

PCS GOOD MORNING HR | 31/26

Dear Readers,

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

PRESIDENT SIGNED AMENDMENTS TO ANTI-BULLYING LEGISLATION

The President has officially signed the latest amendments to anti-bullying legislation. Following a general rule, these provisions will take effect three months after publication, meaning they will become enforceable in early November. Employers should use this window to implement the necessary updates and prepare their businesses for the new regulations - companies have six months to bring their internal workplace policies into compliance with the updated law. Link to the legislative process: *here.*

ZUS AND PIP STRENGTHEN COOPERATION ON CONTRACT RECLASSIFICATION

In light of recent leadership changes at ZUS (the Social Insurance Institution) and PIP (the State Labour Inspection), coupled with the rollout of new regulations, representatives from both agencies have announced plans to deepen their cooperation on contract reclassification. As part of these joint efforts, the authorities have established a shared risk-analysis team and launched a collaborative platform to streamline data exchange between them. Work is also underway on an AI tool designed to accelerate the analysis of data across both systems. According to officials, these new solutions will significantly boost the efficiency of compliance audits, primarily by introducing more targeted employer selection procedures.

COURT: ZUS CANNOT RELY SOLELY ON POLICE REPORTS TO PROVE GROSS NEGLIGENCE

In a June ruling, the Regional Court in Bydgoszcz held that a general police report asserting failure to adjust speed to road conditions is insufficient for ZUS (the Social Insurance Institution) to deny full sickness benefit coverage following a workplace accident. The court emphasized that the social insurance authority bears the burden of proof to demonstrate both gross negligence and that the employee's violation was the sole cause of the accident. In this case, key factors, such as the motorcycle's exact speed, weather conditions, road surface quality, and external influences, were never established. For employers and accident investigation teams, this ruling underscores that police findings cannot replace an independent, thorough investigation into workplace accidents. Judgment of the Regional Court in Bydgoszcz, June 1, 2026 (Ref. No. VI Ua 51/25).

DISCUSSIONS CONTINUE REGARDING POTENTIAL RETIREMENT AGE REVISIONS

In recent weeks, potential changes to the retirement age have emerged as one of the most widely debated public issues. The discussion was sparked by a proposal from the Minister of Development Funds and Regional Policy to allow mothers to retire earlier. At the same time, the ongoing debate over equalizing the retirement age for men and women has resurfaced. However, the Head of ZUS (the Social Insurance Institution) emphasized that society is not ready for such a reform. While the topic remains a point of active discussion, no major legislative changes are expected in the near future.

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UPCOMING EVENTS

- **Webinar: New anti-bullying regulations – what's changing for employers?** – 7 August, 11:00 – 11:45, online. Registration: *here.*
- **Modern Employer: HR Hat-Trick – B2B, workplace bullying and pay transparency. Three changes to prepare for after the summer break** – 25 August, 11:00 – 11:45, online. Registration: *here.*
- **HR Lab Katowice: Employers under growing regulatory pressure** – 3 September , 2026, 11:00 – 14:00, Katowice. Register: *here.*
- **Investigations in practice – from evidence to a decision: Financial misconduct and conflicts of interest – using technology to preserve and analyze digital evidence** - 10 September , 2026, 11:00 - 11:45, online. Register: *here.*
- **HR Lab Poznań: What's next for B2B & how to prepare to address workplace bullying, harassment or financial misconduct?** – 30 September 2026, 11:00 – 14:00, Poznań. Register: *here.*

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