

Draft name Draft Regulation of the Minister for Health on the marking of the National Emergency Medical Service system and the uniform requirements for the members of emergency medical service teams Lead ministry and cooperating ministries Ministry of Health Person responsible for the draft: Minister, Secretary of State or Undersecretary of State Mr Marek Kos, Undersecretary of State in the Ministry of Health Contact details for the draft supervisor Agnieszka Tuderek-Kuleta — Head of the Security Department tel.: 22 63 49 443, e-mail: dep-db@mz.gov.pl	Drafted on 12 August 2025 Source: Article 38(3) of the Act of 8 September 2006 on the National Emergency Medical Services (Journal of Laws [Dziennik Ustaw] 2025, item 91, as amended) Number on the list of legislative works of the Minister for Health: MZ 1785
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REGULATORY IMPACT ASSESSMENT

1. What issue is being addressed?

The adoption by the Minister for Health of a Regulation on the marking of the National Emergency Medical Service system and the uniform requirements for the members of emergency medical service teams, hereinafter referred to as ‘the Regulation’, pursuant to Article 38(3) of the Act of 8 September 2006 on State Emergency Medical Services, hereinafter referred to as ‘the Act’, is necessary in connection with the amendment to the scope of the regulation made by the Act of 24 April 2025 amending the Act on State Emergency Medical Services and certain other acts (Journal of Laws, item 637), which introduces motorcycle rescue units.

2. The recommended solution, including planned intervention tools and expected impact

The regulation primarily provides for the inclusion of a new type of medical rescue teams — motorcycle rescue units. Accordingly, a new item has been added in Annex 2: *II Marking of motorcycle rescue teams*, and new a new Annex 4 has been added: *Requirements for the uniforms of the members of motorcycle emergency medical service teams*. Annex 4 introduces new uniform items for motorbike rescue teams, i.e. jacket, trousers, vest, helmet, footwear, gloves and balaclava.

In addition, compared to the current arrangements, corrections have been made to Annex 3, taking into account the proposals of the users of the uniforms, resulting from experience gained, technological changes and climate change, which render the clothing and materials intended for very low temperatures useless. For the sweatshirt and T-shirt, the rigidly fixed width of the black inserts on the sides has been abandoned, and the pockets have been moved from the front of the torso to the sleeves. Zip fasteners for the trouser pockets in place of Velcro flaps and additional black inserts at thigh level have been introduced. The dual strap supports are designed to allow the use of straps up to 3 cm and up to 6 cm wide. The trousers reinforcements on the knees are intended to enable soft removable protective inserts to be placed in them. In the winter version of the trousers, the soft-shell material has been abandoned. The black inserts on the shoulders of the fleece have been amended. The fleece has been left as a stand-alone uniform item, without serving as a jacket lining. The all-season jacket has been abandoned in favour of a lightweight soft-shell jacket. The location of the keycard pocket has been amended and the tunnels at the jacket's waist, hem and hood hem have been abandoned. Black inserts have been added on the sides of the jacket and along the inner part of the sleeves. The upper pockets in the jacket will be inset, with a horizontal zipper. Because, according to users' expectations, the fleece and jacket should be as similar as possible, reflective belts have been placed at the bottom of the clothing and on the forearms. The system logo, which was covered by the hood and therefore remained invisible, has been removed from the back of the jacket. In the vest at the rear a pocket for electronic equipment, with zip fasteners on both sides, has been added. The graphic symbol of the National Emergency Medical Services system has been moved from the back of the vest to the front and placed on the right side. Due to its important functions in the work of the members of emergency medical teams, the vest will become a mandatory element of the uniforms, excluding air ambulance service teams. Winter underwear will be an optional item. The requirements provided for footwear have also been clarified.

An important change, aimed at improving the safety and psychological comfort of the members of ground emergency medical teams, is the removal from the uniform of personal data enabling the identification of members of the emergency medical team, i.e. patches with the first letter of the name and surname. In the case of persons acting as the leader of the emergency medical team, the patch with the first letter of the name and surname has been replaced by a patch with the words: ‘TEAM LEADER’. The Regulation also allows for the use of female-gendered function names.

