

PCS

GOOD MORNING HR | 45/26

Dear Readers,

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

NEW RULES ON WORKPLACE BULLYING AND DISCRIMINATION TAKE EFFECT

On Thursday November 5, important amendments to the Labor Code governing workplace bullying and discrimination took effect, introducing new employer obligations in this area. The amendments simplify the definition of workplace bullying and require employers to take steps to prevent workplace bullying, discrimination, and violations of employees' personal rights. They also increase the minimum compensation for workplace bullying to six times the minimum monthly salary. Employers should focus on putting in place a system to prevent, identify, and respond to misconduct, while regularly monitoring related risks across their organizations. Link to the amendments *here.*

TAX RELIEF CHANGES FROM 2027: PARLIAMENT PASSES NEW LEGISLATION

The Parliament passed a tax bill that, starting in 2027, doubles the tax relief available to honorary blood donors while removing the reliefs for internet and business expansion. Under the new rules, blood donors will be able to deduct PLN 260 from their taxable income for each liter of blood or blood components donated, instead of the current PLN 130. At the same time, businesses will no longer be able to claim the tax relief for business expansion. Expenses incurred before January 1, 2027, will remain eligible under the current rules. The bill is now awaiting the President's signature. The new rules are expected to apply to income earned from January 1, 2027. More: *here*.

WHISTLEBLOWER PROTECTION ACT AFTER TWO YEARS

Two years after the Whistleblower Protection Act came into force, the Office of the Commissioner for Human Rights presented its findings to the Senate on how the external reporting system is working in practice. Data for 2024–2025 show that concerns about a massive influx of false reports have not materialized. In some cases, reports have helped public authorities identify significant financial losses. At the same time, the review highlighted several challenges, including inconsistent interpretations of what qualifies as a report, discrepancies in reporting practices, and a growing number of reports prepared with the help of AI. The Commissioner for Human Rights has announced further efforts to clarify the relevant legal provisions.

REDUCED WORKING HOURS IN PRACTICE: FIRST FINDINGS FROM THE MINISTRY'S PILOT PROGRAM

So far, 78 employers have joined the pilot program testing reduced working hours, overseen by the Ministry of Family, Labor and Social Policy (MRPiPS). Of these, 80% support keeping the new arrangements while maintaining employees' salaries. The pilot covers approximately 5,000 employees working in both private companies and public institutions across a range of industries. It will run until the end of December 2026. Once it ends, participating employers will submit reports to the Ministry on how they implemented the program. According to the Ministry, the pilot has received positive feedback so far. Its continuation is expected to support sustainable changes and promote greater working-time flexibility. More: *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: Anti-bullying law updates – separating fact from fiction** – November 16, 11:00 a.m. – 11:45 a.m., online. Registration: *here.*
- **On unions with unions: Compliance in trade union relations** – November 17, 11:00 a.m. – 11:45 a.m., online. Registration: *here.*
- **No, because of GDPR! Workplace bullying and other misconduct: How to respond and conduct internal investigations under the new rules** – November 18, 11:00 a.m. – 11:45 a.m., online. Registration: *here.*
- **Collective redundancy step by step – Part II. How to carry out a compliant and efficient restructuring?** – November 20, 11:00 a.m. – 11:45 a.m., online. Registration: *here.*
- **Workshop: Managing trade union relations: At the table with trade unions - how to negotiate effectively** – November 23, 11:00 a.m. – 11:45 a.m., online. Registration: *here.*
- **Conference: Workplace bullying and discrimination** – November 25, 11:00 a.m. – 2:00 p.m., online. Registration: *here.*

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