CONTRACT ADMINISTRATION

HR and payroll in Poland 2025

A practical guide for employers

ADVARTIS

CONTENTS

Key information

POLAND - BACKGROUND INFORMATION

Currency	Zloty (PLN) (zł)
Fiscal year	1 January – 31 December
Official language	Polish
Billing period	max. 12 billing periods per year
Typical pay-out dates	Remuneration must be paid at least once a month, no later than the 10th day of the following month after the work has been completed.
Time zone:	UTC/GMT + 1:00
Time zone abbreviation:	CET (Central European Time)

MINIMUM PAY

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The minimum pay for all employees in Poland is:

From 1 January 2025:

- **PLN 4 666** gross per month
- **PLN 30.50** gross per hour

In 2025 it is planned only one minimum pay increase.

MINIMUM PAY COMPARISON

In 2025, unlike the previous year, the government has abandoned the idea of a double indexation of the minimum pay; only one minimum pay amount is planned, effective from January 2025.

Period	Minimum wage	Minimum hourly rate
From January 1, 2024	**4 242 PLN**	**27.70 PLN**
From July 1, 2024	**4 300 PLN**	**28.10 PLN**
From January 1, 2025	**4 666 PLN**	**30.50 PLN**

PERSONAL INCOME TAX

Personal income tax on remuneration of natural persons is calculated and paid by employers.

The standard PIT rate is progressive:

Annual income	Tax rate
up to PLN 120 000	**12%**
above PLN 120 000	**32%**

Natural persons with income exceeding PLN 1 000 000 per year are required to pay an additional 4% tax on the excess income over PLN 1 000 000.

The advance payment for personal income tax is paid by an employer to the competent tax office by the 20th of each month following the month to which the tax calculation relates.

WORKING TIME

8 hours a day

40 hours per week

5 days a week

Working hours are regulated by the Labour Code:

- As a rule, working time may not exceed 8 hours a day and an average of 40 hours in a five-day working week.
- Employees are entitled to at least 11 hours of uninterrupted rest in every 24 hours and up to 35 hours of uninterrupted rest per week.
- Overtime work is permitted in the event of special needs of the employer, with the employee's consent, but as a rule, the number of overtime hours may not exceed 150 hours in a calendar year.

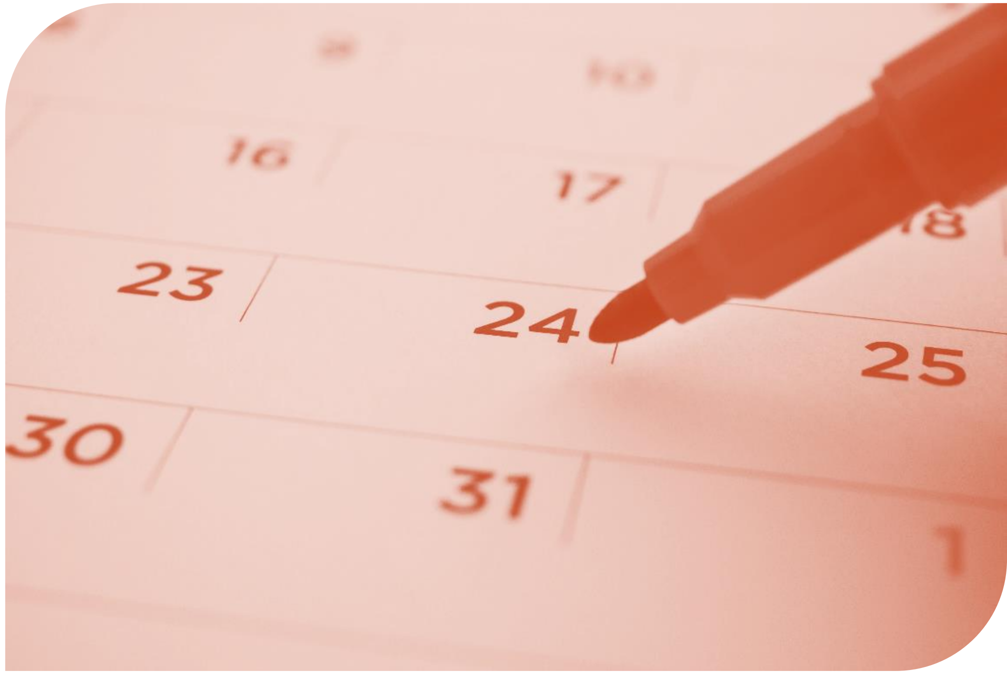
WORKING TIME IN 2025

CONTRACT ADMINISTRATION

The working time for a full-time employee is as follows:

