

LAW & POLICY GROUP

GRIST**POLISH PARLIAMENT CONSIDERS PPK PENSION CHANGES**

*By Mercer's Krzysztof Nowak, Fiona Webster and Stephanie Rosseau
21 May 2019*

A proposed [amendment](#) (Polish) to the recently effective pension autoenrollment (PPK) [law](#) (Polish) would remove the contribution cap — currently set at 30 times an individual's annual salary — and require PPK contributions to be calculated on employees' total remuneration. Supporters claim the proposal would reduce administration burdens, but the change would significantly increase employers' costs.

OTHER HIGHLIGHTS

- Employers that meet a permanent minimum threshold of 25% employee participation in a PPE plan ("Pillar III" pension program) wouldn't have to establish a PPK.
- Employers could voluntarily establish a PPK even if they already offer a PPE plan.
- The amendment expands the definition of "employed persons" to include individuals who are on parental leave or are receiving maternity allowance.

RELATED RESOURCES

Non-Mercer Resources

- [Government Announcement](#) (Polish) (Prime Minister, 7 May 2019)
- [PPK Law](#) (Polish) (Polish Official Journal, 28 Nov 2018)

Mercer Law & Policy Resources

- [Poland Proposes Pension Autoenrollment Contribution Change](#) (25 Mar 2019)

Note: Mercer is not engaged in the practice of law, accounting or medicine. Any commentary in this article does not constitute and is not a substitute for legal, tax or medical advice. Readers of this article should consult a legal, tax or medical expert for advice on those matters.