

# Can your employee apply for an EU Blue Card?

1. Is the foreign national currently residing in Poland? **NO**

**YES**

2. Does the foreign national have a valid basis for legal stay in Poland or a status that entitles them to legal residence in Poland? **NO**

**YES**

3. Does the valid basis for the foreign national's legal stay in Poland or the status entitling him to legal residence in Poland allow them to submit an application for a temporary residence permit for the purpose of working in a highly skilled profession (EU Blue Card)?

**YES** For example, holding a work visa (visa purpose: 05 or 06), a unified temporary residence and work permit (Single Permit), or a temporary residence permit for the purpose of working in a highly skilled profession.

**NO** For example, holding a tourist visa (visa purpose: 01), a visa for visiting family or friends, being an employee of a company conducting business in another EU Member State and temporarily delegated by the employer to provide services in the territory of Poland.

4. Does the foreign national have a valid document authorizing them to work, a status allowing them to continue working, or open access to the Polish labor market? **NO**

**YES** For example, holding a type A work permit or a declaration of entrusting work to a foreign national.

5. Has a contract already been concluded with the foreign national, based on which they are performing work in accordance with the document or status that authorizes them to work in Poland? **NO**

**YES**

5a. For what period has the above-mentioned contract been concluded?

1 YEAR OR LONGER

6 MONTHS OR LONGER

LESS THAN 6 MONTHS

6. Is the foreign national performing work in a regulated profession (e.g. doctors)?

As of December 9, 2024, your employee likely does not qualify for an EU Blue Card. However, upcoming changes to the Foreigners Act may make this possible, provided other requirements are met. It is important to keep track of legal updates in this area.

YES

6a. Does the foreign national working in a regulated profession hold the appropriate qualifications recognized in Poland / the approval of the relevant authority to occupy the specific position?

NO

YES

7. Is the foreign national performing work in a highly skilled profession?

NO

YES

8. Has the foreign national completed higher education (at least a 3-year program, with completion confirmed by a diploma)?

YES

NO

8a. Is the field of study related to the current position of employment?

NO

8b. Does the foreign national have professional experience in the same or a similar position?

NO

YES

YES

8c. How many years of professional experience does the foreign national have?

5 YEARS OR MORE

FROM 3 TO 5 YEARS

LESS THAN 3 YEARS

8d. Has the professional experience been gained in the 7 years preceding the application for a temporary residence permit for the purpose of working in a highly skilled profession, and does it involve work in job categories such as ICT services managers or ICT specialists?

NO

NO

As of December 9, 2024, your employee likely does not qualify for an EU Blue Card. However, upcoming changes to the Foreigners Act may make this possible, provided other requirements are met. It is important to keep track of legal updates in this area.

9. Is the foreign national's gross salary in line with the required level to obtain an EU Blue Card (i.e. the salary specified in the contract is not lower than 150% of the average gross wage in the national economy in the year preceding the application, as published by the President of the Central Statistical Office, for example, for applications submitted in 2024, the amount is PLN 10,733.22 gross)?

NO

YES



10. Your employee meets the key criteria for obtaining an EU Blue Card.

Currently, your employee likely does not meet the basic requirements to apply for an EU Blue Card. However, each situation is unique, so some details may require further clarification.

# Contact

Looking for assistance? Fill in the short form, and we'll arrange a consultation!

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