

Flash Alert

Monthly Summary (April 2016)

Flash Alerts	
India	<p><u>EPFO Guidelines on Social Security Compliance for Indian Outbound Assignees</u></p> <p>In a recently issued circular, the Provident Fund (PF) department of India set down consolidated guidelines for proper compliance. A clarification provided by the PF authorities, that PF liability will not arise in the case of overseas assignments where the salary is neither paid nor payable by the Indian employer, should be a welcome development for Indian industry.</p>
The Netherlands	<p><u>High Court Rules on 150-Km Criterion for 30% Ruling</u></p> <p>The Supreme Court of the Netherlands recently ruled that the 150-kilometer criterion in the 30% ruling is not contrary to European Union (EU) law. This definitively means that only employees who resided more than 150 kilometers from the Dutch border during at least two-thirds of the 24 months preceding the commencement of their employment in the Netherlands, are eligible for the 30% ruling. For some cross-border taxpayers, there may be scope for reimbursement.</p>
The Netherlands	<p><u>Law Amends Tax Rules for Independent Contractors, Board Members</u></p> <p>New Dutch legislation may impact independent contractors and the companies (their “clients”) that engage their services, as all “VAR” self-employed statements in circulation will lose their validity. Instead, a system of pre-approved agreements will apply. This could impact employer-clients' income tax withholding obligations. Moreover, supervisory board members will be affected – those who benefit from the Dutch expatriate concession (30% ruling) must elect the deemed employment status in order to retain this benefit.</p>
Russia	<p><u>Several Statutory Changes and Updates to Immigration System</u></p> <p>This GMS Flash Alert reports on a number of significant changes to Russia’s immigration system over the past few months that foreign employees coming into and leaving Russia, as well as their employers, need to be aware of, including new restrictions on entry into Russia and limitations on hiring foreigners.</p>

IN THIS ISSUE

[Flash Alerts \(April\)](#)
[Publications \(April\)](#)

ALL GMS PUBLICATIONS

[Flash Alert](#)
[Global Assignment Policies and Practices Survey](#)
[Payroll Insights](#)
[Tax Rates Online](#)
[Taxation of International Executives \(TIES\) Online](#)
[The Expatriate Administrator](#)
[Thinking Beyond Borders: Management of Extended Business Travelers](#)
[U.S. Taxation of Americans Abroad](#)
[U.S. Taxation of Foreign Citizens](#)
[Your Assignment Abroad: The 50 Most Common Concerns](#)

Singapore	<p><u>Few Tax Changes for Individuals in Budget 2016</u> The recently announced Singapore budget proposes capping the total amount of personal income tax reliefs that a resident individual can claim at S\$80,000 per year of assessment as well as eliminating the concession whereby an expatriate employee (i.e., non-citizen or non-permanent resident of Singapore) is only taxed on 20 percent of the cost of employer-provided air passages to his or her home country, potentially raising international assignment costs for employers with assignees working in Singapore.</p>
United States	<p><u>Congress Proposes Legislation to Amend ITIN Application, Deactivation Procedures</u> The U.S. Congress has proposed legislation that would amend recently passed tax legislation regarding Individual Taxpayer Identification Numbers (ITINs). A proposed measure clarifies that community-based certified acceptance agents are among the entities available to taxpayers living outside the United States who wish to obtain an ITIN for purposes of completing their U.S. tax filing obligations. Also, the proposals provide clarification on the expiration date of an ITIN that has not been used for three consecutive tax years.</p>

Publications	
United States	<p><u>KPMG's 2016 Global Assignment Policies and Practices (GAPP) Survey</u> The 2016 GAAP Survey is now open and you are invited to participate. The updated 2016 GAPP survey features enhanced user functionality and reporting capabilities and refreshed survey categories reflecting current policy focus and practices that KPMG sees in the marketplace and new content requested by previous years' participants. Please click here to access the 2016 GAPP Survey.</p>
United States	<p><u>U.S. Taxation of Americans Abroad and U.S. Taxation of Foreign Citizens for 2016</u> These annually-published GMS publications for the United States have been updated to account for U.S. tax law in effect as of December 31, 2015 and are now available in .pdf format.</p>
United States	<p><u>Back to Basics: Assignment Letters</u> Our newest Back to Basics article provides a thorough review of the components of assignment letters. The fourth article in the series from the Mobility Consulting Services group (MCS) in KPMG's GMS practice is about assignment letters, which are used by organizations to document the terms and conditions relating to an international assignment or transfer. Assignment letters can vary in length and complexity and need to be done correctly in order to avoid any miscommunications, risks or increased costs.</p>

To unsubscribe or change your contact information, please send an e-mail to: go-fmgmsflash@kpmg.com.

[Privacy](#) | [Legal](#)

You have received this message from KPMG LLP. If you wish to unsubscribe from *Flash Alert*, please [click here](#). If you wish to unsubscribe from all KPMG communications, please [click here](#).

KPMG LLP, 1801 K Street, NW, Suite 12000, Washington, DC 20006

© 2016 KPMG LLP, a Delaware limited liability partnership and the U.S. member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. All rights reserved. 32647WDC

The KPMG logo and name are trademarks of KPMG International. KPMG International is a Swiss cooperative that serves as a coordinating entity for a network of independent member firms. KPMG International provides no audit or other client services. Such services are provided solely by member firms in their respective geographic areas. KPMG International and its member firms are legally distinct and separate entities. They are not and nothing contained herein shall be construed to place these entities in the relationship of parents, subsidiaries, agents, partners, or joint venturers. No member firm has any authority (actual, apparent, implied or otherwise) to obligate or bind KPMG International or any member firm in any manner whatsoever. The information contained in herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.