

HRadar Newsletter

October 2025

Mandatory paid internships – draft Act

The Council of Ministers has published assumptions for a draft law on internships. The draft provides for the repeal of the Act of 17 July 2009 on graduate internships. The new regulations will apply to internships and work placements in the open labour market.

Key assumptions:

1. the law will not apply to internships and placements that are part of formal education programs, internships organised by labour offices, or those required to access regulated professions;
2. the law will require internship providers to pay a monthly financial allowance;
3. internship agreements must be concluded in writing;
4. an internship supervisor must be appointed; and
5. the law will grant the National Labour Inspectorate (PIP) the authority to inspect the legality of internships.

Parliament passes a law on counting non-employment work toward length of service

On 26 September 2025, the Sejm adopted Senate amendments to the internship law. The act's main objectives remain unchanged. The new law allows periods of work not based on an employment relationship to be counted toward the length of service. This includes, for example, contracts of mandate or contracts for the provision of services.

The act is awaiting the President's signature.

Legal stay of Ukrainian citizens extended until 4 March 2026 – law published

Existing regulations regarding the legal stay of Ukrainian citizens who fled the war have been extended until 4 March 2026. The relevant act was published in the Journal of Laws on 29 September this year.

As a result, the provisions on legal stay have now entered into force.

Additionally, the law regulates access to benefits for Ukrainian citizens, linking eligibility for labour market participation and children's attendance at Polish schools, with exceptions for, e.g. persons with disabilities.

Regulation of the Council of Ministers on the minimum wage

As of 1 January 2026, the minimum monthly wage will increase to PLN 4,806 gross (approx. EUR 1,130), and the minimum hourly rate will increase to PLN 31.40 gross (approx. EUR 8).

Deregulation project – end of paper-based ZUS registration forms

Currently, when submitting social insurance registration forms to ZUS electronically, contribution payers are required to keep a printed version signed by the registered person for five years. The new law eliminates this obligation.

The act is awaiting the President's signature.

Contact us!



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