights, such as annual leave entitlements and eligibility for service awards. In nearly 50 thousand cases, ZUS refused to issue a certificate.

SANEPID RECOMMENDS WORKING REMOTELY AMID RISING ILLNESS RATES

In January, flu cases surged, rising from about 70 to nearly 270 per 100 thousand people. In response, Sanepid (Polish State Sanitary Inspection) is recommending working remotely when possible. Even with higher vaccination rates this season (2,2 million people), the flu season remains intense. Link to the government notice: [here](#).

LABOUR MARKET INDICATOR RISES – UNEMPLOYMENT RATES EXPECTED TO RISE IN JANUARY

In January, the BIEC Labour Market Indicator rose to 77,5 points, signalling a potential slight increase in registered unemployment in the coming months. Key factors include a very low number of job offers at employment offices and fewer people deregistering due to taking up employment, even though layoffs for business reasons are decreasing according to Statistics Poland data. Weak demand for labour remains a major structural challenge for the market.

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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** - 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](#).