In addition, an amendment has been made to Annex 5 — Requirements for the uniforms of members of air ambulance service teams, additional uniform items: vest (paragraph 3(a)), as regards the choice of the colour of the vest, allowing, in addition to the colour red, the colour fluorescent yellow. This amendment aims to improve the visibility and safety of air ambulance crew members, particularly at night.

In the course of work on the draft, the Polish Committee for Standardisation proposed a change in the way in which the individual standards referred to in the content of the Regulation are referred to. This amendment does not affect the standards used so far, but only changes the form of the standards to one that complies with the requirements of the Standardisation Act of 12 September 2002 (Journal of Laws 2015, item 1483).

Otherwise, this draft Regulation duplicates the provisions of the Regulation of the Minister for Health of 3 January 2023 on the marking of the National Emergency Medical Services system and the uniform requirements for the members of emergency medical service teams (Journal of Laws, item 118).

3. How has this problem been solved in other countries, in particular OECD/EU Member States?

Uniform solutions for emergency services personnel in European countries are adapted to the climatic conditions of each country, the conditions and specificities that distinguish a particular service from others, as well as to various traditions in this area. As such, it is not possible to use other service models. No information is available on technical requirements for clothing for other services in Europe. However, it seems that thermal comfort and usability are the main criteria for choosing the material and cut of the clothing.

4. Entities affected by the draft

Group	Size	Data source	Impact
hospital emergency units	251	National Health Fund	setting out of marking
emergency medical teams	1702	provincial system operation plans	setting out of marking and uniforms
units cooperating with the National Emergency Medical Services system	4922	Register of National Emergency Medical Services	setting out of marking
Lotnicze Pogotowie Ratunkowe [Polish Medical Air Rescue]	1	not applicable	setting out of marking and uniforms

5. Information on the scope, duration, and summary of consultation results

The project has not been subject to pre-consultation.

The draft was submitted for public consultation and opinion seeking, with a 7-day deadline for submitting comments, to the following entities:

- 1) Centrum e-Zdrowia [e-Health Centre];
- 2) Centralny Instytut Ochrony Pracy — Państwowy Instytut Badawczy [Central Institute for Labour Protection – National Research Institute];
- 3) Federacja Pacjentów Polskich [Federation of Polish Patients];
- 4) Federacja Przedsiębiorców Polskich [Federation of Polish Entrepreneurs];
- 5) Federacja Związków Pracodawców Ochrony Zdrowia „Porozumienie Zielonogórskie” [‘Porozumienie Zielonogórskie’ Healthcare Employers’ Unions Federation];
- 6) Federacja Związków Pracowników Ochrony Zdrowia [Federation of Healthcare Trade Unions];
- 7) Forum Rozwoju Ratownictwa Medycznego [Forum for the Development of Medical Rescue];
- 8) Forum Związków Zawodowych [Forum of Trade Unions];
- 9) Fundacja Red-Alert [‘Red-Alert’ Foundation];
- 10) Komisja Wspólna Rządu i Samorządu Terytorialnego [Government and Local Government Joint Committee];
- 11) Konfederacja Lewiatan [‘Lewiatan’ Confederation];
- 12) Konsultant krajowy w dziedzinie medycyny ratunkowej [National Rescue Medicine Consultant];
- 13) Konsultant krajowy w dziedzinie pielęgniarstwa ratunkowego [National Rescue Nurse Consultant];
- 14) Konwent Marszałków Województw [Convention of Marshals of the Provinces];
- 15) Krajowa Rada Diagnostów Laboratoryjnych [National Chamber of Laboratory Diagnosticians];
- 16) Krajowa Rada Fizjoterapeutów [National Council of Physiotherapists];
- 17) Krajowa Rada Ratowników Medycznych [National Council of Paramedics];
- 18) Krajowy Związek Zawodowy Pracowników Ratownictwa Medycznego [National Trade Union of Emergency Medical Workers];
- 19) Lotnicze Pogotowie Ratunkowe [Polish Medical Air Rescue];
- 20) Naczelna Rada Aptekarska [Supreme Pharmaceutical Council];
- 21) Naczelna Rada Lekarska [Supreme Medical Council];
- 22) Naczelna Rada Pielęgniarek i Położnych [Supreme Council of Nurses and Midwives];
- 23) NSZZ ‘Solidarność-80’ [‘Solidarność 80’ Trade Union];
- 24) NSZZ ‘Solidarność’ [‘Solidarity’ Trade Union];
- 25) Ogólnopolski Związek Pracodawców Podmiotów Leczniczych [National Association of Healthcare Unit Employers];
- 26) Ogólnopolski Związek Pracodawców Szpitali Powiatowych [National Association of Employers of District