- **1992** working hours
- **249** working days
- **116 days off** work (including 14 public holidays)

Among the public holidays in 2025, Christmas Eve (24.12.2025) is for the first time a public holiday.



TYPES OF CONTRACTS UNDER POLISH LAW

CONTRACT ADMINISTRATION

Employment contract for a trial period

An employment contract for a trial period **not exceeding 1, 2 or 3 months** (depending on the planned period of employment) is concluded to check the employee's qualifications and the possibility of employing him/her to perform a specific type of work.

Fixed-term employment contract

The employer may conclude **a maximum of 3 fixed-term employment contracts**, and the duration of these contracts may not exceed **33 months in total**.

Employment contract for an indefinite period (open-ended contract)

Employment contracts for an indefinite period are the most common employment contracts in Poland.

Contract of mandate

The purpose of the contract is to perform specific activities by the person accepting the order (the contractor) for the benefit of the party that entrusts the performance of these activities (the principal). It is a civil law contract regulated by the Civil Code.

Contract for specific work

This is a civil law contract under which the person accepting the order undertakes to perform a specified work, and the person ordering it undertakes to pay remuneration.

DAYS OFF WORK 2025

January 1	Wednesday	New year
January 6	Monday	Epiphany
April 20	Sunday	Easter
April 21	Monday	Easter Monday
May 1	Thursday	Labour Day
May 3	Saturday	May 3rd Constitution Day
June 8	Sunday	Pentecost
June 19	Thursday	Corpus Christi
August 15	Friday	Polish Army Day / Assumption of the Blessed Virgin Mary
November 1	Saturday	All Saints' Day
November 11	Tuesday	Independence Day
December 24	Wednesday	Christmas Eve
December 25	Thursday	Christmas
December 26	Friday	The Second Day of Christmas

14 days

a year

Hiring an employee

KEY OBLIGATIONS OF THE EMPLOYER

- Completion of preliminary formalities
- Signing an employment contract with an employee
- Providing the employee with the necessary information regarding employment
- Referring an employee for occupational health examinations
- Health and Safety Training
- Activities on the employee's first day at work
- Establishing and maintaining employee personal files
- Development of internal regulations and policies
- Employee registration for compulsory insurance (no later than 7 calendar days from the date of employment)
- Payment of income tax advances and ZUS contributions
- Employee registration for Employee Capital Plans (PPK)
- Providing the employee with personal protective equipment and work clothing and footwear (if applicable)

EMPLOYMENT – PRELIMINARY FORMALITIES

Before hiring an employee, the employer should collect documents and information about the candidate, in particular:

- personal questionnaire for the candidate
- data necessary to issue a referral for preliminary occupational medicine examinations
- information about education and professional qualifications and previous employment history (only if it is necessary for the performance of a specific type of work or in a specific position)

EMPLOYMENT CONTRACT

An employment contract must be concluded in writing before the employee is allowed to work.

If an employment contract has not been concluded before the employee is admitted to work, the employer must confirm the agreed terms and conditions of work to the employee in writing.

Please remember that your salary cannot be lower than the minimum wage set for a given calendar year.

Employment contract must include:

- Parties to the contract
- Type of contract
- Date of conclusion of the contract
- Type of work
- Place or places where work is performed
- Remuneration for work with an indication of the remuneration components
- Working hours
- Day of start of work

TRIAL PERIOD CONTRACTS

From 26 April 2023, the length of a trial period contract depends on the period for which the employer plans to employ the employee.

