



Dear Readers,

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

DIGITALISING HR PROCESSES: AN UPDATED CATALOGUE

The Ministry of Family, Labour and Social Policy has introduced a project to amend the Labour Code and the Company Social Fund Act. This initiative will enable a broader range of employer-employee interactions to be carried out electronically, including, for example, consulting with the company trade union regarding the intention to terminate an employment contract, providing information on the transfer of a workplace to another employer, and processing applications for changes in work systems or requests for unpaid leave. These amendments are slated for adoption in July. Link to the draft: [here](#).

GOVERNMENT DECIDED: NO MORE PAPER ZUS RECORDS FOR EMPLOYERS

The government has approved an amending bill to the Social Insurance System Act. This legislative change will remove the requirement for employers to keep paper copies of all notifications submitted to the Social Insurance Institution (ZUS). Link to the bill: [here](#).

TAX IMPLICATIONS OF INCENTIVE PROGRAM CANCELLATIONS

Recent tax authority interpretations confirm that a cash benefit received by an employee due to the termination of an employee incentive program is not classified as income from an employment relationship. The Head of The National Tax and Customs Information Office (KIS) further states that this compensation will not be considered capital gains. Consequently, in line with the authorities' position, any cash equivalent paid to an employee for the cancellation of options granted under an ESOP scheme should be treated as income from "other sources." This income is then subject to taxation at the standard tax scale rates of 12% or 32%. A crucial aspect is that the taxpayer bears the sole responsibility for settling this tax, with no obligation for the employer to act as a tax remitter. Individual KIS interpretations dated 4th April 2025, no. 0113-KDIPT2-3.4011.158.2025.1.AK and 14th October 2024, no. 0115-KDIT1.4011.488.2024.1.AS.

YACHTMASTER CERTIFICATE COST AS TAX-DEDUCTIBLE EXPENSE

According to the Head of the National Tax and Customs Information Office (KIS,) an IT entrepreneur pursuing a yachtmaster certificate of competence for their business can deduct the expenses, such as transport and specialized clothing, incurred from cruises required by the Polish Sailing Association to obtain the certificate, as legitimate business costs. This deduction is allowed on the condition that the entrepreneur's declared business activities also include inland passenger water transport. Head of KIS's letter dated 10th July 2025, no. 0113-KDIPT2-1.4011.408.2025.3.DJD.

DATA PROTECTION AUTHORITY OPPOSES BROAD ONLINE BUSINESS DATA ACCESS

While amendments to GDPR regulations were expected to soon enable full online access to entrepreneur data, including their business activities, the President of the Personal Data Protection Office (UODO) has expressed strong reservations. The UODO President has formally communicated these concerns to the Secretary of State for the European Union, stressing the need for amending the public information access provisions to safeguard entrepreneurs' privacy. Link to UODO's position: [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, lawyer.

UPCOMING EVENTS

- **Webinar: Changes to the act on discrimination and workplace bullying** - 24 July 2025, 11:00–12:00, online. Register: [here](#).
- **The Road to Transparency: Pay transparency. How to prepare for reporting?** - 6 August 2025, 11:00–11:45, online. Register: [here](#).