

NEW IT STAFF FROM POLAND HIRED BY UK-BASED COMPANY TO WORK REMOTELY

SUMMARY

A British company in the field of software and data analysis for insurers needed to hire Polish IT professionals. Having found employees for the positions it was looking for, it approached us with the need to complete legal formalities to legalise remote working in the form of an employment contract and subsequent payroll settlement according to Polish law.

ISSUES TO BE RESOLVED

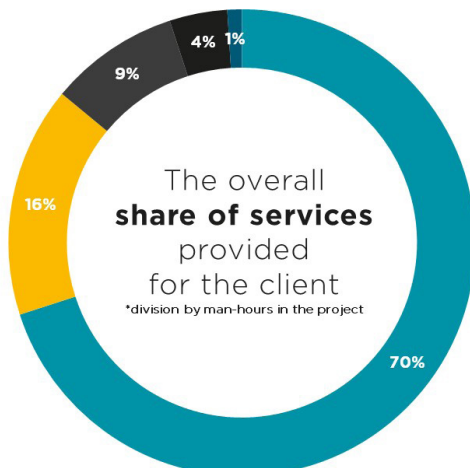
For a British client, we carried out a comprehensive analysis of which method of employment in the Polish market would be most beneficial, presenting examples of the pros and cons of each solution.

Once the client had made a decision, we prepared employment contracts to be signed with employees in English and Polish. Currently, we settle the employees' salaries on a monthly basis, deal with correspondence with the tax office and ZUS (Social Insurance Institution), settle PIT, and calculate insurance premiums for the client's employees.

ACTION TAKEN

Detailed activities undertaken during our cooperation:

- Notifications to the ZUS,
- Preparation and sending of monthly DRA declarations for employees,
- Health and safety training and medical examinations for the client's employees,
- Informing the client on the latest changes in labour law and actions required to be taken,
- Preparation of statements for payment of employee expenses and sending them to the relevant person,
- Publishing information on the client's extranet,
- Signing of the PPK agreement for the UK company and notification of employees to the PPK,
- Preparation of annual PIT returns for employees.



■ ACCOUNTING

0%

■ HR & PAYROLL OUTSOURCING

70%

■ TAX SERVICES

16%

■ LEGAL SERVICES

9%

■ BUSINESS SERVICES

4%

■ CONSULTING SERVICES

1%

RESULTS

- Establishing an ongoing relationship with a UK-based company,
- Accounting for the employment of skilled IT staff required to maintain the client's core processes,
- Reduction of HR costs due to the difference in payroll between Poland and the UK,
- Outsourcing HR and payroll and taking over payroll accounting responsibilities for the UK company.

NEXT STEPS

Maintain and develop our partnership with our parent company in the UK. Expanding our portfolio of services to better match current client needs.

We believe in being strategic partners with our clients and investing in their success. From the first moment we sign a contract with our clients, we work with them to develop procedures and practices that make their finance, accounting, and payroll departments an effective part of the business. By working together, our clients are assured that their books are kept meticulously and gain access to more detailed financial information and analysis.

ACCOUNTING AND TAX ADVISORY FOR YOU!

If you have questions about accounting, taxation or other aspects of tax law in Poland, please contact our team of advisors.

[Contact »](#)

CUSTOMER RELATION DEPARTMENT



ORTWIN-UWE JENTSCH
Head of Customer
Relationships Department
Partner

Tax consulting
Localization: Warsaw



GET IN TOUCH WITH US

Regardless of the question you have,
our team will guide in the right direction.

Certificates

