

PRO HR

IMMIGRATION UPDATE

FEBRUARY 2026



NEW REGULATIONS GOVERNING THE RESIDENCE AND EMPLOYMENT OF UKRAINIAN NATIONALS IN POLAND WILL ENTER INTO FORCE IN MARCH 2026

An act phasing out certain measures introduced under the Act on Assistance to Ukrainian Citizens in Connection with the Armed Conflict in the Territory of Ukraine, and amending certain other acts, has been signed by the President of the Republic of Poland and published in the Journal of Laws. The majority of its provisions will enter into force on 5 March 2026.

What Will Change?

Residence

- The right of Ukrainian nationals to reside in Poland under the current rules will be extended until 4 March 2027, aligning it with the duration of temporary protection at EU level.
- The validity of residence documents (visas, residence permits) and rights arising from visa-free travel will also be extended until 4 March 2027.

Rules on Obtaining and Losing Temporary Protection (UKR Status)

- Within 30 days of entering Poland and being granted temporary protection, a foreign national must apply for a PESEL number. A failure to do so will result in the protection expiring.

- Individuals who already hold a PESEL UKR number, obtained on the basis of a declaration (i.e. without identity documents), must confirm their identity by 31 August 2026. After that date, a failure to confirm their identity will result in the loss of UKR status.
- UKR status will expire 30 days after leaving Poland, regardless of the reason for departure. Important: this will also apply to individuals leaving Poland on secondment.

Employment of Ukrainian Nationals

- The simplified notification procedure (submission within seven days of commencing work) will remain in force.
- Ukrainian nationals not covered by temporary protection may continue to be employed under the notification procedure during a three-year transitional period. In practice, this solution is expected to cover all beneficiaries, if temporary protection expires next year as planned.
- Important: a failure to submit the required notification will not render the employment illegal, but the employer may be subject to a fine ranging from PLN 1,000 to PLN 3,000.

Business Activity

- From 5 March 2026, Ukrainian nationals who do not hold temporary protection will no longer be able to freely establish a business in Poland, except where they are entitled to do so on the basis of another status (e.g. permanent residence permit, Polish Card, EU long-term resident permit or EU Blue Card).
- Individuals without temporary protection who established a business on or before 4 March 2026 will retain the right to continue operating it after the changes take effect.
- Ukrainian nationals covered by temporary protection will continue to have the right to establish a business on the same basis as Polish nationals.

The suspension of statutory deadlines in residence proceedings concerning foreign nationals will remain in force and is to be extended until 4 March 2027.

NEW SALARY THRESHOLD FOR EU BLUE CARD APPLICATIONS SUBMITTED FROM 1 JANUARY 2026

In February 2026, the president of Statistics Poland (GUS) announced that the average salary in the national economy in 2025 amounted to PLN 8,903.56.

Under the applicable regulations, an increase in the average salary automatically increases the minimum salary threshold required for a foreign national to obtain an EU Blue Card.

Accordingly, for EU Blue Card applications submitted from 1 January 2026, the minimum required gross monthly salary is PLN 13,355.34. If the remuneration offered is lower, the EU Blue Card will not be granted.

The new threshold does not affect proceedings initiated in 2025 or earlier. If an application for an EU Blue Card was submitted in 2025, the previous threshold of PLN 12,272.58 gross per month continues to apply.

PLANNED RESTRICTION ON THE RIGHT TO WORK IN POLAND FOR NATIONALS OF GEORGIA, COLOMBIA AND VENEZUELA

The Ministry of Family, Labour and Social Policy is working on a regulation intended to restrict the right of nationals of Georgia, Colombia and Venezuela to perform work in Poland, where they are staying on the basis of visa-free travel.

Currently, nationals of these countries who hold a valid work permit may enter Poland without a visa and commence employment.

The Ministry intends to limit this possibility due to the alleged risk of irregular migration and abuse related to false declarations regarding the purpose of their stay in Poland.

If the regulation enters into force, nationals of these countries will still be able to work in Poland, but they will be required to obtain a visa prior to entering the country.

The new regulation is expected to be issued in the second quarter of 2026.

CONTACT US



Michał Kacprzyk, PhD
Partner
michal.kacprzyk@raczkowski.eu



Jan Pietruczuk
Lawyer
jan.pietruczuk@raczkowski.eu