

Payroll Compliance

A short guide for payroll professionals navigating the latest employees' tax legislation.

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1. General Info

1.1 Official currency

The official currency of Angola is the Angolan Kwanza (AOA).

1.2 Tax year end

Tax year is the Calendar year ending 31 December

1.3 Revenue Service

Angola Ministry of Finance

www.minfin.gv.ao

2. IMPOSTO SOBRE OS RENDIMENTOS DO TRABALHO (IRT)

2.1 Tax Filing and payment of tax

Employers must withhold PAYE on the monthly salaries and wages of their employees on a monthly basis. Employees who earn only employment income are not required to file a personal Income tax return.

The amounts withheld must be paid to the local tax office by means of a Tax collection slip, accompanied by a tax withholding return form within a calendar month following the one in which the payment was made.

2.2 Expatriates

PIT shall be due by individuals, whether resident or not in Angola, whose income arises from services rendered within/to Angola. There is not a concept of “resident” in Angola, for PIT purposes. Employers are subject to the same tax obligations when hiring expatriates or Angolan

citizens. There are no taxation differences between expatriates performing a temporary activity in Angola, or expatriates performing long term or even “lifetime” activities in the country.

2.3 Tax Tables

Monthly Tax tables for the current tax year

Monthly Income Bracket		Tax rate	Fixed Amount (KZ)
From (KZ)	To (KZ)		
0	100 000	0%	
100 001	150 000	13%	-
150 001	200 000	16%	12 500
200 001	300 000	18%	31 250
300 001	500 000	19%	49 250
500 001	1 000 000	20%	87 250
1 000 001	1 500 000	21%	187 249
1 500 001	2 000 000	22%	292 249
2 000 001	2 500 000	23%	402 249
2 500 001	5 000 000	24%	517 249
5 000 001	10 000 000	24.5%	1 117 249
10 000 001	and above	25%	2 342 248

2.4 Taxable Compensation/Income/Emoluments

As a general rule, all types of compensation and benefits received by an individual for services rendered constitute taxable income subject to personal income tax including, but not limited, to the following:

- Salaries and wages.
- Benefits-in-kind.
- Cost-of-living allowances.
- Housing allowances.
- Entertainment and travel allowances.
- Transport allowances

3. Benefits in kind

As a rule benefits in kind are valued at their cost to the employer, as shown in the company's or the recipient's records.

- **Housing provided by the employer** – Up to 50% of the value under the lease agreement. Please note that the rental agreement should be filed at the tax office within 15 days from the date of signature;
- **Car provided by the employer** – If it is used by the employee for business purposes, and is not booked, by the Company, as costs with personnel, it shall not qualify as taxable income of the employee, for Personal Income Tax purposes.

4. Exempt Income

- The family allowance paid by the employer is not subject to PIT up to the limit of 5% of the employee's monthly basic salary.
- Contributions to social security.
- Meal allowance paid to the company's employees, is not subject to PIT up to a limit of AKZ 30,000 per month.
- Transport allowance paid to the company's employees, is not subject to PIT up to a limit of AKZ 30,000 per month.
- No PIT is due on the daily allowances, representation, and travel and accommodation subsidies, when attributed to public/civil servants and provided they do not exceed the legal limits specifically foreseen.
- The subsidies granted by law to nationals/resident patients with motor, sensory and mental disabilities. Not usually granted on the payroll.
- wages and other remuneration due up to the limit of Kz100 000 per month, to national agricultural workers and Angolan domestic workers, hired by single persons or households and covered by social security.
- The reimbursement of business expenses incurred by employees of entities subject to Industrial Tax (or to other special tax regimes), provided that such expenses are duly documented, are expressly excluded from PIT.

5. Tax deductions

The employee's contribution for INSS is fully tax deductible.

6. Social Security (INSS)

The employee contributes 3% of the gross salary. A retired employee contributes 8%. The employer pays 8%. This is calculated on monthly gross salary.

Unless they can prove that they contribute to another social security scheme, all employees must register with the National Social Security Institute and contribute to it.

Expatriates are not obligated to contribute. This is based on the assumption that they are contributing at their home countries. They are only required to contribute only if they have a residency permit.

The employer is required to withhold the employee's contribution and pay both contributions by the 10th day of the month following the month in which the personal income was paid

Decree no. 227/18 of 27 September has redefined some of the Social Security provisions published in Decree no. 38/08 of 19 June 2018, effective December 2018.

