



GMS Flash Alert



Flash Alert

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Flash Alerts

Australia

[**ATO Data Matching for Temporary Visa Compliance**](#)

The Australian federal government recently announced that the Department of Home Affairs will be exchanging data with the Australian Taxation Office to encourage tax and immigration compliance by business sponsors and their temporary skilled visa holders. The goal of the data matching program is to crack down on fraud in the temporary employer-sponsored visa programmes.

Denmark

[**Government Makes Preparations for “No Deal” Brexit**](#)

A bill is planned in Denmark providing for a transitional period in the event of a situation where there is no deal for the U.K.’s departure from the European Union (“Brexit”). The bill will become effective as of 30 March 2019. The transitional period will allow U.K. nationals in Denmark to maintain the rights they have as EU nationals for a period of time after Brexit happens on 29 March 2019. The transitional period will remain effective until it is replaced by other legislation.

France

[**Government Plans Steps in Case of No-Deal Brexit**](#)

On January 17, 2019, France’s parliament voted to authorize the French government to

	<p>move forward on formulating and implementing a package of measures to prepare for a “no deal” Brexit situation starting March 30, 2019, and the impact that would have on U.K. nationals in France and French nationals in the United Kingdom.</p>
France	<p><u>What’s New in Budget and Social Security Finance Laws for 2019</u></p> <p>The French finance bill and social security finance bill for 2019 were both enacted towards the end of December 2018. Both pieces of legislation contain measures affecting employers and their globally mobile employees, including changes to the “impatriate regime,” new rules for nonresidents, and tighter rules around the Exit Tax regime.</p>
Germany	<p><u>If U.K. Exits EU with No Deal, New Rules at Ready</u></p> <p>In anticipation of a “no-deal” Brexit, the German government has started to implement certain mechanisms and commenced statutory negotiations in respect of British citizens currently living in Germany or moving to Germany before March 29, 2019, the date Britain is scheduled to leave the European Union. The matters the new proposed rules aim to deal with concern whether U.K. citizens will be required to leave Germany immediately in the event of a no-deal Brexit; the desire to introduce a transition period; requirements for residence permit applications and British and German naturalization applicants.</p>
Ghana	<p><u>Reduction in Top Rate of Personal Income Tax, Income Threshold Raised</u></p> <p>Recent changes to Ghana’s personal income tax regime have reduced the 35-percent maximum income tax rate to 30 percent. The annual maximum tax band on which the rate of 30 percent applies has also been expanded. The tax rate applicable to nonresident individuals has however been maintained at 25 percent from the last revision in August 2018. The revised personal income tax regime took effect from January 1, 2019.</p>
Netherlands	<p><u>Changes to Income Requirement for Foreign Workers, Lower Legal Fees</u></p> <p>Because of the expedited processing times and transparent criteria, the highly-skilled migrant procedure is a very popular immigration channel for companies in the Netherlands. The main requirement is that the employee satisfies the salary requirement</p>

	<p>which is set for his/her category. This GMS Flash Alert discusses the new salary criterion requirement and legal fees for highly-skilled migrants for 2019.</p>
Netherlands	<p><u>Post-Brexit Transitional Rules for U.K. Citizens' Right of Residence</u></p> <p>The Netherlands government recently announced that U.K. citizens who have the right of residence in the Netherlands on March 29, 2019, will retain their right of residence in the event of a "no deal" Brexit. The rules will apply to both U.K. citizens and their family members who are not EU nationals. These transitional rules will apply for a period of 15 months and continue through July 1, 2020.</p>
Norway	<p><u>Parliament Passes 2019 State Budget, New Regime for Foreign Workers</u></p> <p>Norway's parliament has passed new budget measures reflecting the annual adjustments in tax rates, tax brackets, and standard deductions applicable to employees and stipulating the changes to be implemented in the Fiscal Code, valid as of January 1, 2019. In addition, a new tax regime for foreign workers is being introduced from January 1, 2019.</p>
People's Republic of China	<p><u>Implementing IIT Reform and Supplementary Guidance</u></p> <p>The State Council and the State Administration of Taxation in the People's Republic of China released the implementation rules ("Implementation Rules") and supplementary guidance notes, implementing the new Individual Income Tax (IIT) rules and providing important guidance on: interim measures for administration of itemised deductions; PRC IIT withholding calculation methods applicable for resident and nonresident taxpayers; requirements on IIT declarations; tax treatment of foreign-sourced income derived by foreign individuals. The Implementation Rules and guidance notes are effective from January 1, 2019.</p>
People's Republic of China	<p><u>Transitional Provisions for IIT Preferential Treatment</u></p> <p>Following on from the new Individual Income Tax Law which came into force on January 1, 2019, a new Chinese Circular sets out transitional measures for the application of the preferential tax treatment for tax-exempt benefits for foreign employees, annual bonuses, equity-based compensation, and severance payments.</p>