Trial period contracts may not exceed:

- **1 month** – in the event of the intention to conclude an employment contract for a fixed term of less than 6 months;
- **2 months** – in the event of the intention to conclude an employment contract for a fixed term of at least 6 months but less than 12 months;
- **3 months** – in the event of the intention to conclude a contract for a fixed term of at least 12 months or to conclude a contract for an indefinite period.

Re-entering into a trial period employment contract with the same employee is only permissible if the employee is to be employed to perform a different type of work. The parties may extend the periods of trial period employment contracts concluded for 1 month and 2 months once – but not more than by 1 month, if this is justified by the type of work.

EMPLOYER'S INFORMATION OBLIGATION

Within 7 days of admitting the employee to work, the employer must inform the employee in writing about, among other things:

- Daily and weekly working time standards
- Daily and weekly working hours
- Daily and weekly rest
- About the night time applicable at the company
- The date, place, time and frequency of payment of remuneration for work
- Other remuneration components and cash or material benefits to which the employee is entitled than those agreed in the employment contract
- Amount of vacation leave
- Length of notice period

EMPLOYER'S INFORMATION OBLIGATION

CONTRACT ADMINISTRATION

Within 7 days of admitting the employee to work, the employer must inform the employee in writing about, among other things:

- The accepted method of confirming the start and end of work on a given day
- In the case of several places of work - rules regarding travel between places of work
- In the case of shift work - rules regarding changing from shift to shift
- Rules for justifying absence from work
- Work breaks to which an employee is entitled
- Rules on overtime work and compensation for it
- The applicable rules for terminating an employment relationship
- Employee's right to training (if the employer provides it)

REMOTE WORK

From April 7, 2023, employers are obliged to provide remote workers with the benefits necessary to perform work in this form:

- materials and work tools, including technical equipment
- installation, service, maintenance of work tools, including technical equipment or covering the necessary costs related to this
- covering the costs of electricity and telecommunications services
- training and technical support

The rules for performing remote work must be defined:

- **in the regulations -** after consultation with employee representatives
- **in agreement** between the employer and the company trade union (if there are trade unions in the organisation)

PRIVILEGES FOR PARENTS

CONTRACT ADMINISTRATION

Employees raising children under the age of 8 have additional benefits, including protection against dismissal.

Such an employee will not be allowed without his consent:

- to employ overtime
- employ at night
- employ in a discontinuous working time system
- delegate outside the permanent place of work.

An application for flexible work organization will also not be a reason for dismissal.
A fine of up to PLN 30,000 may be imposed for an employer violating the regulations on flexible work organization.

An employee raising a child up to 8 years of age may submit an application for:

- remote work
- reduction in working hours
- shortening the working week
- intermittent working time
- weekend work system
- flexible working hours
- individual work schedule

REFERRAL FOR MEDICAL EXAMINATIONS

The employer is obliged to issue the employee a referral for initial medical examination.

The following are not subject to initial medical examinations:

- Persons who are re-employed by the same employer for the same position or for a position with the same working conditions **within 30 days** after the termination or expiration of the previous employment relationship with that employer
- Persons who are hired to work for another employer for a given position within 30 days after the termination or expiration of the previous employment relationship, **if they have a current medical certificate** stating that there are no contraindications to work under the working conditions described in the referral for medical examination

Remember!

A current medical certificate confirming the ability to work in a given position is necessary to allow the employee to work.

Occupational Health and Safety Training

Before allowing an employee to work, the employer is obliged to:

Provide him/her with safe and hygienic working conditions

Train the employee in the field of occupational health and safety regulations and principles

FIRST DAY OF WORK

Before starting work, the employee should receive a package of documents necessary to establish a personal file.

