



GMS Flash Alert



Flash Alert

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Flash Alerts

Denmark	<p>New A1 Certificates in Use in the EU In October 2018, the competent Danish institution started issuing European A1 certificates for social security that have a new layout and new content. The new certificate fills a full three pages and it can be issued according to the “main rule,” that is, to workers who reside in one country and work exclusively in another country. Thus far, the certificate could only be issued to exceptions to the main rule such as posted workers and multi-state workers, and according to special rules.</p>
European Union	<p>European Passenger Registration System (ETIAS) Operational in 2021 On September 5, 2018, the European Council adopted a regulation establishing a European travel information and authorization system (ETIAS). Visa-exempt third-country nationals will be required to obtain a travel authorization from ETIAS before their trip to the European Union (EU) at a fee of EUR 7 per application. Starting in January 2021 the ETIAS is expected to be operational.</p>
Ireland	<p>Increase in National Minimum Wage Effective from January 1, 2019, the statutory minimum wage in Ireland will be raised from €9.55 per hour to €9.80 per hour. To be eligible to apply for an employment permit in Ireland, the base salary, as the first component of the remuneration package, must meet the revised statutory rates as applicable. Minimum salary requirements will change periodically and need to be reflected in</p>

	<p>employee salary and pay statements. Non-compliance can result in prosecution and refusal of employment permit renewals.</p>
Malaysia	<p><u>Budget 2019 Contains Few Measures Affecting Individuals</u> On November 2, 2018, Malaysia's Minister of Finance presented the 2019 Budget proposals. The budget included an increase in personal tax reliefs and a reduction in contributions to the Employees Provident Fund for individuals above the age of 60. There are also an increase in real property gains tax rates for disposals in the 6th year of ownership and onwards and a departure levy for individuals departing from Malaysian airports.</p>
Norway	<p><u>New Tax Regime for Foreign Workers</u> Effective January 1, 2019, Norway is introducing a Source Tax/PAYE regime that will impose a flat rate tax of 25 percent on gross employment income for foreign workers temporarily performing work in Norway. There are a couple of pre-conditions to qualify involving residency and personal capital income limits, as well as gross employment income amounts. At present, the Norwegian tax authorities are still working on guidelines for administration of the new tax regime.</p>
Portugal	<p><u>50% Tax Relief Proposed for Individuals Returning to Portugal</u> Portugal's 2019 State Budget Proposal includes a new favorable tax regime for former Portuguese tax residents who decide to return to Portugal. This special regime provides for a tax exemption on 50% of the employment and self-employment income, applicable to individuals who return to Portugal and meet the criteria to qualify as "tax resident" in Portugal under the applicable tax residency rules in 2019 or 2020 and have not been taxed as tax resident in Portugal in the previous three years. This new regime may be an option for those who do not meet the criteria for the granting of tax relief under the non-habitual resident regime, thus potentially facilitating a reduction in the individual's tax burden or, the employer's, in cases where tax equalization policies apply.</p>
Singapore	<p><u>Not Ordinarily Resident Taxpayers and Exemption on Certain Pension Contributions</u> With a change announced in October, more Singapore "Not Ordinarily Resident" taxpayers may qualify for the tax exemption in respect of employers' contributions to overseas pensions or provident funds under the Not Ordinarily Resident (NOR) taxpayer scheme. Prior to the change, certain</p>

	<p>employees had been precluded from the tax exemption. NOR taxpayers should consider whether there is a refund opportunity for YA 2017 and YA 2018.</p>
United States	<p><u>Social Security Agreements Enter into Force in 2018, 2019</u></p> <p>In late 2018 and early 2019, there will be an unusual amount of activity with respect to U.S. Social Security Totalization Agreements (SSTAs), with three agreements entering into force over the space of three months. This newsletter covers developments pertaining to the status of U.S. SSTAs with Brazil, Uruguay, Slovenia, and Iceland.</p>
United States	<p><u>Immigration, Labor Authorities Release Fall 2018 Regulatory Agendas</u></p> <p>The U.S. Department of Homeland Security and Department of Labor have released their Fall 2018 regulatory agendas, proposing new regulations and setting publication dates for previously proposed regulations. While these proposed regulations do not immediately alter any current immigration programs, the proposals provide insight into expected changes and their impact on many different immigration programs, including the B-1, F-1, H-1B, H-4 EAD, and EB-5 programs.</p>
United States	<p><u>Inflation Adjustments for 2019, Change for Workers in Combat Zones</u></p> <p>On November 15, 2018, the U.S. Internal Revenue Service (IRS) released the annual inflation adjustments to be used by individual taxpayers on their 2019 returns. Over 60 tax provisions were updated, including the foreign earned income exclusion and the maximum housing cost exclusion. In this newsletter, we also remind readers about the changes for individuals working in designated combat zones supporting the U.S. Armed Forces regarding having a tax home abroad even if they have an abode in the United States and their eligibility to claim the foreign earned income exclusion.</p>
United States	<p><u>USCIS to Allow Advance Parole Applications for International Travel</u></p> <p>On November 16, 2018, U.S. Citizenship and Immigration Services Director L. Francis Cissna confirmed a policy change involving ending its current practice of denying pending advance parole applications, Form I-131, Application for Travel Document, when applicants travel internationally. The agency's website has been updated accordingly. Several issues still remain to be clarified.</p>

Publications, Videos & Webinars

Global
Mobility
Services –
Employment
Tax Practice

Sign up now for KPMG's **upcoming webinar, "Update on Year-End Payroll Tax Planning,"** to be held Wednesday, December 5, 2018 (2:00pm (EST; GMT -5)). For information on registration, [click here](#).

[2018 Multistate Nonresident Withholding Survey Report](#) – To better understand current business attitudes and actions taken, KPMG LLP's (KPMG) Global Mobility Services/Employment Tax practice teamed with the American Payroll Association to conduct a survey of tax/payroll professionals across a range of industries and organization types. The results provide an in-depth look at corporate reaction by over 1,300 participating organizations to this increasingly complex and ever-changing issue. To read more, [click here](#).

Payroll Insights – a publication from KPMG LLP's Employment Tax practice. It is designed to provide you with current developments in the payroll and employment tax arena and is published periodically throughout the year as developments warrant. In [this issue](#) (November 2018):

- UPDATE: KPMG Year-End Payroll Webinar
- 2018 Payroll Year-End Checklist
- Multistate Nonresident Withholding Survey
- Connecticut Telecommuter Rules
- State and Local Changes for 2019
- FUTA Credit Reduction

Global
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Services

The 2018 Global Assignment Policies and Practices Survey report is now available! The 2018 survey report provides insights into how organizations of various sizes and across multiple sectors and geographies are handling issues tied to international assignment programs, including: assignee selection and assessment, assignment preparation and planning, talent and performance management, assignment compensation and allowances, administration and outsourcing, tax reimbursement policies, immigration management, and the use of global mobility technology and data and

analytics. To access the report, [click here](#).

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