Puerto Rico	<p><u>New Tax Rules Offer Some Relief for Individuals</u> House Bill 1544 was signed by Puerto Rico's governor last month and enacted as Act 257-2018. The Act introduces various amendments to the 2011 Puerto Rico Internal Revenue Code, as amended, with several of the amendments aimed at bringing relief to individuals, especially to low-to-middle-income earners: i.e., tax rates, loans, indemnity payments, distributions from retirement accounts, and interest.</p>
South Korea	<p><u>Tax Provision Bills for Foreign Workers Signed into Law</u> South Korea's 2018 Tax Law Amendment Bill was passed into law by the National Assembly at the end of December 2018. In this newsletter, we summarize the key features of the new tax law provisions, which include extension of the flat tax rate's sunset clause, tax reduction rules for foreign engineers, and penalty rules and new scope for foreign financial account reporting.</p>
United States	<p><u>Employment Eligibility Verification Temporarily Suspended</u> E-Verify, a web-based system that allows enrolled employers to confirm the eligibility of their employees to work in the United States, was temporarily suspended during the partial U.S. federal government shutdown.</p>
United States	<p><u>Iceland Social Security Agreement to Enter into Force March 1</u> A new Social Security Totalization Agreement between the United States and Iceland will enter into force on March 1, 2019. The agreement serves to simplify the administration and costs of assignments from Iceland to the United States and vice versa, thereby making it easier for international companies to deploy their employees to the other country. Applications for Certificates of Coverage should become available around March 1, 2019.</p>
United States	<p><u>IRS Announces Tax Filing Season for Individuals Begins January 28</u> The U.S. Internal Revenue Service (IRS) recently confirmed that it will process tax returns beginning Monday, January 28, 2019, and that it intends to provide refunds to taxpayers as scheduled. The filing deadline to submit 2018 tax returns is Monday, April 15, 2019, for most taxpayers. However, because of the Patriots' Day holiday on April 15 in Maine and Massachusetts and the</p>

	Emancipation Day holiday on April 16 in the District of Columbia, taxpayers who live in Maine or Massachusetts have until April 17, 2019, to file their federal tax returns.
United States	<p><u>Relief from Penalty for Underpayment of Estimated Income Tax</u></p> <p>On January 16, 2019, the U.S. Internal Revenue Service published Notice 2019-11, which provides a waiver of the estimated tax penalty for certain individuals who were otherwise required to make tax year 2018 estimated income tax payments on or before January 15, 2019.</p>

Publications, Videos & Webinars	
KPMG-Global GMS/Immigration	<p>The Global Immigration Services group with KPMG Law Rechtsanwalts-gesellschaft mbH in Germany will host a Webinar entitled “Immigration of skilled workers 2.0,” offering a <u>session in German</u> on February 12, 2019 and a <u>session in English</u> on February 14, 2019. Please consider joining us for the Webinar - <u>register</u> to learn about the impact the new rules will have on skilled migrants.</p>
KPMG- <i>In the News</i>	<p>G. Topham, “No-Deal Brexit: UK Firms ‘Praying’ for Article 50 Extension, says KPMG,” <i>The Guardian</i> (online) (January 27, 2019).</p>
KPMG-Global Mobility Services	<p>KPMG Webcast: “Looking into the Future of HR and Global Mobility” on February 5, 2019 (2pm EST; GMT -5).</p> <p>Join KPMG LLP’s global mobility and HR professionals as we discuss:</p> <ul style="list-style-type: none"> • The future of work and its impact on talent • Re-defining traditional HR and Global Mobility Models for the future success • The power of predictive analytics, automation and artificial intelligence you can leverage now. <p>This Webcast aims to provide useful insights to HR, Compensation & Benefits,</p>

	<p>Tax, and Global Mobility professionals who are responsible for cross-border business travelers, commuters, “GIG” (contingent/contractor), and remote/virtual workers, as well as traditional, temporary short- and long-term international assignees.</p> <p>To learn more/register click here.</p>
<p>Global Mobility Services – Employment Tax Practice</p>	<p>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 (January 2019):</p> <ul style="list-style-type: none"> • Updated – 2018 Payroll Year-End Guide • IRS Announces Tax Filing Season for Individuals Begins January 28 • Employment Eligibility Verification Temporarily Suspended.
<p>KPMG-Global Mobility Services: Follow Us on LinkedIn!</p>	<p>As part of our social media strategy, we have recently launched a new GMS LinkedIn showcase page – making it easier to stay up-to-date with issues around tax, technology, immigration, mobile administration and more. Follow this page, share content, and stay up-to-date with GMS on social media!</p>

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KPMG LLP, 3 Chestnut Ridge Road Montvale, New Jersey 07645

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