



Dear Readers,

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

NEW RULES FOR SICK LEAVES IN EFFECT

On 13 April important changes to sick leave regulations came into force. Employees will lose right to sick pay only if they carry out paid work while on leave, or take part in activities that could delay recovery or worsen their health. Leaving home or traveling during sick leave will be assessed on a case-by-case basis, with a focus on how it affects the recovery process. At the same time, monitoring, and inspection scope of both Social Insurance Institution (ZUS) and employers have been expanded. Link available [here](#).

ELECTRONIC OCCUPATIONAL HEALTH CERTIFICATES ARE NOW AVAILABLE

Since 17 April new rules for issuing health certificates are in force. Certificates will now be issued mainly in electronic form and stored in medical information systems. Employees will be able to access them through their online patient account (IKP). Link available [here](#).

STATE LABOUR INSPECTION CALLS FOR DELAYING COMPLAINTS ON CIVIL LAW CONTRACTS

The Chief Labour Inspectorate has asked individuals working under civil law contracts to delay filing complaints for the next three months. This is due to new regulations coming into force on 8 July, 2026, and the requirement to review complaints within 30 days of submission. Complaints filed now would have to be handled under the current rules, without the new powers granted to labour inspectors. This period also gives employers time to review if civil law contracts are used correctly, and, if needed, to update the form of employment. Link to the notice: [here](#).

NEW RULES FOR HIRING NON-NATIONAL WORKERS – DRAFT PROPOSAL RELEASED

The Ministry of Labour presented a draft proposal to update the rules on hiring non-national workers. The aim is to strengthen the system for legal employment and attract highly skilled professionals from developed countries. One of the key changes is to limit the number of companies that can use the fast-track process for visas and work permits. This would be done by adding a new requirement – companies would need to have investments of at least 100 million PLN to qualify. The proposal also includes easier rules for citizens of selected highly developed countries. In these cases, employment would be possible without a work permit, based only on an electronic notification submitted by the employer. Link to the project: [here](#).

PARLIAMENT ADOPTS RULES ON ELECTRONIC CONTRACT SIGNING

On 17 April, the Polish Parliament approved an amendment to the law on the IT system used for selected types of contracts along with related legislation. The system has already been in use since 7 January this year. According to the latest data from the Ministry, over 42 000 accounts have been created and more than 20 contracts have already been signed through the system. The updated system will now allow a wider range of contracts to be signed electronically, including training agreements and non-compete clauses. It will also make it possible to amend contracts that were originally signed in paper form. In addition, the new rules introduce a practical simplification for hiring non-national workers. Although the new regulations will take effect 14 days after publication in the Journal of Laws, full implementation and further technical development of the platform may take up to three years. Link to the legislative process: [here](#).

ZUS LAUNCHES NEW MOBILE APP FOR EMPLOYERS

Since last Thursday, employers can use a new app called “mZUS dla Płatnika”. The app allows users to check their ZUS account balance, verify sick leaves, submit requests or report civil law contracts. It is available to all employers and authorised representatives. The app can be downloaded on both Android and iOS devices. Link to the ZUS announcement, and for downloading the app: [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

- **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](#).