



Dear Readers,

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

SIGNIFICANT INCREASE IN FEES FOR LEGALIZING FOREIGN NATIONALS' EMPLOYMENT – GOVERNMENTAL COMMENTS

On 15 September 2025, the Ministry of Family, Labour, and Social Policy (MRPiPS) published a draft regulation that initially proposed only minor adjustments to the fees related to legalizing foreign nationals' employment. During the consultation process, the Ministry of the Interior and Administration (MSWiA) raised comments, emphasizing the need to align the fees with the actual administrative costs of handling legalization procedures. As a result, a fourfold increase in the current fees has been proposed. The changes would apply to applications for work permits for foreign nationals, applications for issuing or extending seasonal work permits, and submissions of declarations of intent to employ a foreign worker for registration in the official record. Link to governmental comments: [here](#).

MORE SUPPORT FOR COMPANIES EMPLOYING PEOPLE WITH DISABILITIES

The Parliament has passed a new law that simplifies the rules for using PFRON funds and eases the requirements for employers. The new regulations remove, among other things, the obligation to provide on-site medical care in workplaces employing people with disabilities. They also allow companies to hire more employees with a moderate level of disability. These changes respond to long-standing requests from employers who have pointed out the challenges of meeting previous employment requirements and the excessive paperwork involved in PFRON settlements. Link to the legislative process: [here](#).

INCLUDING INCOME AND COSTS FROM FIXED ASSETS IN HEALTH INSURANCE CONTRIBUTION CALCULATIONS

Starting with the ZUS declaration for April 2026, entrepreneurs will be able to decide whether to include income and costs from the sale of fixed assets when calculating the annual basis for their health insurance contribution. The calculation should take into account factors such as the purchase price, sale price, and the level of depreciation of the asset being sold. This change may simplify settlements, however, it's important to note that the chosen method will apply to all transactions made within the given year.

E-CONTRACTS – NEW FEATURES AND ENHANCED SECURITY

The Ministry of Family, Labour and Social Policy is finalizing an amendment to the e-contracts act, which will expand the system's capabilities and the range of its users. All employers and entrepreneurs will be able to use electronic contracts, and previously signed agreements can also be added to the system. New types of contracts will be introduced, including volunteer, training, non-compete, and joint material liability agreements. The system will be integrated with public registers such as ZUS, CEIDG, KRS, and KAS, and will include additional functions such as employee attendance confirmation and reporting of remote work. The launch of the system is planned for January 2026, with further features to be rolled out gradually over the following three years. Link to the legislative process: [here](#).

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

UPCOMING EVENTS

- **Workshop: Managing relations with trade unions. Post-notice union protection** - 14 October 2025, 11:00 – 11:45, online. Register: [here](#).
- **Workshop: Mobbing under the microscope – HR in practice and lessons from the courtroom** - 14 October 2025, 16:00 – 18:00, online. Register: [here](#).
- **Marsh McLennan Forum 2025** - 14 October 2025, Warsaw. Register: [here](#).
- **Webinar: Pay transparency & pay gap – new employer obligations** - 15 October 2025, 10:00 – 12:00, online. Register: [here](#).
- **Webinar: Employee loyalty during and after employment** - 16 October 2025, 11:00 – 11:45, online. Register: [here](#).
- **Employer and employee in court – Reorganization, liquidation, redundancy, and legal disputes** - 21 October 2025, 11:00 – 11:45, online. Register: [here](#).
- **Employees and social media: What employers can and cannot publish about their employees** - 22 October 2025, 11:00 – 11:45, online. Register: [here](#).
- **HR Compliance Summit 2025** - 23 October 2025, 10:00 – 14:40, online. Register: [here](#).