



Employee benefits

How to prepare for the changes brought by the government package?

For employers, employee benefits are an integral part of remuneration, and for employees, they are an essential criterion for choosing their employer. How will the tax package affect them, and how to prepare for the changes?

Do not hesitate to contact us, we will be happy to help you!

We will introduce you to the expected changes and their impact, advise you on how to prepare for these changes and, if necessary, how to set up your new benefits. Thanks to our comprehensive range of legal, tax and HR consulting services, we can also assist you in implementing your new policies.



EMPLOYEE BENEFITS

Benefits are now offered by almost every employer to varying degrees and have become a standard that employees expect and usually use extensively. But can they remain a common part of remuneration after the government package is adopted and will they continue to be worthwhile? Or will the phrase “we offer a wide range of benefits” become a thing of the past?

IMPACT OF THE GOVERNMENT PACKAGE

You too may have more questions than answers when it comes to benefits in relation to the government package materially restricting the existing tax exemptions. We would be happy to share our perspective on the upcoming changes and support you in finding the right path to take once the government package is adopted.

Our team of Deloitte experts from the field of employment law, tax and HR consulting offers a comprehensive solution for this purpose, including specialised, multi-disciplinary advisory services regarding employee benefits and assistance with the subsequent implementation of the identified changes.

WHAT IF THE GOVERNMENT PACKAGE DOES NOT AFFECT BENEFITS?

If you think that the final form of the government package does not significantly affect your company, we recommend that you conduct a comprehensive audit of the benefits offered and evaluate both their legal and tax treatment and their current composition and suitability for your company's employees.

BENEFITS OF OUR SOLUTION FOR YOUR COMPANY

- Review of the benefits provided in terms of financial costs
 - suggesting possible changes in the benefits composition
- Consideration of current trends in remuneration and responding to employee needs
 - personalisation of benefits and reflection of company culture
- Audit of legal and tax compliance of employee benefits



For more information,
visit our website.



HOW CAN WE ASSIST YOU?

A) Initial analysis and workshop

- Introduction of the individual changes from the tax and employment law perspective
 - specific impacts on employer's costs and employee's income
- Providing recommendations on the intended new adjustments
- Identification of employer requirements for additional scope of benefits (taking into account financial, legal and group aspects)

B) Identification of employee's needs

- Determination of employee requirements on the scope and form of benefits based on a questionnaire survey

C) Implementation

- Review of documentation – in particular internal regulations and employee contracts, assessment of collective agreement options
- Analysis of new remuneration and benefit options – according to your preferences and employee needs
- Calculation of the impact of changes in benefit setup

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