On the first day of work, the employee must also show the employer:

- **Employment certificate** from the employee's last place of employment
- **Diplomas** or **school certificates** and **certificates** confirming professional qualifications

ESTABLISHMENT OF PERSONAL FILES

CONTRACT ADMINISTRATION

Personal files include the following types of documents:

PART A	statements or documents concerning personal data collected in connection with applying for employment, as well as referrals for medical examinations and medical reports.
PART B	statements or documents concerning the establishment of an employment relationship and the employee's employment history; documents concerning remote work; proof that the employee has been informed about the possibility of conducting a sobriety test or checking for the presence of substances with a similar effect to alcohol in their body.
PART C	statements or documents related to the termination or expiration of the employment relationship.
PART D	a copy of the notification of the imposition of a disciplinary penalty on the employee and other documents related to the employee's disciplinary responsibility.
PART E	documents related to checking the employee's sobriety or checking the presence of substances in his or her body that have a similar effect to alcohol.

WORK AND REMUNERATION REGULATIONS

CONTRACT ADMINISTRATION

Internal regulations define the most important issues related to the provision of work for a given employer.

An employer **employing at least 50 employees**, regardless of the type of employment relationship, is **obliged to introduce work regulations and remuneration regulations.**

Work and remuneration regulations apply to:

- organization and order in the work process and the related rights and obligations of the parties to the employment relationship, i.e. the employee and the employer (work regulations),
- conditions of remuneration and other work-related benefits (remuneration regulations).

The employer should also provide the employee with information in the form of written information, provisions on equal treatment in employment.

Remember!

Provisions of work regulations that are inconsistent with the provisions of labour law are invalid by operation of law. They are then replaced by the provisions of labour law.

TAXES AND INSURANCE

CONTRACT ADMINISTRATION

The employer is obliged to pay income tax advances and ZUS contributions (social insurance, health insurance, labour fund) on behalf of the employee.

Registering your employer with ZUS as a payer of contributions

The employer deducts ZUS contributions from the employee's salary. To do this, the employer is required to register with ZUS as a payer of contributions within 7 calendar days upon the obligation to calculate them arising.

Employee registration for compulsory insurance (no later than 7 calendar days from the date of employment)

The employee is subject to all mandatory social security and health insurance.

Payment of income tax advances

As the payer of employee income tax, the employer is obliged to make a monthly advance payment of the employee's income tax.

EMPLOYEE CAPITAL PLANS (PPK)

CONTRACT ADMINISTRATION

PPK is a universal and voluntary long-term savings system for employees, created and co-financed by employers and the government.

- Participation in PPK is voluntary. A PPK participant may resign from paying into PPK based on a declaration submitted to the employer in writing.
- In addition to the data of the employing entity and the PPK participant, the declaration also contains a statement by the PPK participant that he or she has become familiar with the consequences of submitting it.
- Every 4 years, there will be **an auto-enrollment**, unless the employee resigns from participating in PPK again. If an employee aged 18-55 has not submitted a declaration of resignation from making payments to PPK, the employer enrolls them in the programme by paying the first contribution.

Employer contributions to PPK

- The basic contribution financed by the employing entity amounts to **1.5% of the remuneration.**
- The employing entity may declare in the PPK management contract an additional payment of **up to 2.5% of the remuneration**.

Remuneration

REMUNERATION AND COST OF EMPLOYING AN EMPLOYEE

Net employee salary, so-called "take home"

The following are deducted from gross salary:

- Social security contributions
- Health insurance contribution
- Advance payment of income tax
- Employee contribution to PPK (if applicable)

Employer cost

Gross salary cost plus:

- Social security contributions partly covered by the employer
- Labour Fund
- Guaranteed Employee Benefits Fund (if applicable)
- Employer contribution to PPK (if applicable)
- Bridging Pension Fund (if applicable)

WHAT DOES THE SALARY CONSIST OF?