Hospitals];

- 27) Ogólnopolski Związek Zawodowy Lekarzy [National Union of Physicians];
- 28) Ogólnopolski Związek Zawodowy Pielęgniarek i Położnych [National Trade Union of Nurses and Midwives];
- 29) Ogólnopolski Związek Zawodowy Ratowników Medycznych [National Trade Union of Paramedics in Poland];
- 30) Ogólnopolskie Porozumienie Związków Zawodowych [National Alliance of Trade Unions];
- 31) Ogólnopolskie Towarzystwo Ratowników Medycznych [National Association of Emergency Medical Technicians];
- 32) Polska Rada Ratowników Medycznych [Polish Council of Paramedics];
- 33) Polska Rada Resuscytacji [Polish Resuscitation Council];
- 34) Polski Komitet Normalizacyjny [Polish Committee for Standardisation];
- 35) Polski Związek Ratowników Medycznych [Polish Union of Paramedics];
- 36) Polskie Stowarzyszenie Ratowników Medycznych [Polish Association of Paramedics];
- 37) Polskie Towarzystwo Gospodarcze [Polish Economic Society];
- 38) Polskie Towarzystwo Medycyny Ratunkowej [Polish Society of Rescue Medicine];
- 39) Polskie Towarzystwo Medycyny Stanów Nagłych i Katastrof [Polish Society of Emergency and Disaster Medicine];
- 40) Polskie Towarzystwo Pielęgniarstwa Ratunkowego [Polish Society of Emergency Nursing];
- 41) Polskie Towarzystwo Ratownictwa Medycznego [Polish Society of Emergency Medical Service];
- 42) Polskie Towarzystwo Ratowników Medycznych [Polish Society of Paramedics];
- 43) Porozumienie Lekarzy Medycyny Ratunkowej [Emergency Medicine Physicians' Agreement];
- 44) Porozumienie Pracodawców Ochrony Zdrowia [Healthcare Employers' Alliance];
- 45) Pracodawcy Rzeczypospolitej Polskiej [Employers of Poland];
- 46) President of the National Health Fund;
- 47) President of the Personal Data Protection Office;
- 48) Urząd Ochrony Konkurencji i Konsumentów [Office for Competition and Consumer Protection];
- 49) Solicitors Office of the Republic of Poland;
- 50) Rada Dialogu Społecznego [Council for Social Dialogue];
- 51) Rada Działalności Pożytku Publicznego [Public Benefit Works Council];
- 52) Board of Patients' Organisations under the Minister responsible for health;
- 53) Patients' Ombudsman;
- 54) Stowarzyszenie Dyspozytorów Medycznych w Polsce [Association of Medical Dispatchers in Poland];
- 55) Stowarzyszenie Menedżerów Opieki Zdrowotnej [Association of Healthcare Managers];
- 56) Stowarzyszenie Ratowników Medycznych Pomorza Zachodniego [Association of West Pomeranian Paramedics];
- 57) Stowarzyszenie Zawodowe Ratowników Medycznych [Professional Association of Paramedics];
- 58) provincial governors;
- 59) Związek Powiatów Polskich [Union of Polish Districts];
- 60) Związek Pracodawców Business Centre Club ['Business Centre Club' Union of Employers];
- 61) Związek Pracodawców Ratownictwa Medycznego SP ZOZ [SP ZOZ Emergency Medical Services Employers' Association];
- 62) Związek Przedsiębiorców i Pracodawców [Union of Entrepreneurs and Employers];
- 63) Związek Rzemiosła Polskiego [Polish Craft Association];
- 64) Związek Zawodowy Systemu Państwowe Ratownictwo Medyczne [Trade Union of the National Emergency Medical Services System].

