

SCHOOL AND KINDERGARTEN

Children of JFTC staff members can attend Polish nurseries, kindergartens, public schools, and universities. There is a fee involved. In public schools approximately 50 PLN a year for the Parents Committee. In kindergarten there is a monthly fee.

Under the Polish school system, children between 7 to 12 years of age attend Szkoła Podstawowa (Primary School), children between 13 to 16 years of age go to Gimnazjum (Junior High School), whereas teenagers between 16 and 19 years of age attend Liceum (High School). Polish is the language of instruction. However, "17th Gimnazjum" and "9th Liceum" (www.lo9gim17.pl) conduct classes mainly in English.

There are also private schools operating in Bydgoszcz and they all have official accreditation from the competent Polish authorities. Fees vary depending on the school.

The International School of Bydgoszcz has gone through reorganization process. Since 2 March 2009 Kazimierz Wielki University in Bydgoszcz has been the founding body and the supervisor of the School. The School was established by the Host Nation in implementation of the JFTC Memorandum of Agreement, and it provides quality educational opportunities for the children of Joint Force Training Centre members. The school has been accredited and teaches the students according to the standards of the International Baccalaureate Organization (IBO). The school has thirty five students as of February 2011.

For more updated information visit the International School of Bydgoszcz web page <http://www.isob.ukw.edu.pl/en>, the JFTC website or contact JFTC POC for the school (LTC Christian von Platen, phone: +48.52.378.1445).

If your child is to attend a school, some vaccinations may be mandatory. Please contact the JFTC Support Unit or your National Support Element for details.

HOME DAY-CARE/ HOUSEKEEPING

If you consider the option of employing a babysitter, a nanny, or a housekeeper, you can either manage the recruitment and employment yourself, or you may choose to hire them through an agency.

If you decide to manage the employment yourself, the following should be observed:

i You must sign a contract of employment or a service contract (the latter may be easier to manage).

i Secondly, you have to apply for a tax-identification number (NIP) from the internal revenue service (NIP-3 form and a copy of your passport).

i Then, you have to register your employee with the National Health Fund (NFZ – Narodowy Fundusz Zdrowia), using a ZFA form for you, and a ZUA for your employee.

i Monthly, you have to make tax payments and payments to the NFZ (three different payments). You, as the employer, have to provide the employee with an annual statement of payments made for taxes and for the NFZ. It is advisable to hire an accountancy company to help you with calculating, concluding taxes and other payments.

If you decide to employ an au pair/ a housekeeper from abroad and before you take the above-mentioned steps, please make sure that:

i The au pair holds a valid Polish visa (if required), a passport as well as a certification of her/his professional qualifications together with the Polish translation.

i You apply for a work permit for your au pair (if required) at the local Voivodeship Office against an administration fee (currently 100 PLN for a work permit valid for a period longer than three months). The procedure of obtaining a work permit should take no more than one month.

If you consider hiring a babysitter or a housekeeper through an agency, remember that you buy the service from an agency, which employs the worker, according to your requirements. Therefore, all administration burden of employment rests with the agency. Instead, you would have to conclude a contract with an agency, and normally it means you would meet all costs of employment and additionally pay a service charge (around 15% of the costs of employment) to the agency. You should also remember that under the Polish law you are not allowed to hire the same babysitter/housekeeper through an agency for longer than one year.