Mandatory elements	Optional elements
basic salary and remuneration e.g. for:	various types of accessories
night work	functional
overtime	training
additional shifts	for additional skills
paid leave	bonuses and awards
work on holidays	for knowledge of the language

ZUS CONTRIBUTIONS

CONTRACT ADMINISTRATION

Type of contribution	Contribution amount	Covered by the employee	Covered by the employer
Pension insurance	**19.52%**	**9.76%**	**9.76%**
Disability Pension insurance	**8.00%**	**1.5%**	**6.5%**
Sickness insurance	**2.45%**	**2.45%**	**-**
Accident insurance	**0.67% - 3.33%**	**-**	**0.67% - 3.33%**
Contribution to the Labour Fund	**2.45%**	**-**	**2.45%**
Contribution to the Guaranteed Employee Benefits Fund	**0.10%**	**-**	**0.10%**
Health insurance contribution	**9%**	**9%**	**-**
Bridging Pension Fund (if applicable)	**1,5%**	**-**	**1,5%**

PAY SLIP

The pay slip provides the employee with information about the components of their salary.

The employer is not obligated to provide an employee with a pay slip unless the employee requests it.

The salary slip can be given:

- in paper form
- in electronic form (e-pay slip)

NON-SALARY BENEFITS

Employee benefits constitute income for the employee from the employment relationship and in some cases are subject to taxation and to social insurance contributions.

In the case of benefits co-financed by the employer, the employee's income will only be the value of the benefit paid for by the company.

There are many types of benefits in kind in Poland, each of which has different tax consequences.

PIT DECLARATIONS

CONTRACT ADMINISTRATION

Employers, as payers, are obliged to submit PIT forms to the tax office and to employees.

Payers can submit PIT declarations to the tax office only in electronic form. PIT declarations submitted to employees can be in electronic or paper form.

Name of forms	Deadline for submission to the Tax Office	Deadline for transfer to employee
PIT-11	January 31	February 28/29
PIT-4R, PIT-8AR	January 31	-
IFT-1/IFT-1R	February 28/29	-

Submitting a declaration by the employer after the deadline – both to the tax office and to the employee – is a fiscal offence **punishable by a fine of 180 daily rates**. The amount of the rate is determined by the court.

Vacation and sick leave

HOLIDAY VACATION

The annual amount of holiday leave in Poland is:

20 working days
if the length of service does not exceed 10 years

26 working days
if the length of service exceeds 10 years

The length of service also includes completed schooling, but does not include the period of employment under a contract other than an employment contract (e.g. a mandate contract or a contract for specific work).

NEW HOLIDAYS IN POLISH LAW

From 26 April 2023, employees will have the opportunity to take advantage of two new types of days off:

Carer's leave

- 5 days a year
- Free
- Reason: Serious medical reasons concerning selected family members or those living in the same household
- Purpose: to provide support or care to the above-mentioned persons

Leave due to force majeure

- 2 days or 16 hours a year
- Paid 50%
- Reason: force majeure
- Purpose: the need for immediate presence of the employee with his/her loved ones in family matters caused by illness or accident

SICKNESS BENEFIT

CONTRACT ADMINISTRATION

For the first 33 days of illness in a given calendar year or 14 days in the case of persons over 50 years of age, the employer pays the employee 80% of the sick pay.

In the case of sick leave lasting a total **of more than 33 days** in a given calendar year (similarly from the 15th day in the case of employees who are over 50 years of age), the employee is **entitled to sickness benefits paid by ZUS**.

According to the regulations, a company is the payer of the sickness benefit if it reported more than 20 people for sickness insurance as of 30 November of the previous year.

Exceptions:

- Companies employing **up to 20 employees** – ZUS pays sickness benefits in the event of illness and maternity, **the employer only pays sick pay**

SICKNESS BENEFIT

CONTRACT ADMINISTRATION

An employee is entitled to sickness benefit for no longer than:

- 182 days
- 270 days for pregnant women

The above amounts include the period of continuous incapacity for work or earlier sick leave, if the break between them does not exceed 60 days.

SIZE OF SICKNESS AND CARE BENEFIT

The basis for calculating sickness and care allowance is the average monthly salary from the 12 months preceding the illness.

