

---

**Table 1. Greece: Prior Actions**

---

| <b>Policy</b> | <b>Actions to be taken in consultation with EC/ECB/IMF staff:</b> |
|---------------|---|
|---------------|---|

---

**1. 2015 supplementary budget and 2016-19 MTFS**

Adopt effective as of July 1, 2015 a supplementary 2015 budget and a 2016–19 medium-term fiscal strategy, supported by a sizable and credible package of measures. The new fiscal path is premised on a primary surplus target of 1, 2, 3, and 3.5 percent of GDP in 2015, 2016, 2017 and 2018. The package includes VAT reforms (¶12), other tax policy measures (¶13), pension reforms (¶14), public administration reforms (¶15), reforms addressing shortfalls in tax collection enforcement (¶16), and other parametric measures as specified below.

**2. VAT reform**

Adopt legislation to reform the VAT system that will be effective as of July 1, 2015. The reform will target a net revenue gain of 0.93 percent of GDP on an annual basis from parametric changes. The new VAT system will: (i) unify the rates at a standard 23 percent rate and a reduced 13 percent rate for food, energy, water, and hotels, and a super-reduced rate of 6 percent for pharmaceuticals, books, and theater; (ii) streamline exemptions to broaden the base; and (iii) maintain the 30% discount on islands.

**3. Fiscal structural measures**

Adopt legislation to:

- close possibilities for income tax avoidance (e.g., tighten the definition of farmers), take measures to increase the corporate income tax in 2015 and ;; raise the solidarity surcharge;
- In view of any revision of the zonal property values, adjust the property tax rates if necessary to safeguard the 2015 and 2016 property tax revenues at €2.65 billion and adjust the alternative minimum personal income taxation.
- eliminate the cross-border withholding tax introduced by the installments act (law XXXX/2015) and reverse the recent amendments to the ITC in the public administration act (law XXXX/2015), including the special treatment of agricultural income.
- adopt outstanding reforms on the codes on income tax, and tax procedures: introduce a new Criminal Law on Tax Evasion and Fraud to amend the Special Penal Law 2523/1997 and any other relevant legislation, and replace Article 55, ¶s 1 and 2, of the TPC, with a view, inter alia, to modernize and broaden the definition of tax

fraud and evasion to all taxes; abolish all Code of Book and Records fines, including those levied under law 2523/1997 develop the tax framework for collective investment vehicles and their participants consistently with the ITC and in line with best practices in the EU.

- adopt legislation to upgrade the organic budget law to: (i) introduce a framework for independent agencies; (ii) phase out ex-ante audits of payments by the Hellenic Court of Auditors and account officers (ypologos); (iii) give GDFSs exclusive financial service capacity and GAO powers to oversee public sector finances; and (iv) phase out fiscal audit offices by January 2017.

By September 2015, (i) simplify the personal income tax credit schedule; (ii) re-design and integrate into the ITC the solidarity surcharge for income of 2016 to more effectively achieve progressivity in the income tax system; (iii) issue a circular on fines to ensure the comprehensive and consistent application of the TPC;

On health care, effective as of July 1, 2015, (i) re-establish full INN prescription, without exceptions, (ii) reduce as a first step the price of all off-patent drugs to 50 percent and all generics to 32.5 percent of the patent price, by repealing the grandfathering clause for medicines already in the market in 2012, and (iii) review and limit the prices of diagnostic tests to bring structural spending in line with claw back targets; and (iv) collect in the full the 2014 clawback for private clinics, diagnostics and pharmaceuticals, and extend their 2015 clawback ceilings to 2016.

Launch the Social Welfare Review under the agreed terms of reference with the technical assistance of the World Bank in order to phase-in a system of GMI which does not rely on related cuts in benefits in kind.

Incorporate into the 2016 budget:

- reduction in the expenditure ceiling for military spending by €200 million with a targeted set of actions, including a reduction in headcount and procurement;
- introduce reform of the income tax code, [inter alia covering capital taxation], investment vehicles, farmers and the self- employed, etc.;
- raise the corporate tax rate from 26% to 28%;
- introduce one off corporate tax of 12% on corporate profits over €0.5 million to meet the fiscal target for 2015;
- introduce tax on television advertisements;
- announce international public tender for the acquisition of television licenses and usage related fees of

relevant frequencies; and

- extend implementation of luxury tax on recreational vessels in excess of 10 meters and increase the rate from 10% to 13%, coming into effect from the collection of 2014 income taxes and beyond;
- extend Gross Gaming Revenues (GGR) taxation of 30% on VLT games expected to be installed at second half of 2015 and 2016;
- generate revenues through the issuance of 4G and 5G licenses [1]; and
- increase tonnage tax and implement an effective taxation framework for commercial shipping.

