



Dear Readers,

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

### **COUNCIL OF MINISTERS ADOPTED NATIONAL LABOUR INSPECTION REFORM BILL**

On 17 February, the Council of Ministers officially adopted the proposed reforms for the National Labour Inspection (PIP). The new measures introduce a two-stage appeal process against decisions made by district labour inspectors, requiring an initial appeal to the inspector followed by a court appeal if necessary. Notably, the requirement for immediate enforceability of decisions has been abolished. Furthermore, the duration of court proceedings has been capped, with a 30-day deadline established for lodging appeals and their subsequent judicial consideration. While existing provisions regarding inter-authority cooperation remain in place, the reform permits remote inspections and tightens the penalties associated with breaching employment law. The bill has now been submitted to the Sejm for further consideration. Source: *Document No. 2250 – Sejm of the Republic of Poland*.

### **COUNCIL OF MINISTERS APPROVES BILL ENHANCING WORKPLACE PROTECTIONS AGAINST BULLYING**

On the same day as previous legislative approvals, the Council of Ministers adopted a bill amending the Labour Code's approach to workplace bullying and discrimination. The proposed changes aim to simplify the definition of bullying, which is to be defined as persistent harassment of an employee. Furthermore, the legislation explicitly outlines specific behaviours that will not be considered workplace bullying. Additionally, the proposal shifts greater responsibility onto employers, who must now demonstrate active efforts to prevent workplace bullying, discrimination and other undesirable conduct. Financial consequences for non-compliance have also been adjusted, with the minimum compensation for victims set to increase to six times the statutory minimum wage. Source: *here*.

### **PRESIDENT SIGNS BILL TERMINATING EMERGENCY UKRAINE LEGISLATION**

On Thursday, 19 February, the President signed into law a bill that formally terminates the special act providing emergency assistance to Ukrainian citizens. The new legislation introduces changes to the framework of temporary protection ("UKR" status), access to the labour market, and the validity of immigration documents for Ukrainians residing in Poland. Under the new rules, individuals currently engaged in business activities may continue their operations provided they maintain legal residence. However, starting from 5 March 2026, the criteria for establishing new businesses will shift to general terms, which include specific restrictions and requirements not previously applied under the emergency measures. Link: *here*.

### **SUPREME COURT: MANAGEMENT MAY BE ENTITLED TO OVERTIME COMPENSATION**

The Supreme Court has issued a significant reminder that individuals in managerial positions are not categorically excluded from receiving overtime pay. Such entitlements arise specifically when overtime is the direct result of faulty work organization by the employer. While it is generally accepted that some degree of additional work is factored into the higher remuneration of senior staff, employers may not implement structural solutions that systematically require managers to work beyond their contracted hours. The responsibility lies with the employer to properly regulate internal work processes and task delegation. Supreme Court ruling of 17 September 2025, ref. no. III PSK 10/25

### **COURT: COLOMBIANS ENTERING VIA OTHER MEMBER STATES DO NOT REQUIRE POLISH WORK VISAS**

The court ruled that the visa requirement introduced for Colombian citizens applies only to crossing the external border of the EU, and not to movement between Member States. A person who entered the EU via Spain, for example, may work in Poland without an additional visa. Decision of the District Court in Bielsko-Biala of 26 January 2026, ref. no. VII Kz 411/25.

### **NEW TEMPLATES FOR SICK LEAVE INSPECTIONS**

The Government Legislation Centre has released a draft regulation from the Minister of Family, Labour and Social Policy which introduces official templates for the authorization to check and the protocol for checking the correct use of sick leave. The scope of these inspections includes both sick leave and care leave, focusing on whether the employee is using their absence for its designated purpose. These updated regulations are set to take effect from 13 April 2026. Link to the draft *here*.

### **NATIONAL DEPRESSION AWARENESS DAY: 23 FEBRUARY**

Today, Monday 23 February, marks National Depression Awareness Day. This day should serve as a vital reminder for all employers of their duty to provide a safe working environment and protect staff from workplace bullying and discrimination. It is also an ideal moment for companies to review and update their internal procedures in this area.

**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**

- **HR Law CEE Conference: 10 most important 2026 HR challenges in Central-Eastern Europe** - 25 February 2026, 11:00 – 12:30 CET, online. [The event held in English](#). Register: *here*.