Type of benefit	Basis for calculating the benefit
sick	**80%** due to illness **100%** for illness during pregnancy, accidents at work and on the way to and from work, occupational disease, undergoing medical examinations in connection with being a candidate for a cell, tissue and organ donor and/or the procedure of collecting these organs
protective	**80%** for the care of a child or other family member for whom the insured person provides personal care

CHILD CARE LEAVE

Maternity leave

It lasts from 20 weeks in the case of the birth of one child, to 37 weeks in the case of the birth of five or more children at the same time. The employee is not obliged to use the full period of maternity leave; she can return to work at an earlier date. From 19 March 2025, in the case of the birth of a premature baby, she will be entitled to additional maternity leave of 15 or 8 weeks (for the mother or father).

Parental leave

- Employees (parents/guardians of a child) are entitled to parental leave of 41 weeks in the event of the birth of one child or 43 weeks in the event of the birth of more than one child. This pool includes an additional 9 weeks of leave, which is available to each parent of the child and is not transferable from parent to parent.
- The leave may be granted at one time or in no more than 5 parts. It may be used no later than the end of the calendar year in which the child turns 6.

Child-raising leave

Assuming that the employee has been employed by any employer for at least six months, parents are entitled to a total of 36 months of parental leave. The leave is granted for a period no longer than the end of the calendar year in which the child turns 6. This is unpaid leave.

Paternity leave

The father of the child is entitled to 2 weeks of paternity leave, but only until the child is 12 months old.

MATERNITY AND PARENTAL BENEFIT

CONTRACT ADMINISTRATION

The amount of maternity benefit depends on the choice of the entitled person.

It could be:

- 100% during maternity leave (including supplementary maternity leave)
- 70% for the period of parental leave (including the additional 9 weeks due to the child's other parent)

or

- **81.5% of** the calculation basis for maternity leave and parental leave, excluding the non-transferable 9 weeks of this leave due to the father of the child - upon application submitted no later than 21 days after giving birth

Termination of the contract

FORMS OF TERMINATING AN EMPLOYMENT CONTRACT

An employment contract may be terminated:

1) by agreement of the parties

2) by notice

3) without notice

4) upon expiry of the period for which it was concluded

NOTICE PERIODS

Trial period contract:

- **3 days –** if the trial period **does not exceed 2 weeks**
- **1 week -** if the trial period is **longer than 2 weeks**
- **2 weeks –** if the trial period is **3 months**

Fixed-term and indefinite-term contracts:

- **2 weeks –** if the employee has been employed **for less than 6** months
- **1 month –** if the employee has been employed **for at least 6** months
- **3 months –** if the employee has been employed **for at least 3** years

TERMINATION OF THE CONTRACT WITHOUT NOTICE PERIOD

CONTRACT ADMINISTRATION

Both the employer and the employee may, in certain cases, terminate the contract with immediate effect.

The employer may terminate an employment contract without notice if the following reasons occur:

1) caused by the employee (e.g. serious breach of basic duties)

2) through no fault of the employee (e.g. employee's inability to work due to illness).

An employee has the right to terminate the contract without notice when:

1) a medical certificate is issued stating **the harmful effect** of the work performed **on the employee's health**, and the employer does not transfer the employee to another position within the specified period

2) the employer has committed **a serious breach of its basic obligations** towards the employee.

NOTIFICATION FROM TRADE UNIONS

If there is a trade union operating in the organisation, the employer is obliged to notify the union in writing of the intention to terminate the employment contract:

- when the employee is a member of that trade union
- when the employee consents to the union acting on his behalf (even if he is not a member of the union)

However, the opinion of the trade union is not binding on the employer.

GROUP LAYOFFS

Group layoffs are the termination of an employment contract with a specified number of employees for reasons attributable to the employer.

The criterion for collective dismissal is met if:

- the company employs at least 20 employees
- for a period not exceeding 30 days, at least the following are exempted:
    - 10 employees – if the company employs less than 100 employees
    - 10% of employees – if the company employs at least 100 but less than 300 employees
    - 30 employees – if the company employs at least 300 or more
- the dismissal occurs for reasons beyond the control of the employees.

Group layoffs are subject to special procedures and require notification of employee representatives or trade unions and the district labour office.

The employer is also obliged to pay severance pay to employees dismissed in this manner.