Decree no. 28/08 confirms that the contribution is based on the employee's gross remuneration. However, the following is excluded from remuneration for calculating INSS:

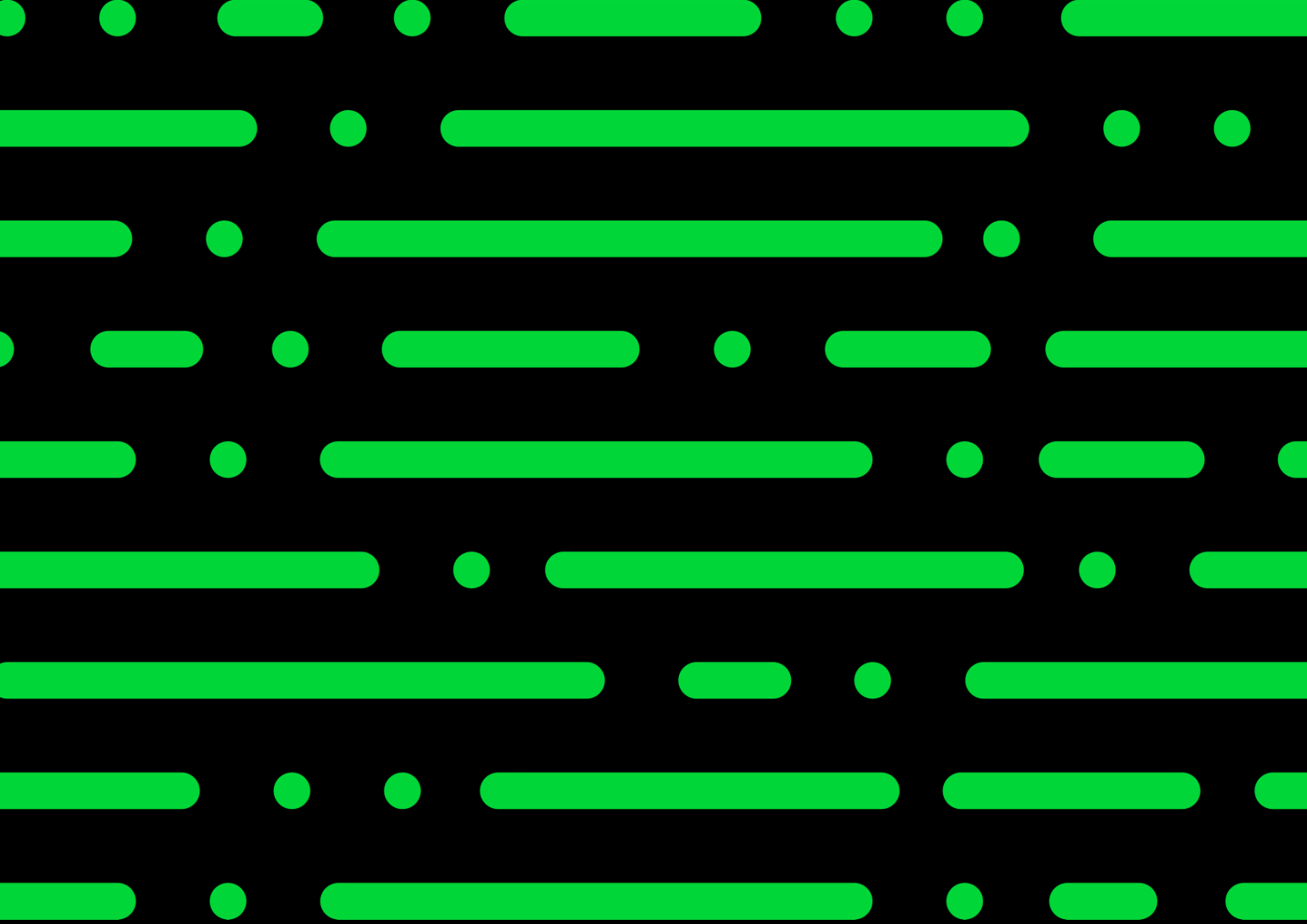
- Social benefits paid by employers within the scope of Mandatory Social Security;
- An amount corresponding to a Leave Allowance;
- Contributions towards additional social protection schemes.

Furthermore, if employees earn part of their remuneration in kind, the equivalent cash value must be calculated for the purposes of establishing the contribution base.

According to the new Decree, the employer must submit the remuneration electronically.

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