

As of 2019, Employee Capital Plans have been launched in Poland.

Employee Capital Plans (in Polish: PPK) have been established for employees to systematically contribute to a savings scheme.

Issue	Principle
Entities Obligated to Establish PPK	<ul style="list-style-type: none"> • Employer hiring at least 250 employees (as at December 31, 2018) – as of July 1, 2019 • Employer hiring at least 50 employees (as at June 30, 2019) – as of January 1, 2020 • Employer hiring at least 20 employees (as at December 31, 2019) – as of July 1, 2020 • Remaining employers – as of January 1, 2021
Entities Exempt From the Obligation to Establish PPK	<ul style="list-style-type: none"> • Employers who have Employee Pension Plans (in Polish: PPE) in place and who contribute basic PPE premiums in the amount of at least 3.5% of the remuneration, if at least 25% of that entity's employees have joined the PPE • Micro-entrepreneurs, if all employees submit a PPK participation waiver to the entity • Individuals who do not conduct business activity
PPK Participation Principles	<ul style="list-style-type: none"> • Quasi obligatory system – participation in PPK is elective, yet individuals that meet the age criterion are automatically enrolled • Automatic, obligatory enrollment for all employees aged 19 through 55, as of the lapse of the third month of employment (with an optional PPK participation waiver) • PPK is offered to all employees, irrespective of the type of employment agreement • An employee may elect not to contribute to PPK by virtue of a declaration filed with the employer
Forms of Operating the Program	<ul style="list-style-type: none"> • Solely under a PPK management agreement • Each employer operates PPK on its own
Institution Managing the Accrued Funds	<ul style="list-style-type: none"> • Closed circle of partners – entities permitted to offer PPK: <ul style="list-style-type: none"> – An investment fund managed by an investment fund association (TFI) – A pension fund managed by a general pension association (PTE) or an employee pension association – An insurance company
Principles of Choosing the Managing Entity	<ul style="list-style-type: none"> • The financial institution is chosen by the employer in agreement with the workplace trade union organization • The financial institution is chosen by the employer in agreement with the employee representatives, selected in the manner adopted at the employing entity (if a given workplace does not have a trade union organization in place) • In the event the PPK management agreement is not concluded in a prescribed timeframe, the employer is requested to make such agreement with a designated financial institution

Issue	Principle
<p>Payment</p> <p>On the Part of the Employer*</p> <p>*Percentage of employee's remuneration</p>	<ul style="list-style-type: none"> • Basic payment – 1.5% • Additional payment – 2.5% (with an option to be differentiated)
<p>Payment</p> <p>On the Part of the Employee*</p> <p>*Percentage of employee's remuneration</p>	<ul style="list-style-type: none"> • Basic payment – 2% (0.5% for individuals with low remuneration) • Additional payment – 2%
Disbursement	<ul style="list-style-type: none"> • Upon reaching 60 years of age (25% will be available as a single disbursement, and the remaining 75%, in principle, will be disbursed in 120 monthly instalments) • The funds accrued on the account are inheritable by the individuals indicated by the employee under inheritance laws
Earlier Disbursement	<ul style="list-style-type: none"> • In the event of the employee's illness or illness of their spouse or child, a disbursement of 25% without it being necessary to return the amount • In the event of it being necessary to purchase an apartment – "own loan" – the funds ought to be returned within a designated timeframe (though no later than 15 years following the funds disbursement)
Preferential Conditions	<ul style="list-style-type: none"> • The payments financed by the employer are not included in the remuneration comprising the basis for the pension and disability benefit contributions; they are partially (except for awards and bonuses) included in deductibles • The payments financed by the employee are withheld from the remuneration post tax • The employer and the employee are exempt from financing the payments during an economic downturn • A single welcome payment for the employee, in the amount of PLN 250, is financed by the Labour Fund • An annual PPK subsidy, in the amount of PLN 240, for the employee is financed by the Labour Fund on condition that a certain amount has been accrued on the PPK account in a given calendar year
Supervisory Body	<ul style="list-style-type: none"> • Polish Financial Supervision Authority (KNF) • Polish Development Fund (PFR) • National Labour Inspectorate (PIP)

Contacts



Małgorzata Grzelak

European Partner, Warsaw
T +48 22 395 5528
E malgorzata.grzelak@squirepb.com



Katarzyna Witkowska-Pertkiewicz

Associate, Warsaw
T +48 22 395 5559
E katarzyna.witkowska-pertkiewicz@squirepb.com

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