As part of a collective dismissal, an employer may not dismiss employees who are covered by special protection, including:

- Pregnant women
- Employees on maternity, parental and paternity leave
- Employees of pre-retirement age

EMPLOYER'S OBLIGATIONS

When an employee leaves the organization, the employer has an obligation to:

- pay the wages due and the equivalent for unused vacation leave (if applicable)
- issue a work certificate
- deregister an employee from ZUS
- issue PIT-11 (annual settlement of employee's earnings)

Employer checks

CONTROL BY THE STATE LABOUR INSPECTION

CONTRACT ADMINISTRATION

PIP supervises and controls whether an entrepreneur or other entity operates in accordance with labour law. It checks, among other things, the legality of employment, working hours, respect for the principles of occupational health and safety, validity and timeliness of medical examinations.

The auditor can examine documents **up to 3 years back**. However, the auditor may request older ones.

PIP can check, among others:

- employee personal files
- occupational risk assessment
- instructions, procedures and regulations introduced
- plans, drawings, technical documentation
- decisions of other control bodies, e.g. ZUS

The inspection **does not have to be announced**. It is not possible to refuse the inspector to carry out the inspection.

PIP CHECK - CONSEQUENCES AND PENALTIES

Any deficiencies and irregularities detected will be indicated in the post-inspection report, i.e. the document concluding the inspection.

Penalties and consequences for violating the law and identified irregularities include:

- **a fine** of **1000-2000 PLN**
- **fine 1000-30000 PLN**
- an order to remove irregularities within a specific time limit
- an order to stop work or activity
- an order to carry out tests and measurements
- drawing consequences for those guilty

ZUS CONTROL

The Social Insurance Institution inspection is carried out to assess the reliability and correctness of the employer's fulfillment of obligations in the scope of social security and contributions paid.

During the inspection, the inspectors check correctness and timeliness of:

- reporting to social security
- preparation of applications for retirement and disability benefits
- calculating and paying contributions
- determining entitlement to social security benefits
- paying these benefits

ZUS should notify the entrepreneur of its intention to initiate an inspection.

ZUS CONTROL

Employer obligations during ZUS inspection:

- providing all books, documents and other information related to the scope of the audit
- preparing and issuing copies of documents related to the scope of the inspection
- providing the necessary conditions for carrying out the inspection
- providing explanations
- presenting a translation of documentation prepared in a foreign language into Polish

Failure to comply with the obligations may result in a fine of up to PLN 5 000.

CONTROL FROM THE TAX OFFICE

The purpose of a tax audit is to verify whether and how the tax payer fulfilled the obligations arising from the provisions of tax law in a given period.

- The tax payer (entrepreneur) is notified **from 7 to 30 days** before the date of initiation of the control proceedings.
- It is important to remember to have **the inspection book**. During the inspection, the official will check the inspection book for the protocols of previous inspections.

TAX CONTROL

Employer's obligations during a tax audit :

- ensuring access to the premises of the controlled enterprise
- making available all documentation subject to tax control
- presentation of the property subject to control and enabling its inspection
- enabling the authorities to film/photograph/record on a medium all materials that may constitute evidence in the case
- providing the necessary conditions for carrying out the inspection
- issuing all documentation for analysis at the time of the inspection at a place indicated by the inspection authorities
- providing explanations related to the subject of the inspection within the time limit set by the inspection authorities

In recent years, the number of tax audits has increased significantly.

About Poland

DOING BUSINESS IN POLAND

CONTRACT ADMINISTRATION

Poland is among the top countries worth investing in. Its central location, competitive labour market, highly qualified workforce and investment incentives attract foreign investments.

According to the Polish Investment and Trade Agency, in 2023, foreign companies invested over 7 billion EUR in Poland, nearly doubling the amount compared to 2022.

Moreover, Poland was ranked by CNN as the best place to visit in 2023.

Learn more: Doing Business in Poland

LINKS

Social Insurance Institution: https://www.zus.pl/

Tax Office: https://www.podatki.gov.pl/

PPK: https://pfr.pl/

CA CONTRACT ADMINISTRATION

Would you like to learn more?

Feel free to contact us:

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