

ASSESSMENT OF SOURCES AND METHODS USED IN THE PROVISION OF BASIC INFORMATION FOR THE CALCULATION OF SPECIFIC INDICATORS FOR A65 PURPOSES

COUNTRY: [PL](#) 

Version: 29 March 2017

CONTEXT

1. This report is written in the context of the implementation of Article 65 and Annex XI of the Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union, as most recently amended by Regulation 1023/2013 of the European Parliament and of the Council.
2. Article 12 of Annex XI states that "*...It shall be the task of Eurostat to monitor the quality of basic data and statistical methods used to work out the factors taken into account for the update of remuneration. In particular, it shall make any assessments or carry out any studies required for such monitoring...*"
3. A methodology manual has been developed to describe the calculation of specific indicators in accordance with Article 65 of the EU Staff Regulations. There have been various editions over time; the most recent version is document A6465/14/26rev2, dated May 2016.
4. This methodological documentation is supplemented with interpretation guidelines and specific agreements for individual Member States reached during each annual data collection exercise.
5. With effect from 2010, detailed documentation is drawn up for each Member State which aims to give a full description of the manner in which basic data is compiled and transmitted to Eurostat to allow the calculation of Specific Indicators.

Twenty-two of these draft "inventories" (at different stages of completion) were presented at the meeting of the Working Group on Articles 64 and 65 of the Staff Regulations in Luxembourg in March 2015. A further progress report was reviewed at the meeting in Luxembourg in March 2016.

6. Previous assessment reports for this country have been prepared as follows: [None](#)
7. The current assessment report is based on the following information:
 - a. [pro-forma document A6465_16_03](#) ;
 - b. data provided by the national statistical authorities in the Standard Remuneration Questionnaire for the year [2015](#) ;
 - c. the "inventory", version dated [8.9.2015](#) - status: [validated subject to member state request to exclude welfare benefits from gross remuneration \(not accepted by](#)

Eurostat as not in line with harmonised methodology because a significant proportion of total income for lower paid staff) ;

- d. other resources identified in connection with the work to establish Specific Indicators, including ;
- e. a meeting with various PL government departments, coordinated by Polish Statistics Office in Warsaw in November 2013.

ORGANISATIONAL ISSUES (SUMMARY)

- 8. The name of the national delegate to the Working Group on Articles 64 and 65 is communicated by the International Cooperation Department | Central Statistical Office of Poland (*Główny Urząd Statystyczny*).
- 9. The national data required for the calculation of Specific Indicators is transmitted to Eurostat by Demographic and Labour Market Surveys Department | Central Statistics Office.
The contact person has been constant in recent years.
- 10. The national data is compiled from the following national sources: database maintained by the Civil Service Department | Chancellery of the Prime Minister (*Departament Służby Cywilnej | Kancelaria Prezesa Rady Ministrów*).
- 11. This compilation involves collaboration with the following departments/organisations: Chancellery of the Prime Minister.
- 12. The following information is publicly available:
 - Civil Service website maintained by the Chancellery of the Prime Minister;
 - Annual Report of the Head of the Civil Service;
 - Child benefit entitlement (Ministry of Labour and Social Policy website);
 - Social security contribution rates (Social Insurance Institution website);
 - Health insurance contribution rate (Social Insurance Institution website);
 - Personal income tax rate and allowances (Ministry of Finance website).
- 13. The standard remuneration questionnaire for the year 2015 was transmitted via *eDamis* on 31.7.2015.
- 14. The following tables in the standard remuneration questionnaire for the year 2015 were incomplete:

T1

NOT complete

 T2

NOT complete

Comment:

- T1 ESA2010 "staff number in central government administration" figure not supplied;
- T2 statutory family allowances inserted by Eurostat using official published parameters.

15. The national validation of the Specific Indicator calculated by Eurostat for the year 2015 was transmitted via eMail on 13.10.2015.

OVERALL ASSESSMENT



Comply

QUALITY ASSESSMENT – STAFF NUMBERS

16. Comments regarding the sample population for which staff numbers are supplied:
- Population data reported in SRQ Table 1 is for a sample representing staff working in ministries and central offices;
 - Population data is reported as full-time equivalents.
17. Comments regarding the total population from which the sample is selected:
- The sample represents around 18% of the total civil service corps in Poland. This broader figure includes regional administrations, and the excluded occupations (military, education, healthcare, diplomats, etc).
18. Comments regarding supply of the number of employees for the total central public administration (ESA 2010 s.1311) :
- GUS should supply the ESA2010 variable "number of employees in central government administration" to allow more accurate calculation of the control indicator which is required by the Staff Regulations.

QUALITY ASSESSMENT – GROSS SALARY DATA

19. Comments regarding the supply of a figure for gross remuneration for each grade:
- Remuneration data reported in SRQ Table 2 is for the same grades as those for which staff numbers are reported in SRQ Table 1;
 - Polish gross pay reported in SRQ Table 2 focuses on Base salary (*wynagrodzenie podstawowe*) which is set in Budget Law, and Multipliers (*mnoznik*) for which minimum and maximum values are set by Government decree for different grade groups;
 - Middle step (mode) is identified by analysis of individual government department reports;
 - In agreement with Eurostat, the civil service premium (*dodatku służby cywilnej z tytułu posiadanego stopnia służbowego*) is not taken into account, on the grounds that the number of staff with this status is low. If included, values established in 2009 would add between 47% and 205% of base salary;
 - In agreement with Eurostat, the length-of-service bonus 1% per year (*dodatku za wieloletnią pracę w służbie cywilnej*) and the five-year anniversary award are not taken into account, because these are dependent on individual circumstances (age);
 - In agreement with Eurostat, the 13th month payment is not taken into account;

- In agreement with Eurostat, the six monthly performance bonus is not taken into account, because whilst the total amount is known, it operates as a discretionary payment to selected individuals;
- Remuneration for married officials is established using the same salary scale which applies for single officials;
- The national minimum wage in Poland is reviewed in annual Budget Law, however it does not apply to staff in civil service corps.

20. Comments regarding additional payments eg. state benefits:

- Polish officials are entitled to state benefits in the same way as any other citizen. Only households on the lowest incomes are eligible, however the amounts can be significant relative to earnings from employment.

QUALITY ASSESSMENT – STATUTORY DEDUCTIONS

- 21. Comments regarding the calculation of personal income tax: [N/A](#).
- 22. Comments regarding the calculation of occupational pension contributions: [N/A](#).
- 23. Comments regarding the calculation of medical insurance contributions: [N/A](#).
- 24. Comments regarding the calculation of other social security contributions: [N/A](#).
- 25. Comments regarding the calculation of other statutory deductions: [N/A](#).

QUALITY ASSESSMENT – OTHER ASPECTS

- 26. [N/A](#).

ACTION POINTS

- 27. [See 18](#).