

Payroll news 2024 Slovakia



At the end of 2023, Act No. 530/2023 Coll. was published in the Collection of Laws, which contains proposed changes related to the improvement of public finances. We have informed you about major changes in the tax area, and now we are also adding other measures related to the wage area:

✓ Increase in health insurance contributions for employers and self-employed persons from 1 January 2024

For a transitional period of 4 years (from 1 January 2024 till 31 December 2027), the rate of health insurance contributions for employers, self-employed persons and self-payers increases.

The employer's health insurance contribution rate increases by 1 % - from the previous 10 % to 11 % (for employees with health disabilities it increases from 5 % to 5.5 %).

For self-employed persons and self-payers, the health insurance contribution rate increases from 14 % to 15 % (for citizens with health disabilities from 7 % to 7.5 %), which is an increase of approximately EUR 6.52 (it increases from the previous EUR 91.28 to EUR 97.80 per month).

The consequence of this legislative change is also a **new value of the employee's minimum advance payment in 2024**. The amount of the minimum monthly advance payment will be calculated based on the amount of the subsistence minimum (EUR 268.88), as the sum of the employee's advance and employer's advance. **The minimum health insurance contribution will be EUR 40.32.**

✓ Reduction of contributions to Pillar II from 1 January 2024

From 1 January 2024, the rate of compulsory contributions to

Pillar II will be permanently reduced to 4 % and the rate of the old-age insurance contribution (Pillar I) will be increased to 10 %. The percentage rate of 14 % remains unchanged, but there is a change in the reallocation of contributions between Pillar I and Pillar II.

✓ 1 September - the government decided to abolish the holiday (Constitution Day)

1 September will no longer be a day of rest or a public holiday under the relevant provisions of the Labour Code (nor will the ban on retail sales apply). Employees who work on this day will not be entitled to wage surcharges for work on public holiday from 2024.

✓ Tax bonus for dependent children - increase of the tax base by the tax base of the second entitled person

If more than one taxpayer meets the conditions for claiming the tax bonus (e.g. both mother and father) and the taxpayer claiming the tax bonus does not have a sufficient tax base to claim the full amount of tax bonus, **the taxpayer may increase the tax base by the income tax base of the second entitled person when filing his/her tax return** and claim the tax bonus in a higher amount based on the increased tax base. If the other entitled person has fulfilled the conditions for claiming the tax bonus for only part of the year, the tax base shall be increased only by a proportional part of the tax base.

For the first time, the above can be applied in the tax return for the tax period 2023.

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✓ Changes in social insurance from 1 January 2024

New minimum and maximum amounts of insurance contributions

The minimum monthly assessment base increases to € 652.
The maximum monthly assessment base increases to € 9,128.

Employee's maximum insurance contribution = € 858.03 (9.4 % of € 9,128)

Employer's maximum insurance contribution = € 2,300.25 (25.2 % of € 9,128)

Minimum contribution for compulsorily insured self-employed person = € 216.13 (33.15 % of € 652)

Maximum contribution for compulsorily insured self-employed person = € 3,025.93 (33.15 % of € 9,128)

New maximum amounts for the four "sickness benefits"

Sickness and nursing benefits – max of € 47.16 per day, rounded (max of € 1,414.80 for a 30-day month)

Maternity benefit – max of € 64.31, rounded (max of € 1,929.30 for a 30-day month)

Pregnancy benefit – max of € 12.86, rounded (max of € 385.90 for a 30-day month)

✓ Selected amounts for the calculation of natural persons' tax liability for 2024

As of 1 January 2024, the monthly personal allowance increases to EUR 470.54.

The personal allowance will be equal to zero if the taxpayer reaches a tax base of **EUR 47,538** or more.

19 % of the tax base up to 176.8 times the amount of the applicable subsistence minimum, i.e. up to **EUR 47,537.98** / up to EUR 3,961.50 monthly.

25 % of the tax base exceeding 176.8 times the applicable subsistence minimum, i.e. exceeding **EUR 47,537.98** / over EUR 3,961.50 monthly.

The tax for 2024 is not levied and is not payable if it does not exceed **EUR 17** for 2024 or if the taxpayer's total taxable income for 2024 does not exceed **EUR 2,823.24**.

Your Auditorea team