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Changes in the Cafeteria system from 2017

As of January 1, 2017, the range of Cafeteria benefits available to employees will significantly change. Non-wage benefits will include two types of benefits with unchanged tax burden. One of them is Széchenyi-card (offering recreational services) - with unchanged accounts and limits -, the other one is a new item to be introduced, the so called “cash-cafeteria”, which can be granted to employees in a total value of maximum HUF 100,000 per year.

At the same time a new category will be introduced to include all remaining non-wage benefit Cafeteria items, under the name “specific benefits”, subject to a higher tax rate. This will include - amongst others - travelcards, canteens, educational expense reimbursements, as well as voluntary health insurance and pension funds.

The list of tax-free benefits will remain the same, with a few additions. Tax-free benefits will continue to include e.g. sport and cultural event tickets, risk insurance, mortgage support, nursery cost reimbursements with some changes, and as a new addition, kindergarten cost reimbursements. A new tax-free category will be introduced, under the name “accommodation cost reimbursement for mobility enhancement”, subject to various conditions, at a rate of 40%, 25% or 15%, depending on duration of the employment.