#### **4. Pension reform**

Effective from 31 October 2015 the authorities will phase-in reforms that would deliver estimated permanent savings of  $\frac{1}{4}$ - $\frac{1}{2}$  percent of GDP in 2015 and 1 percent of GDP on a full year basis in 2016 and thereafter by adopting legislation to:

- create strong disincentives to early retirement, including the adjustment of early retirement penalties, and through a gradual elimination of grandfathering to statutory retirement age and early retirement pathways progressively adapting to the limit of statutory retirement age of [67] years, or 62 and 40 years of contributions by 2022, applicable for all those retiring (except arduous professions, and mothers with children with disability) after October 31, 2015; Adopt legislation so that withdrawals from the Social Insurance Fund will incur an annual penalty, for those affected by the extension of the retirement age period, equivalent to 10 percent on top of the current penalty of 6 percent;
- Integrate into ETEA all supplementary pensions funds;
- Better target social pensions by increasing OGA uninsured pension;
- Gradually replace the solidarity grant (EKAS) for all pensioners by end-December 2018;
- increase health contributions for pensioners from 4% to 5% on average and extend to supplementary pensions;
- restore employer contribution for main pensions to 2014 levels (3.9% - IKA);

- increase contributions for supplementary pensions from 3 to 3.5%; and
- phase out all state-financed exemptions and gradually harmonize contribution rules for all pension funds in line with contributions to IKA from 1 January 2016.

Moreover, in order to restore the sustainability of the pension system, the authorities will by 31 October 2015, legislate further reforms to take effect from 1 January 2016; (ii) broaden and modernize the contribution and pension base for all self-employed, including by switching from notional to actual income, subject to minimum required contribution rules; (iii) rationalize all different systems of basic, guaranteed contributory and means tested pension components, taking into account incentives to work and contribute; (iv) the main elements of a comprehensive SSFs consolidation, including any remaining harmonization of contribution and benefit payment rules and procedures across all funds; (v) abolish most nuisance charges financing pensions and offset by reducing benefits or increasing contributions in specific funds to take effect from 31 October 2015; and (vi) harmonize pension benefit rules of the agricultural fund (OGA) with the rest of the pension system in a pro rata manner, unless OGA is merged into other funds. The consolidation of social insurance funds will take place by end 2018 over a period of three years. In 2015, the process will be activated through legislation to consolidate the social insurance funds and the operational consolidation will have been completed by 31 December 2016. Further reductions in the operating costs and a more effective management of fund resources including improved balancing of needs between better-off and poorer-off funds will be actively encouraged. The codification of the insurance law will be completed in the immediate future and will correspond to the new organization of the new and more integrated social security system.

The authorities will adopt legislation to fully offset the fiscal effects of the implementation of court rulings on the 2012 pension reform.

## **5. Public Administration, Justice and Anti Corruption**

Adopt legislation to:

- reform the unified wage grid, effective 1 January, 2016, setting the key parameters in a fiscally neutral manner and consistent with the agreed wage bill targets and with comprehensive application across the public sector, including decompressing the wage distribution in connection with the skill, performance and responsibility of staff.
- implement the new unified wage grid with a guaranteed starting point the salaries of each employee as of 31 December 2014, and legislation to rationalise the specialised wage grids, will be adopted by end-November 2015
- align non-wage benefits such as leave arrangements, per diems, travel allowances and perks, with best practices in the EU, effective 1 January 2016;
- establish within the new MTFS ceilings for the wage bill and the level of public employment consistent with achieving the fiscal targets and ensuring a non-increasing path of the wage bill relative to GDP until 2019;
- hire managers and assess performance of all employees (with the aim to complete the hiring of new managers by 31 December 2015 subsequent to a review process).
- reform the Civil Procedure Code, in consultation with the institutions.;
- strengthen the governance of ELSTAT. It shall cover (i) the role and structure of the Advisory bodies of the Hellenic Statistical System, including the recasting of the Council of ELSS to an advisory Committee of the ELSS, and the role of the Good Practice Advisory Committee (GPAC); (ii) the recruitment procedure for the President of ELSTAT, to ensure that a President of the highest professional calibre is recruited, following transparent procedures and selection criteria; (iii) the involvement of ELSTAT as appropriate in any legislative or other legal proposal pertaining to any statistical matter; (iv) other issues that impact the independence of ELSTAT, including financial autonomy, the empowerment of ELSTAT to reallocate existing permanent posts and to hire staff where it is needed and to hire specialised scientific personnel, and the classification of the institution as a fiscal policy body in the recent law 4270/2014; role and powers of Bank of Greece in statistics in line with European legislation.

