



Dear Readers,

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

COURT: INCOMPLETE INSPECTION REPORTS MAY JUSTIFY TERMINATION

The District Court in Suwałki ruled that preparing an inspection report that does not reflect the actual situation, despite the existence of serious and repeated irregularities, may be considered a serious breach of employee duties. In this case, the employee responsible for the inspection reported no issues, even though the reviewed area had been affected by long-term and ongoing negligence. According to the court, the scale and nature of the problems showed that they could not have appeared suddenly and should have been identified and properly documented earlier. The court emphasized that a lack of diligence and reliability in carrying out key responsibilities may justify immediate termination of employment. The fact that the situation was later improved or the irregularities were corrected does not change the assessment of the employee's earlier negligence. Ruling of the District Court on Suwałki of 25 February 2026, case no. III Pa 40/25.

MINISTRY OF FINANCE: EMPLOYER CONTRIBUTIONS TO TOKEN-BASED BENEFITS ARE SUBJECT TO PIT

The Ministry of Finance has clarified that employer funding of a benefit programme based on discount tokens is treated as employee income from employment under personal income tax rules. While such benefits are exempt from social security (ZUS) contributions, they are subject to personal income tax (PIT). Ruling of the Appeal Court in Warsaw of 19 February 2025, case no. III Aua 1247/24.

MINISTRY OF DIGITAL AFFAIRS TESTS TOOLS FOR MONITORING REMOTE WORK

The Ministry of Digital Affairs is currently testing solutions that allow remote work monitoring. The Ministry stresses that the goal is not to control employees, but to improve the management of distributed teams and better plan work tasks. The methods currently under review lack consistency and automation. New tools are expected to support a fairer distribution of work and improve efficiency as workloads increase. Similar solutions are also gaining popularity in the private sector.

NEW DRAFT INTERNSHIP LAW PUBLISHED

On Tuesday, 21 April 2026, a new draft law on internships was published and sent for consultation. Compared to the previous version from November 2025, a key change has been made: civil law contracts have been removed and replaced with employment contracts. The only exception applies to minors. The draft introduces a minimum internship wage set at 65% of the national minimum wage, adjusted according to working hours. It also bans temporary work agencies from placing interns, with fines ranging from 3 000 PLN to 30 000 PLN for violations. The proposal has been simplified and the new rules are planned to come into force on 1 January 2027. Link to the legislative process: [here](#).

PLANNED CHANGES TO EU RULES ON POSTING WORKERS

EU negotiators have agreed on the direction of changes to the rules on posting workers within the EU. Under the new rules, employers will be required to notify authorities about a posted worker before they travel to another member country. The aim is to strengthen control and prevent unfair practices, such as undercutting labour costs. However, some countries, including Poland, have raised concerns that this could limit worker mobility. At the same time, certain exemptions have been made. Prior notification will not be required for short business trips or assignments lasting up to three days within a 30-day period. However, this exemption will not apply to the construction sector. The compromise still needs to be formally approved by the EU members.

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UPCOMING EVENTS

- **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](#).
- **Webinar: Holidays with the company social benefits fund (ZFŚS) – holiday benefits and last call before the end of year write-offs** - 11 May 2026, 11:00 - 11:45, online. Register: [here](#).
- **No, because of GDPR! AI – new HR operating system. How to turn risks into opportunities?** - 14 May 2026, 11:00 - 11:45, online. Register: [here](#).
- **Webinar: Manager in labour court – how to be a witness?** - 19 May 2026, 14:00-15:00, online. Register: [here](#).
- **Webinar: Mother's Day – decisions that may be very costly** - 26 May 2026, 11:00 - 11:45, online. Register: [here](#).
- **Webinar: Rules for using AI tools** - 27 May 2026, 11:00 - 11:30, online. Register: [here](#).