

HRadar Newsletter

June 2025

Pay transparency

On 9 May 2025, the Parliament passed a new Labour Code provision introducing an obligation to list salary ranges in job advertisements. Following amendments by the Senate, the bill awaits completion of parliamentary work.

An employer will have to inform the job applicant of the position of:

- the initial salary or a range based on objective, neutral criteria, particularly in terms of gender;
- the relevant provisions of the collective bargaining agreement or the remuneration regulations.

The employer will have to provide this information:

- **in the recruitment notice for the position;**
- **before the job interview** - if the employer did not announce the recruitment for the position or did not provide this information in the recruitment notice;
- **before the employment relationship is established** - if the employer did not announce the recruitment for the position, or did not provide the information in the recruitment notice, or before the job interview.

The employer should provide the above information in advance to allow the candidate to become familiar with it, ensuring informed and transparent negotiations.

The law will come into force **6 months after the date of promulgation.**

Changes in the employment of foreigners

On 12 May 2025, the Act on the Conditions of Permissibility of Entrusting Work to Foreigners on the Territory of the Republic of Poland was promulgated in the Journal of Laws.

The law introduces many changes into migration law, mainly:

- the removal of the so-called labour market test;
- full electronification of the procedures to legalise work;
- an increase in penalties for employers;
- the obligation to provide the authority with a copy of the foreigner's employment contract.

The new regulations came into force on **1 June 2025.**

We provided more detailed information in our April 2025 newsletter, which you can read [HERE](#).

Labour market reform

On 12 May 2025, the Act on Labour Market and Employment Services was promulgated in the Journal of Laws, replacing the Act on Employment Promotion and Labour Market Institutions.

What are the main points of the regulations?

1. Funding for employers who employ an unemployed person who is at least 50 years old but under 60 in the case of a woman, or 65 in the case of a man. The funding will be up to a maximum of 50% of the minimum wage per month.
2. Registration of an unemployed person will not depend on the place of residence.
3. The possibility for farmers to register in labour offices.
4. To extend priority assistance to the unemployed from multi-child families and single parents.

The new act came into force on **1 June 2025.**

Disability certificates for longer periods

On 27 May 2025, an ordinance amending the Ordinance on Disability Assessment and Degree of Disability was promulgated in the Journal of Laws.

The new regulations will introduce minimum validity periods for disability certificates.

For how long can a disability certificate be issued?

1. For persons under 16 years old, the certificate will be issued for a period of at least 3 years, but no longer than until the age of 16.
2. Special arrangements will be provided for persons diagnosed with a rare genetic disease or Down's syndrome. Such persons will be able to receive a certificate for a period until the age of 16, or for at least 7 years for those over 16.

The ordinance will come into force on **11 June 2025**.

Less administrative burden for parents in the case of a loss of a child

On 9 May 2025, the Ministry of Family, Labour and Social Policy held the second meeting of the team responsible for developing solutions to support parents experiencing pregnancy loss and the death of a child shortly after birth.

The team plans to remove administrative restrictions on obtaining maternity or burial allowances in the event of a miscarriage.

What changes does the ministry plans to introduce?

1. Currently, in cases of miscarriage, a birth certificate indicating the sex of the child is required, often forcing parents to undergo expensive genetic testing.
2. Under the new regulations, a certificate from a doctor or midwife about a stillbirth issued on the basis of medical records confirming the pregnancy is to be sufficient.

This newsletter has been prepared to alert our Clients to certain significant developments in the Polish law. It is not purported to be a legal advice concerning any particular situation or circumstances of any of our Clients, and it should not be relied upon as such. If you have any questions concerning the developments discussed in this newsletter and their potential impact on your business in Poland, please kindly contact the partner of our Firm responsible for your engagement.

Contact us!



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