



Global Immigration alert

July 2024

Poland

Extended temporary protection and simplified procedures for Ukrainian nationals in Poland

Executive summary

On 1 July 2024, the amended Act on Assistance to Citizens of Ukraine went into effect in Poland, introducing significant changes to regulations concerning Ukrainian citizens residing in the country.

Key developments

The amendments to the Act include the following:

- ▶ **Extension of temporary protection:** The amendment extends the period of temporary protection for Ukrainian citizens in Poland until 30 September 2025. This includes the validity of national visas, Polish residence cards, visa-free movement, and the legal period of stay based on Schengen visas or residence cards issued by other Schengen Area Member States. The European Commission is currently working on further extending the temporary protection status for Ukrainian citizens until 4 March 2026.
- ▶ **Eligibility for temporary residence:** The amendment expands the list of individuals who are eligible to apply for temporary residence in Poland. Previously, only Ukrainian citizens under the special act could apply for temporary residence and work permits, including Blue Cards for highly qualified employees and permits to conduct business activities. Effective 1 July 2024, minors (i.e., individuals under the age of 18) and non-working married spouses of Ukrainian nationals can apply for temporary residence under the family reunification route.
- ▶ **Simplified procedure to legalize residence for UKR status holders:** Individuals with UKR status (a special temporary protection status for eligible Ukrainian citizens) who seek to extend their stay in Poland can now do so by applying

for a temporary residence card. The residence card holder will receive the "CUKR" annotation, which allows a person who previously had temporary protection and converted their status to temporary residence to work and conduct business activities in Poland without a work permit.

In addition, employers are now subject to new requirements and must:

- ▶ Submit an employment notification within seven days of a Ukrainian citizen beginning their employment (down from 14 days previously).
- ▶ Submit an employment notification when any of the following conditions changes for Ukrainian employees: the type of contract, position or type of work performed; the number of working hours (e.g., reduction); or the remuneration rate specified in the initial notification (e.g., reduction). Employers must submit a new notification even if these changes take place before the expiry of the existing contract.
- ▶ Indicate the minimum wage or minimum hourly rate that will be paid to the employee in employment notifications submitted for Ukrainian citizens.

Ukrainian citizens are also required to notify their employer when they are granted a temporary residence permit for the purpose of work. The employer's deadline for submitting the notification begins the day that they obtain this information from the employee.

Impact on employers

These changes are expected to streamline the employment process for local companies by providing them access to a wider pool of foreign talent.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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EYG no. 006087-24Gbl

2101-3682263
ED None

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