



Dear Readers,

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

SEJM CONSIDERS CHANGES TO SICK LEAVE FOR PREGNANT WOMEN

The Sejm is currently processing a draft bill that proposes significant changes to the rules governing sick pay for pregnant women. Under the proposal, the benefit would be funded by the Social Insurance Institution (ZUS) from the very first day of sick leave, rather than by the employer for the first 33 days, as is currently the case. For the employees themselves, the benefit amount will remain unchanged, continuing at 100% of their salary.

GOVERNMENT APPROVES LEGISLATION ON GENDER BALANCE FOR LISTED BOARDS

The government has adopted draft legislation to implement the EU directive on gender balance within the governing bodies of listed companies. Under the proposed measures, members of the under-represented gender must hold at least 33% of positions on both management and supervisory boards. Poland is introducing these regulations after the original European Union deadline of 28 December 2024.

SIMPLIFICATION OF PROCEDURES FOR SICKNESS AND MATERNITY BENEFITS

The Ministry of Family, Labour and Social Policy has prepared a draft regulation aimed at simplifying the rules for granting sickness and maternity benefits. The planned changes seek to reduce red tape by eliminating some certificates, stamps, and unnecessary data fields in applications. In many cases, the Social Insurance Institution (ZUS) will obtain the required information, such as birth certificates, directly from state registers, easing the administrative burden on insured individuals. The draft also introduces electronic medical certificates issued via the ZUS system, moving away from paper documents entirely. Furthermore, the recognition of foreign documents will be streamlined, removing the requirement for official translations. Most of these new provisions are scheduled to come into force on 1 July 2026. Link to the Act: [here](#).

FURTHER CHANGES TO THE MINIMUM WAGE PROPOSAL

The Council of Ministers has adopted a proposal to increase the minimum monthly wage to PLN 4,950 gross, effective from 1 January 2027. This represents an increase of PLN 144, or 3%, compared to the PLN 4,806 rate applicable in 2026. The proposal will now be presented to the Social Dialogue Council. The minimum hourly rate for selected contracts based on the Civil Code is also set to rise; from 1 January 2027, it will stand at PLN 32.30 gross, marking a PLN 0.90 increase from the current rate of PLN 31.40.

UODO SEEKS TO LIMIT DATA SCOPE FOR WITNESSES TO ACCIDENTS AT WORK

The President of the Personal Data Protection Office (UODO) has requested that the Ministry of Family, Labour and Social Policy clarify the regulations concerning the personal data of witnesses to accidents at work. According to both UODO and the National Labour Inspection (PIP), basic data such as a name, job title, and organisational unit should generally suffice for post-accident proceedings. The Office emphasises that relying on employee consent to process additional data is inappropriate and cannot replace a clear legal basis. If UODO's proposals are adopted, employers will need to review their existing accident forms and procedures to align with the data minimisation principle, limiting collection strictly to what is necessary to investigate the circumstances of the accident.

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

- **PCS | MeetUp: Termination meeting – is there an ideal scenario?** – 17 June 2026, 11:00 – 11:30, online. Register: [here](#).
- **Webinar: From Investigation findings to HR decisions: acting on the forensic report** – 18 June 2026, 11:00 – 11:45, online. Register: [here](#).
- **Modern Employer: Pay transparency after 7 June – what next?** – 15 June 2026, 11:00 – 11:45, online. Register: [here](#).