



**Dear Readers,**

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

### **DEADLINE TO SUBMIT APPLICATIONS FOR CHANGES IN KRAZ ENTRY**

Monday, 1<sup>st</sup> September, is the final day for employment agencies to submit applications for an amendment to their entry in the National Register of Employment Agencies (KRAZ). This requirement is for agencies that were registered and operating in the fields of job placement or temporary work for non-nationals before 1<sup>st</sup> June 2025. Submitting the application by today's deadline is crucial to exempt these agencies from the requirement of two years of operation as an employment agency to obtain work permits and declarations for giving work to non-nationals. Applications must be submitted through the official KRAZ website: [stor.praca.gov.pl](http://stor.praca.gov.pl). Failing to apply on time may result in the loss of the right to provide these services to non-nationals, with only a few exceptions.

### **PRESIDENT VETOED THE EMERGENCY LEGISLATION ON ASSISTANCE TO UKRAINIAN CITIZENS**

On Monday, 25<sup>th</sup> August, the Polish President vetoed the Act of 5<sup>th</sup> August 2025 amending the Act on assistance to Ukrainian citizens in connection with the armed conflict in their country. It is important to note that this veto does not prevent the employment of Ukrainians. Employers can continue to hire them based on a simple notification of employment, provided they have a valid residence permit in Poland. Furthermore, Poland is bound by the European Council's decision on temporary protection, which remains in effect until 4<sup>th</sup> March 2027. Consequently, individuals with UKR status will retain their full right to reside and work in Poland. Link to the President's announcement: [here](#).

### **MAJOR CHANGES PLANNED FOR ZUS MEDICAL COMMISSIONS**

The government is planning a significant reform of medical adjudication at the Social Insurance Institution (ZUS). The proposal aims to replace the current three-person medical commissions with a single adjudicator, who will be a qualified medical professional. This reform is a direct response to the shortage of available doctors and the heavy workload on ZUS staff, as well as an incentive for greater employment flexibility. Link to the bill: [here](#).

### **PETITION SUBMITTED FOR NEW EMPLOYEE BENEFITS FOR PARENTS**

The Sejm Petitions Committee has received a petition proposing the introduction of several new benefits for employees who are parents. The petition proposes a reduced 7-hour workday for parents of children up to the age of 13. It also suggests the development of a workplace daycare centres system. A new protected criterion for prohibiting discrimination in the workplace — namely, having children — would also be introduced. Parents would also be entitled to an additional 3 days of holiday leave for each child — up to a maximum of 9 days per year. Link to the petition: [here](#).

### **APPLICATIONS FOR STAY AT REHABILITATION CENTRES MUST BE SUBMITTED BEFORE END OF EMPLOYMENT**

According to the latest position of the State Fund for Rehabilitation of Disabled Persons (PFRON), the termination of an individual's employment also means the end of their individual rehabilitation program. Since the participation in such a program is directly tied to the employment relationship, its termination makes it impossible to finance the program from the company's rehabilitation fund for disabled persons. Therefore, an application for reimbursement of expenses for a stay at a rehabilitation facility must be submitted before the employment relationship ends.

**Please do not hesitate to contact us:** Karolina Kancierz, attorney-at-law, partner, Sławomir Paruch, attorney-at-law, partner, and Oskar Kwiatkowski, attorney-at-law, lawyer.

---

### **UPCOMING EVENTS**

- **Employer and employee in court: Labour Inspection check and its consequences in court** - 3 September 2025, 11:00 – 11:45, online. Register: [here](#).
- **Webinar: Creativity at work – handling intellectual property in employment** - 4 September 2025, 11:00 – 11:45, online. Register: [here](#).
- **Modern Employer: Legal risks in HR – what every HR professional should know** - 9 September 2025, 11:00 – 11:45, online. Register: [here](#).
- **PCS MeetUp: Sick leave and sick benefits – changes in regulations** - 11 September 2025, 11:00 – 11:30, online. Register: [here](#).
- **Online training: Recruitment in the era of pay transparency: what you need to know?** - 16 September 2025, 11:00 – 11:45, online. Register: [here](#).