The shortening of the period of public consultations and opinions to 7 days was due to the prolonged legislative process related to the inclusion of the draft Regulation in the notification of norms and legal acts enabling the participation of the Republic of Poland in the procedures for exchange of information specified in the European Union regulations and adjustment of the current regulations to the changes introduced by the Act of 24 April 2025 amending the Act on National Emergency Medical Services and certain other acts.

The draft Regulation has been published in the Public Information Bulletin of the Ministry of Health in accordance with Article 5 of the Act of 7 July 2005 on lobbying activities in the legislative process (Journal of Laws of 2025, item 677) and in the Public Information Bulletin of the Government Legislation Centre in accordance with § 52 of Resolution No. 190 of the Council of Ministers of 29 October 2013 — Rules of Procedure of the Council of Ministers (Polish Gazette [MP] of 2024, item 806, as amended).

The results of the public consultation and opinions have been presented in the report on public consultations and opinions.

6. Impact on the public finance sector

[illegible]

Sources of financing	The entry into force of the draft Regulation will not result in additional financial burdens on the public finance sector, including state and local government budgets or the National Health Fund, due to the adoption of solutions similar to those currently in place and the extended transition period (until the end of 2030) for adjusting to the changes being introduced.
Additional information, including the identification of data sources and assumptions made in the calculation	Not applicable.

7. Impact on the competitiveness of the economy and entrepreneurship, including the functioning of enterprises and impact on families, citizens and households

		Impact						
Time in years since entry into force of the amendments		0	1	2	3	5	10	Total (0–10)
In monetary terms (PLN million, fixed prices for [year])	large enterprises							
	micro-, small- and medium-sized enterprises							
	families, citizens and households							
In non-monetary terms	large enterprises	No impact.						
	micro-, small- and medium-sized enterprises	The draft Regulation obliges the dispatchers of medical rescue teams and hospital emergency departments and the units co-operating with the National Emergency Medical Service system to comply with the marking and uniform requirements.						
	families, citizens and households	No impact.						
	the elderly and persons with disabilities	No impact.						
Unmeasurable								

Additional information, including the identification of data sources and assumptions made in the calculation		
8. Change in the regulatory burdens (including disclosure obligations) resulting from the draft		
☐ not applicable		
Burdens are placed outside those strictly required by the EU (see the inverted compatibility table for details).	☐ yes ☐ no ☐ not applicable	
☐ reduction in the number of documents ☐ reduction in the number of procedures ☐ shortening of the time to settle the matter ☐ other:	☐ increase in the number of documents ☐ increase in the number of procedures ☐ extension of the time to settle the matter ☐ other:	
The introduced burdens are suitable for digitisation.	☐ yes ☐ no ☒ not applicable	
9. Impact on the labour market		
Not applicable.		
10. Impact on other aspects		
☐ natural environment ☐ regional standing and development ☐ ordinary, administrative or military courts	☐ demography ☐ state property ☐ other:	☐ computerisation ☒ health
Discussion of the impact	The entry into force of the draft Regulation will have a positive impact on the harmonisation of the marking and uniform items applicable in the National Emergency Medical Services system, which will enable persons receiving health services in that system to properly identify service providers.	
11.Planned implementation of the provisions of the Act		
This Regulation will enter into force 14 days after the day of its announcement.		
12. How and when will the impact of the draft be assessed, and what measures will be applied?		
The Regulation is to be applied continuously and therefore the assessment of the impact of the draft is not planned; thus, no measures for such an evaluation will be applied.		
13.Annexes (important source documents, research, analyses, etc.)		
Public consultation and opinion report.		