



Dear Readers,

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

PRIVATE RECORDINGS RULED INADMISSIBLE FOR SUMMARY DISMISSAL

An employer is prohibited from using private recordings of an employee's conversations as a justification for terminating an employment contract on disciplinary grounds. The District Court in Toruń recently held that an employer's acquisition and use of private voice messages, shared by a third party without the employee's consent, constitutes a breach of the secrecy of correspondence. The court emphasised that an employer must not only refrain from examining such unlawfully obtained material but is also barred from relying on such evidence when evaluating a serious breach of basic employment duties. Therefore, an employee's private remarks, even if they are vulgar or critical of the employer, do not provide sufficient legal grounds for a summary dismissal. Judgment of the District Court in Toruń dated 22 December 2025, IV P 209/25.

AMENDMENT TO THE LABOUR INSPECTION ACT PUBLISHED

The recent amendment to the National Labour Inspection (PIP) Act has been officially published in the Journal of Laws. These new regulations are set to come into force on 8 July 2026, exactly three months following their publication date. Businesses should use this transition period to prepare for the upcoming changes. Link to the publication in the Journal of Laws: [here](#).

NEW TOOL FOR EMPLOYERS TO VERIFY EMPLOYMENT PERIODS

In response to updated regulations for calculating length of service - which now require the inclusion of self-employment and periods worked under contracts based on the Civil Code - Social Insurance Institution (ZUS) has launched the 'Stażowe' service. This new digital tool allows employers to verify and confirm the authenticity of certificates issued by the social insurance authority at an employee's request. By using the dedicated ZUS website, employers can now easily check whether any service record provided by an employee is an original, valid document. Link to the guide and the tool: [here](#) and [here](#).

UPCOMING CHANGES TO OCCUPATIONAL MEDICINE REGULATIONS

An amendment to the Regulation of the Minister of Health regarding preventive medical examinations will broaden the scope of occupational medical examinations. Doctors will now have an expanded remit, allowing them to issue individual health recommendations that cover non-occupational health aspects. This is a significant shift from a purely monitoring role toward a more proactive, preventive model of health protection. These changes will take effect on 17 April this year. The regulations [here](#).

POLAND TO END VISA-FREE EMPLOYMENT FOR THREE NATIONS

The Ministry of Family, Labour, and Social Policy (MRPiPS) is currently drafting a new regulation to restrict the right to work for citizens of Colombia, Venezuela, and Georgia who enter Poland under the EU visa-free regime. The proposed rules would require citizens of these nations to obtain a work visa before taking up employment. Based on the current draft, this change may also prevent these nationals from working without a permit under specific conditions, such as during university studies. These measures address systemic abuse of the visa-free regime, specifically targeting instances where the system is used to disguise illegal employment as the primary objective for entering the country. Source: [here](#).

NEW MATERNITY SUPPORT FOR FEMALE ATHLETES AWAITS PRESIDENTIAL SIGNATURE

On 8 April 2026, the Senate approved an amendment to the Sports Act without further changes, introducing enhanced financial security for female athletes. The new measures provide a 100% grant during pregnancy, followed by a post-childbirth grant at 81.5% for one year, which is a significant increase from the previous 50% for six months. These updates aim to provide equal footing with standard employment and support a smoother return to professional competition. Furthermore, the act establishes compassionate support at 81.5% for 12 weeks in the event of a miscarriage or stillbirth, with potential extensions of up to 15 weeks should a newborn require hospital treatment. Link to the amendment [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, senior lawyer.

UPCOMING EVENTS

- **Modern employer: New approach to workplace bullying – how to conduct internal investigation and minimise the employer's risks?** - 14 April 2026, 11:00-11:45, online. Register: [here](#).
- **Employer and Employee in Court: B2B reclassification and legal disputes** - 15 April 2026, 11:00 – 11:45, online. Register: [here](#).
- **Webinar: New anti-bullying regulations in practice – an employer's action checklist** - 20 April 2026, 11:00-11:45, 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: Navigating labour inspections – how to prepare and avoid common pitfalls** - 27 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](#).