



HR AUDIT

In this world of fast-changing labour market, when the company's success is decided not only by a product or service but also the quality and stability of its team, the broadly understood realm of human resource management is growing in importance. Meanwhile, our experience shows that personnel affairs are often neglected in day-to-day operations as they are deemed insignificant. Until problems appear, that is.

Deficiencies in HR documentation or non-compliance with labour laws may not only expose your business to serious financial consequences, but also affect the employees' trust and the employer's image. Tax and legal aspects are not to be forgotten either.

Employers try to lure the best talent offering them competitive pay and friendly working conditions as well as attractive perks. Whenever winning and keeping the most sought-after experts is paramount, the accounting for the above perks often takes the backstage. Sadly, though, because errors may creep in this area too, followed by additional costs and other risks for the company itself, its management, and reputation.

You should also not ignore the currently contemplated legislative changes which – if they go through – may greatly affect employers. We mean, in particular, the proposed new power to be vested in the National Labour Inspectorate to convert civil law contracts, including B2B relationships, into employment contracts. Further new ideas include double fines for Labour Code violations, and remote inspections which will most certainly increase their frequency.

Although they are only legislative proposals at the moment, they could come into force on 1 January 2026. They may cause reasonable concerns among employers already, especially in the context of the potentially greater liability for ensuring compliance.

Why us?

We offer all-encompassing HR Audits covering labour law aspects (assessment of your documentation's compliance with the applicable laws and review of the practical functioning of HR processes in your business) as well as tax and related aspects (such as classification of fringe benefits for tax purposes, as well as documentation and accounting for them by the employees and the employer).



SCOPE

Review of employment contracts for compliance with the applicable labour, tax, social insurance and personal data protection laws.

Review of civil law contracts, including executive contracts, and risk assessment of reclassification of the civil law contracts into employment contracts from the perspective of labour, tax and social insurance laws.

Examination of tax classification of the wide range of fringe benefits and their treatment by the employer and the employee for income tax and VAT purposes (which may also be due on certain kinds of benefits).

If we identify any risks in these areas, we suggest a course of action to neutralise or greatly mitigate them.

Review of regulations, procedures, policies and any other in-house rules for compliance with statutory obligations of employers, and optimisation of the company procedures.

Implementation of practical and effective solutions for workplace bullying prevention and whistleblowing systems by updating and improving existing procedures to comply with the laws and best practices.

Support in implementing a cohesive and effective incentive system.

Check of eligibility for or correctness of the existing approach to increased tax-deductible costs for employees who deliver creative work.

Recommendations of solutions to reduce overtime by introducing the right time tracking systems and modifying in-house legal documents.

Review of contract termination methods as well as effectiveness of the post-employment non-compete agreements focused on ensuring the employer's right to withdraw from and terminate such agreements.

Check if the workforce size imposes additional obligations on your company as the employer, including obligation to establish certain boards or advisory bodies.

BENEFITS



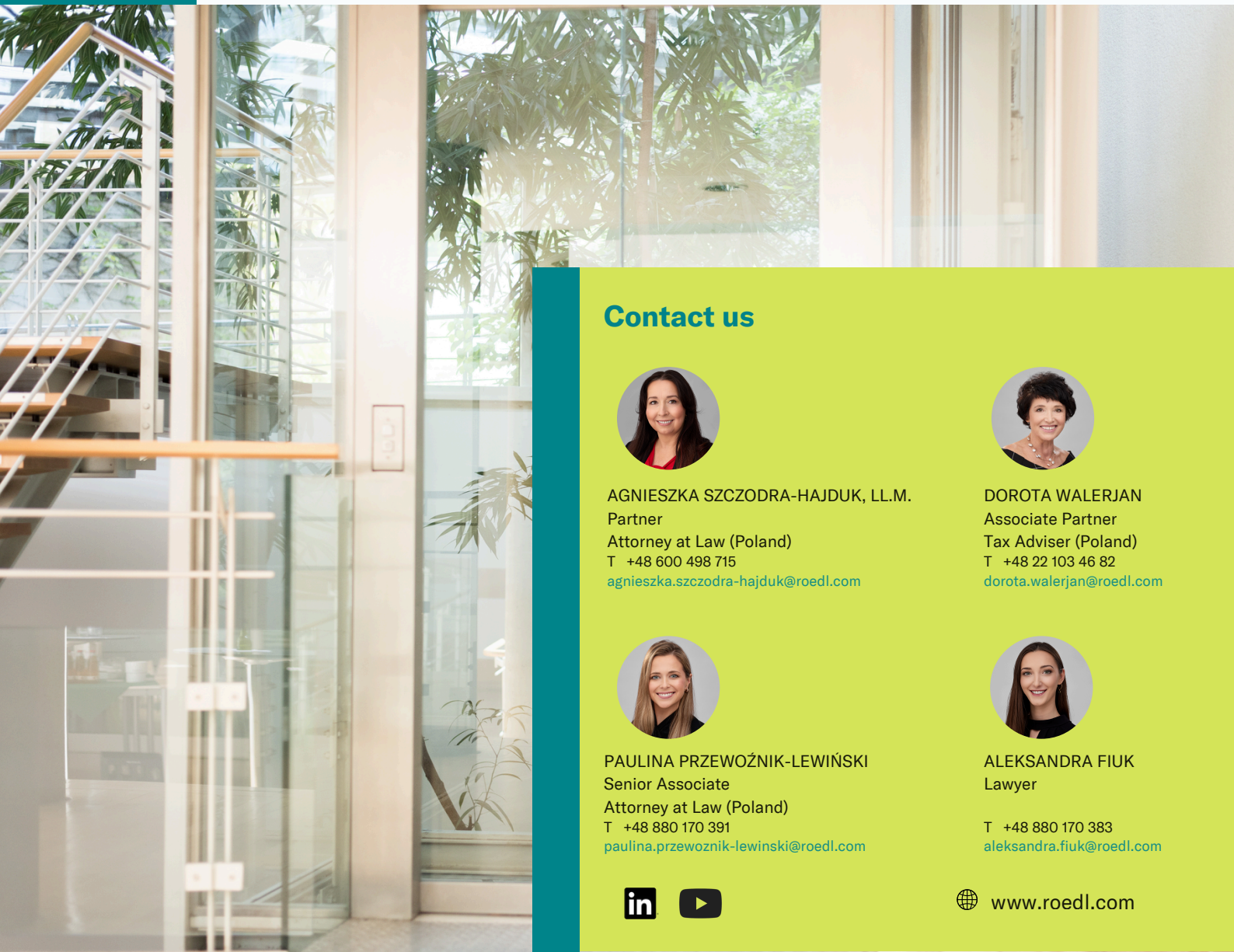
The nature and scope of our HR Audit may obviously vary depending on the circumstances, your business profile, hiring models, and most importantly – your needs. In other words, an HR Audit may be narrowed down to selected issues or extended to include extra ones.



We are confident that the HR Audit findings may translate into effective, secure and effective human resource management and, consequently, the functioning of your whole company. We believe that our experience and comprehensive approach to personnel, legal and tax aspects will convince you to make use of our services.



A diligently conducted HR Audit focused on compliance of HR activities with the law, on one hand, and on the company's practices on the other hand may boost stable growth of your company. Such an audit helps to identify and eliminate, or greatly reduce, legal and tax risks, sort out key procedures, implement solutions to increase transparency and effectiveness of HR activities, also from the economic point of view, and consequently – to strengthen your company's position as a responsible and professional employer.



Contact us



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