



Dear Readers,

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

PAY TRANSPARENCY DIRECTIVE IMPLEMENTATION DELAYED

The bill intended to transpose the EU Pay Transparency Directive into national law may enter into force later than originally anticipated. According to the Ministry of Family, Labour and Social Policy, the primary cause for this postponement is the current lack of provisions for establishing an equality body tasked with overseeing the new obligations. The Ministry is considering an extension of the grace period by up to six months, which would effectively defer the application of these regulations until early 2027. Despite the delay, the Ministry maintains that the core provisions will remain largely unchanged, as they stem directly from the Directive. While certain reservations have been made regarding data submission deadlines and the level of granularity in technical requirements, the Ministry intends only to clarify the regulations rather than relax them. Proposed refinements include a clearer description of the rules for calculating the pay gap, a more precise definition of payroll structures, and an extension of certain procedural deadlines. The bill: [here](#).

CHANGES IN WORKPLACE BULLYING REGULATIONS: BILL REFERRED TO COMMITTEE

Following its first reading in the Sejm, the bill introducing new regulations on workplace bullying has been referred to committee for further deliberation. Having secured majority support from parliamentary groups, the proposal primarily seeks to refine the legal definition of bullying to better reflect modern working environments, including remote work and digital communication. The core of the revised definition focuses on the persistent harassment of an employee, regardless of its form, while establishing a clearer distinction between isolated incidents and persistent bullying. Furthermore, the bill enhances victim protection by increasing compensation limits and allowing employers to seek reimbursement of these costs from the perpetrator. A key change is the new statutory obligation for employers to implement formal anti-bullying procedures. Link: [here](#).

COURT OF APPEAL: EMPLOYEE TOKENS EXEMPT FROM SOCIAL SECURITY CONTRIBUTIONS

A landmark judgment by the Court of Appeal in Warsaw dated 19 February 2025 may significantly alter the treatment of employee benefits based on blockchain technology. The Court confirmed that material benefits – specifically the option to purchase digital services (including tokens) at below-market rates co-financed by the employer – may be excluded from the base for calculating social security contributions. Crucially, the Court classified such benefits as a service rather than a form of remuneration for work. Judgment of the Court of Appeal in Warsaw of 19 February 2025, III AUa 1247/24.

SOCIAL INSURANCE INSTITUTION TO GAIN AUTOMATED ACCESS TO NATIONAL REVENUE ADMINISTRATION DATA

The Ministry of Finance is currently working on amendments to regulations that will allow the Social Insurance Institution (ZUS) to automatically retrieve data from the National Revenue Administration's (KAS) systems, removing the requirement to submit individual requests each time. The proposed bill introduces a new article designed to facilitate the systematic exchange of information between these two authorities. At present, ZUS may only obtain data from KAS upon specific request, primarily for the purpose of verifying and analysing data necessary for the collection of social security contributions. These new provisions are set to change this by introducing ongoing, automated access to a wider range of information.

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

- **Conference: ForTur Wrocław** - 8-9 April 2026, Wrocław. Register: [here](#).
- **HR Lab, Kraków: Pay transparency & corporate crisis management** - 9 April 2026, 11:00 – 14:00, Kraków. Register: [here](#).
- **PCS | MeetUp: Quick run through collective redundancies - how to manage the process efficiently?** - 13 April 2026, 11:00 – 11:30, online. Register: [here](#).
- **Webinar: An insider's view of pay transparency: employers and the new powers of trade unions** - 21 April 2026, 11:00-11:45, online. Register: [here](#).
- **Webinar: Team conflicts and employee complaints - practical strategies for supporting your staff and keeping your peace of mind** - 28 April 2026, 14:00-15:00, online. Register: [here](#).