



Dear Readers,

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

PIP REFORM SIGNED BY THE PRESIDENT BUT REFERRED TO THE CONSTITUTIONAL TRIBUNAL

On Thursday, April 2, the President signed a law reforming the National Labour Inspectorate (PIP). At the same time, he referred the law to the Constitutional Tribunal for a post-signing review due to serious concerns about the scope of the new powers. The reform aims to strengthen PIP's authority. This includes the ability to reclassify civil law and B2B contracts as employment contracts, as well as introducing stricter penalties for employers. The President noted that some provisions may lead to excessive state interference in business activity. The reform has also been criticized by business groups, including the Entrepreneurs' Council, which warned that the changes could worsen the conditions for running a business and reduce labour market flexibility. Link to the reform: [here](#).

SUPREME COURT: BOARD MEMBER MAY BE LIABLE FOR EMPLOYEE'S OCCUPATIONAL DISEASE

In a case concerning compensation for an employee's occupational disease – severe pneumoconiosis – the Supreme Court ruled that a management board member may be held personally liable if enforcement against the company is unsuccessful. The Court confirmed that this secondary (subsidiary) liability also covers an employee's claim for damages, including compensation for harm suffered. Ruling of the Supreme Court of 10 March 2026, case no. II CSKP 6/24.

ERRORS IN MEDICAL RECORDS DO NOT RULE OUT WORKPLACE ACCIDENTS

Errors in medical documentation do not automatically rule out a workplace accident, according to a recent Court decision. The insured person's medical records incorrectly stated that the injury happened outside of work. On this basis, the Social Insurance Institution (ZUS) refused to recognize the incident as a workplace accident. The Court disagreed. Although it did not find grounds to award a compensation, it confirmed that the incident should be classified as a workplace accident. The Court stressed that a decision cannot be based on a single piece of evidence taken out of context, such as an entry in medical records. All evidence must be assessed as a whole, including witness statements, accident reports, and expert opinions. Ruling of the District Court in Łomża of 29 January 2026, case no. IV U 167/25.

CHANGES FOR BLOOD DONORS – SOME WILL GET LESS TIME OFF

Starting May 2026, the rules for taking time off work to donate blood will change. Employees who are not approved for donation will no longer receive a full day off. Instead, time off will cover only the period needed for medical tests and the visit to the donation centre, including travel time. Previously, it was common for employees to take the whole day off, even if they were ultimately unable to donate. The changes do not affect those who successfully donate blood – they will still be entitled to two days off: the day of donation and the following day.

NEW COMPENSATION RATES FROM 1 APRIL

According to a notice from the Ministry of Family, Labour, and Social Policy, new, higher rates for one-time compensation for workplace accidents and occupational diseases take effect on 1 April. They will remain in force until March 31, 2027. The increase applies to benefits for employees injured at work or who develop an occupational disease, as well as to eligible family members of deceased insured persons or pensioners. The compensation for each percent of permanent or long-term health damage will now be 1781 PLN. Link to the notice: [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

- **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](#).
- **Employer and Employee in Court: B2B reclassification and legal disputes** - 15 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: 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](#).