

Key changes in the employment of foreigners from June 1, 2025.

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As of **June 1, 2025**, a **new law from March 20, 2025** on the conditions for the admissibility of assigning work to foreigners comes into effect. It replaces the previous regulations from the Employment Promotion Act. The goal: **faster, safer, less bureaucracy, more digitization**.

1. Everything digitally - only through praca.gov.pl

From now on, there is **zero paperwork** – all formalities are done **exclusively online** through praca.gov.pl. What can you do there?

- submit an application,
- check the status of the case,
- exchange documents with the office.

2. End of the labor market test

There is no longer a need to obtain an opinion from the county office about the "lack of hands to work" locally. Instead, the county office can create a **list of occupations exempt from the need for a permit**, but you don't have to use it.

3. New information obligations for employers

If you employ based on a **declaration (oświadczenie o powierzeniu pracy)**:

- **Starting work** – you must report it to the county office within **7 days**.
- **Failure to start work** – you have **14 days** from the planned date (previously, it was 7 days).

- You also need to inform if the foreigner **finished earlier** than stated in the declaration.

If the foreigner is working on a work permit:

You must inform the office when:

- The foreigner **did not start work within 2 months** of the date of the permit,
- There was a **break longer than 2 months**,
- They finished work **more than two months before the license was due to expire**.

(Previously, this concerned breaks of 3 months).

If the foreigner has a temporary residence and work permit:

You have **15 days** to notify the voivode about:

- the loss of work by the foreigner,
- change of position (without changing the scope of duties),
- change of the civil law contract to an employment contract.

4. Obligation to send a copy of the contract

You must **send a copy of the contract (in Polish)** through the electronic system **before employment**.

- In the case of contracts for assistance with harvesting, you have **7 days from the start of work**.

5. New conditions for issuing permits

Conditions:

- **Salary** – not lower than the minimum wage and consistent with the salary of other employees in similar positions.
- **Working time** – not less than $\frac{1}{4}$ of a full-time position and not more than full-time. The salary should be proportional.

The permit is valid for **a maximum of one year** if:

- The company has been operating for less than a year,
- The foreigner is working less than $\frac{1}{2}$ of a full-time position (i.e., <20 hours per week).

Refusal of the permit when:

- The company is a "shell" for the entry of foreigners,
- The employer has tax arrears, outstanding social insurance contributions, or lacks sufficient funds for salaries.
- The employer has failed to comply with the control of legal employment in the past 24 months.

6. Greater control, higher penalties

New penalty rates:

- **up to 50,000 PLN** – for illegal employment,
- **3,000-50,000 PLN** – for assigning work without the required documents,
- **6,000-50,000 PLN** – for acting with intent or fraudulently obtaining benefits,
- **up to 10,000 PLN** – fine from the National Labor Inspectorate (PIP),
- **1,000-5,000 PLN** – fine for the foreigner.

The fines can be calculated **for each employee separately**.

7. Prohibition of outsourcing foreigners

You cannot employ a foreigner and **send them to another company** if you are not a **temporary employment agency**.

- Penalty of **at least 6,000 PLN** for the entity using the work of a foreigner from a "fake" company.
- A penalty of **at least 3,000 PLN** is imposed on the employer who delegates such a foreigner themselves.

8. Changes to the EU Blue Card

New regulations have been introduced by EU Directive 2021/1883.

- **Confirmation of qualifications:** not only a diploma but also work experience (3 years – professions from the list, 5 years – others).
- **Mobility:** more effortless movement and work in other EU countries.

What does this mean for you?

If you are hiring or planning to hire foreigners:

- Ensure you have an account on **praca.gov.pl** – all job postings are processed through this portal.
- Review your procedures, especially the information obligations towards the authorities.
- If you are using outsourcing, **check** if you are operating legally.
- Keep an eye on updates – the law is fresh ,and additional guidelines may appear.