Publish a revised Strategic Plan against Corruption by 31 July 2015. Amend and implement the legal framework for the declaration of assets and financing of the political parties and adopt legislation insulating financial crime and anti-corruption investigations from political intervention in individual cases;

## 6. Tax administration

Take the following actions to:

- Adopt legislation to establish an autonomous revenue agency, that specifies: (i) the agency's legal form, organization, status, and scope; (ii) the powers and functions of the CEO and the independent Board of Governors; (iii) the relationship to the Minister of Finance and other government entities; (iv) the agency's human resource flexibility and relationship to the civil service; (v) budget autonomy, with own GDFS and a new funding formula to align incentives with revenue collection and guarantee budget predictability and flexibility; (vi) reporting to the government and parliament; and (vii) the immediate transfer of all tax-related capacity and staff in other entities (including the tax-related duties of SDOE) to the agency.
- on garnishments, adopt legislation to increase the 25 percent ceiling on wages and pensions while ensuring reasonable living conditions; accelerate procurement of IT infrastructure to automatize e-garnishment; improve tax debt write-off rules [*to be specified*]; remove tax officers' personal liabilities for not pursuing old debt; remove restrictions on conducting audits of tax returns from 2012 subject to the external tax certificate scheme; and enforce if legally possible upfront payment collection in tax disputes.
- amend (i) the 2014–15 tax and SSC debt instalment schemes to exclude those who fail to pay current obligations and introduce a requirement for the tax and social security administrations to shorten the duration for those with the capacity to pay earlier; the LDU and KEAO will assess by September 2015 the large debtors with tax and SSC debt exceeding €1 million [*to be specified e.g. verify their capacity to pay and take corrective actions*]; and (ii) the basic instalment scheme/TPC to adjust the market-based interest rates and suspend until end-2017 third-party verification and bank guarantee requirements
- Adopt legislation to accelerate de-registration procedures and limit VAT re-registration to protect VAT revenues and accelerate procurement of network analysis software; and provide the Presidential Decree needed for the significantly strengthening the reorganisation of the VAT enforcement section in order to strengthen VAT enforcement and combat VAT carousel fraud. The authorities will submit an application to the EU VAT Committee and prepare an assessment of the implication of an increase in the VAT threshold to €25.000

- combat fuel smuggling, via legislative measures for locating storage tanks (fixed or mobile);
- produce a plan whereby the SGPR intensifies fight to tax evasion and undeclared deposits, by checking bank transactions in banking institutions in Greece or abroad, with a view to recover unpaid taxes;
- develop a costed plan for the promotion of the use of electronic payments, making use of the EU Structural and Investment Fund;

## **7. Financial sector**

Adopt: (i) amendments to the corporate and household insolvency laws including to cover all debtors and bring the corporate insolvency law in line with the OCW law; (ii) amendments to the household insolvency law to introduce a mechanism to separate strategic defaulters from good faith debtors as well as simplify and strengthen the procedures and introduce measures to address the large backlog of cases; (iii) amendments to improve immediately the judicial framework for corporate and household insolvency matters; (iv) legislation to establish a regulated profession of insolvency administrators, not restricted to any specific profession and in line with good cross-country experience; (v) a comprehensive strategy for the financial system: this strategy will build on the strategy document from 2013, taking into account the new environment and conditions of the financial system and with a view of returning the banks in private ownership by attracting international strategic investors and to achieve a sustainable funding model over the medium term; and (vi) a holistic NPL resolution strategy, prepared with the help of a strategic consultant.

## 8. Labour market

Conclude the consultation process similar to that foreseen for the determination of the level of the minimum wage (Art. 103 of Law 4172/2013) to review the existing frameworks of collective bargaining, taking into account best practices elsewhere in Europe. Further input to the review described above will be provided by international organisations, including the ILO. The authorities will take actions to fight undeclared work [to be specified] in order to strengthen the competitiveness of legal companies and protect workers as well as tax and social security revenues.

## 9. Product market

Adopt legislation to:

- implement agreed recommendations of the OECD to be concluded by end of July 2016 in connection with competition toolkit I and on beverages and petroleum products;
- open the restricted professions of engineers, notaries, actuaries, and bailiffs, and liberalize the market for tourist rentals;
- drastically reduce reciprocal and non-reciprocal nuisance charges;
- (i) reduce red tape, including on horizontal licensing requirements of investments and on low-risk activities, and administrative burden of companies based on the OECD recommendations, and (ii) establish a committee for the inter-ministerial preparation of legislation.
- adopt the reform of the gas market and its specific roadmap, and implementation should follow suit.
- On electricity markets, the authorities will reform the capacity payments system and other electricity market rules to avoid that some plants are forced to operate below their variable cost, and to prevent the netting of the arrears between PPC and market operator; set PPC tariffs based on costs, including replacement of the 20% discount for HV users with cost based tariffs; and notify NOME products to the European Commission. The authorities will also continue the implementation of the roadmap to the EU target model prepare a new framework for the support of renewable energies and for the implementation of energy efficiency and review energy taxation;
- strengthen the electricity regulator's financial and operational independence;

## **10. Privatization**

- The Board of Directors of the Hellenic Republic Asset Development Fund will approve its Asset Development Plan which will include for privatisation all the assets under HRDAF as of 31/12/2014; and the Cabinet will endorse the plan.
- To facilitate the completion of the tenders, the authorities will complete all government pending actions including those needed for the regional airports, TRAINOSE, Egnatia, the ports of Piraeus and Thessaloniki and Hellinikon (precise list in Technical Memorandum). This list of actions is updated regularly and the Government will ensure that all pending actions are timely implemented.
- The government and HRADF will announce binding bid dates for Piraeus and Thessaloniki ports of no later than end-October 2015, and for TRAINOSE ROSCO.