



Dear Readers,

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

CJEU: DIRECTIVE PROTECTS EMPLOYEES CARING FOR CHILDREN WITH DISABILITIES

In a recent judgment, the Court of Justice of the EU (CJEU) ruled that indirect discrimination based on disability also applies to employees who face unequal treatment because they care for a child with a disability. According to the Court, the principle of non-discrimination should also cover situations where the disability is connected through a close relationship. This means that parents of children with disabilities should not be treated unfavourably at work because of their child's condition. To uphold this principle, employers are required to make reasonable organizational adjustments. CJEU ruling from 11 September 2025, case no. C-38/24.

MINISTRY OF FINANCE: BOARD MEMBERS HAVE THE RIGHT TO DEFEND THEMSELVES IN TAX DEBT PROCEEDINGS

According to the latest interpretation issued by the Ministry of Finance on the liability of company board members for tax debts, a board member must be given the opportunity to defend their rights during proceedings with the tax authorities. The Ministry explained that board members have the right to challenge the findings made by the tax authorities. However, this right applies only if they did not previously have the chance to respond to the allegations. The main way for a board member to avoid personal liability for a company's tax debts is to file for the company's bankruptcy within the required deadline. Interpretation of the Ministry of Finance of 29 August 2025 no DTS2.8012.5.2025. Link available [here](#).

JOB INTERVIEW DOES NOT AFFECT THE RIGHT TO REHABILITATION BENEFITS

The District Court in Toruń overturned a decision by the Social Insurance Institution (ZUS), which had withdrawn an insured person's right to rehabilitation benefits for attending a job interview. The Court found that a one-time, short job interview – when it is not paid and does not misuse medical leave – should not lead to losing the right to rehabilitation benefits, provided it does not conflict with the purpose of the benefit. According to the ruling, attending a short interview at the final stage of recovery is generally not considered an abuse of sickness insurance benefits if it reflects a justified effort to secure one's future, rather than an action against the purpose of the benefit. Judgement of the District Court in Toruń of 10 July 2025. Case no IV U 267/25.

NEW TAX RELIEF AND E-INVOICING TRAININGS

The Ministry of Finance is planning new tax relief measures for small businesses, including proposals for simplified solutions and tools. At the same time, starting in September, the Ministry will launch nationwide in-person and online training sessions to help companies prepare for the challenges of the mandatory National e-Invoicing System (KSeF). Among the proposed measures are higher income limits for lump-sum taxation and the tax card, as well as more favourable tax rules. The e-invoicing trainings are designed to give business owners practical guidance on using KSeF and to help them avoid technical mistakes during implementation.

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UPCOMING EVENTS

- **Online training: Recruitment in the era of pay transparency: what you need to know?** - 16 September 2025, 11:00 – 11:45, online. Register: [here](#).
- **The road to transparency: from theory to practice. How to implement a pay transparency policy?** - 17 September 2025, 11:00 – 11:45, online. Register: [here](#).
- **11th Polish Labour Law Congress** - 17-18 September 2025, online. Register: [here](#).
- **No, because of GDPR! Internal investigations and mobbing complaints – balancing privacy and employer duties** - 18 September 2025, 11:00 – 11:45, online. Register: [here](#).
- **Conference: Compliance Practitioners' Meeting** – 19 September 2025, 9:00 – 17:00, Warsaw. Register [here](#).
- **III Conference: Diversity has power! The new DEI reality – from idealism to pragmatism.** – 25 September 2025, 9:00 – 17:00, Warsaw. Register [here](#).
- **HR Lab Kraków: HR under pressure – practical solutions for difficult situations.** – 30 September 2025, 11:00 – 14:00, Kraków. Register [here](#).