



From 1 June 2025, new regulations on the employment of foreigners will come into force. Prepare with us for the most important changes and new obligations, so that you do not expose yourself to negative inspection results and heavy fines.

1 Full digitalisation of the work permit procedure

From 1 June 2025, the procedure for obtaining a work permit for a foreigner will be exclusively electronic - from the submission of the application, to the decision, to the appeal procedure.

2 End of the labour market test (so-called 'starost information')

Before applying for a work permit, it will not be necessary to carry out a labour market test and obtain the so-called "starost information". This will facilitate the permit procedure.

However, in place of the labour market test, a new power has been placed in the hands of the starost. If the labour market situation in a given district is difficult, the starost will be able to restrict the possibility for foreigners to take up employment. At the request of the head of the district labour office, the starost will be able to publish a list of professions in which work permits are refused.

3 Obligation to send a copy of the contract to the authority

The entity entrusting the work will be obliged to send a copy of the document to the authority that issued the work permit or registered the declaration of entrustment. This obligation will be carried out electronically, prior to the entrustment of work. An exception to this is the harvesting contract, if the basis for its conclusion is a work permit. In that case, the time to fulfil this obligation will be 7 days from the date of entrustment of the work.

Failure to comply with the above obligation will constitute an offence punishable by a fine of between PLN 1,000 and PLN 3,000.

4

Information obligations towards authorities - important deadlines

The entity entrusting the work to a foreigner will have to communicate important circumstances to the authorities issuing the permit/registering the declaration. What deadlines should be taken into account?

7 days – if the foreigner has not started work within 2 months from the initial date indicated in the work permit,

7 days – if the foreigner holding a work permit has interrupted his/her work for a period exceeding 2 months,

7 days – if the foreigner holding a work permit has terminated his/her work earlier than 2 months before the final date specified in the work permit,

7 days – if the circumstances of the work entrustment have changed and do not require an amendment to the work permit;

15 working days – if the circumstances of the work entrustment have changed and do not require an amendment of the temporary residence and work permit;

15 days – if the foreigner loses the job referred to in the temporary residence and work permit.

5

Higher fines

Currently, the penalty an employee can face for illegally entrusting work to a foreigner is between PLN 1,000 and PLN 30,000. From 1 June 2025, the amounts of permissible fines increase, and will be from PLN 3,000 to PLN 50,000. Additionally, it will be possible to get a separate fine for each illegally employed foreigner.

6

What changes?

There are no changes to the current titles authorising a foreigner to perform work. They will continue to be the work permit, the declaration of entrustment and the notification of entrustment. The entrustment of work on the basis of a declaration and notification will be possible for foreigners of the same nationalities as at present.

We have only highlighted a selection of key changes that we believe could have a significant impact on your business. However, the full scope of the changes is much broader, so if you want to prepare your organisation for the upcoming regulations in a comprehensive manner, we will be happy to help you through the process.



Contact us!

We can help you prepare for your new obligations.



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