



# GMS Flash Alert



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### COVID-19-Related Flash Alerts

Visit the [GMS Flash Alert COVID-19 page](#) pulling together all reports dealing with coronavirus-related matters, whether they be tax, social security, immigration, or labor law. The page is organized by country and topic for your convenience.

### All Other Flash Alerts

Belgium

#### [More Details on Revamping Expatriate Tax Regime](#)

Belgium 's government has announced that in the framework of the 2022 budget, the existing expatriate tax concessions will be withdrawn and replaced by a new regime contained in a draft law. The planned changes may dramatically impact the tax treatment of expatriates in Belgium. The draft law on the new expatriate tax regime is not yet final, and the regime's rules may still undergo changes.

Ireland

#### [Resumption of Short-Stay Visa Waiver Programme](#)

Ireland's Immigration Service Delivery has announced the resumption of the short-stay visa waiver programme with effect from October 31, 2021. The programme allows individuals from a set list of countries, who have already entered the United Kingdom, on

	<p>the basis of a United Kingdom short-stay visa, to travel to Ireland without the requirement to obtain a separate entry visa for Ireland.</p> <hr/> <p><b><u><a href="#">Immigration Rules on (Re)Entry into Ireland over Christmas Period</a></u></b></p> <p>New policies from Ireland's immigration authorities will impact the (re)entry into Ireland of non-European Economic Area nationals during the Christmas period. Non-EEA nationals who hold an Irish Residence Permit (IRP) that is covered by the current extension of permissions to January 15, 2022, can use their IRPs to travel back into Ireland before this date, even if the IRP card has expired. Additionally, the re-entry visa requirement for children under 16 years of age has been suspended until January 15, 2022.</p>
Malaysia	<p><b><u><a href="#">Tax Measures Affecting Individuals in Budget 2022</a></u></b></p> <p>In Malaysia, the Finance Bill was released on November 9, 2021, incorporating a number of announcements made in the Budget as well as some other notable additions. One of the key highlights is the announcement removing the tax exemption on foreign-source income received in Malaysia. In addition, there is a new relief for individuals, and, as anticipated, the scope of existing tax reliefs is being increased, extended, and expanded.</p>
South Africa	<p><b><u><a href="#">Penalties for Outstanding Tax Returns for Natural Persons</a></u></b></p> <p>The South African Revenue Services (SARS) has issued a notice detailing the incidences of non-compliance in relation to the non-submission of income tax returns by natural persons who have years of assessment from March 1 to February 28/29. This <i>GMS Flash Alert</i> notes under what circumstances new fixed amount penalties will apply if a natural person taxpayer has been determined to be in non-compliance, as specified, starting from December 1, 2021. Also, from December 1, 2022, the non-compliance penalties will be levied on any outstanding income tax return, for years of assessment commencing on or after March 1, 2006.</p>
Spain	<p><b><u><a href="#">New Procedures for Work Permits in Cinema Industry</a></u></b></p>

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[Common Questions](#)

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	<p>The Spanish Ministry of Migrations on November 12 adopted new instructions that simplify procedures for hiring and transferring foreign audiovisual professionals. Certain professionals will be exempt from applying for a work authorisation, and may stay up to 90 days in any 180-day period to carry out an activity in the audiovisual sector. Other foreign nationals included in the scope of the instructions may enter or remain in Spain for a period of more than 180 days upon request for a residence permit for the audiovisual sector.</p>
<p>United States</p>	<p><b><u><a href="#">House Democrats Release Modified Build Back Better Act</a></u></b>  On November 4, 2021, the Rules Committee of the U.S. House of Representatives voted to approve H.R. 5376, “Build Back Better Act” (“the Act”), the \$1.75 trillion budget reconciliation measure containing proposals for corporate and individual tax reforms, including modification of the child tax credit, adjustments to the foreign tax credit, changes to the limitation on the deduction for state and local taxes, and modifications to the tax treatment of retirement plans.</p> <hr/> <p><b><u><a href="#">KPMG Publishes Report on Modified Build Back Better Act</a></u></b>  On November 12, 2021, the Washington National Tax Practice (WNT) at KPMG LLP (U.S.) released “‘Build Back Better Act’ tax proposals in pending House bill: KPMG analysis and observations,” a comprehensive report on the legislative text. This <i>GMS Flash Alert</i> highlights some of the key proposals impacting individuals, including an increase and extension of the temporary limitation on the deduction for state and local taxes, the imposition of a ‘surcharge’ tax on very high-income taxpayers, modification of the foreign tax credit, and a contribution limit for individual retirement plans of high-income taxpayers with large account balances.</p> <hr/> <p><b><u><a href="#">House Passes Build Back Better Act, Needs Senate Action</a></u></b>  On November 19, 2021, the U.S. House of Representative passed H.R. 5376, the “Build Back Better Act,” a \$1.6 trillion bill containing proposals for corporate and individual tax reforms. The legislation will now move to the</p>

Senate, which will likely make additional changes to the proposals.

**[Pension Plans, Social Security, 2022 Cost of Living Adjustments](#)**

On November 4, 2021, the U.S. Internal Revenue Service (IRS) released an advance version of Notice 2021-61 providing the dollar limitations for qualified retirement plans for tax year 2022. And last month, the Social Security wage limit was increased based on movements in the Consumer Price Index (CPI-W).

**[IRS Provides Tax Inflation Adjustments for Tax Year](#)**

On November 10, 2021, the U.S. Internal Revenue Service (IRS) released the annual inflation adjustments to be used by individual taxpayers on their 2022 returns. Over 60 tax provisions were updated, including tax rates and thresholds applicable to all taxpayers and certain provisions applicable to international assignees and expatriates.

**[President Signs Bipartisan Infrastructure Bill](#)**

On November 15, 2021, U.S. President Joseph Biden signed into law the “Infrastructure Investment and Jobs Act.” Among the tax-related measures are: requiring information reporting with respect to digital assets such as cryptocurrency; terminating the employee retention credit earlier than scheduled; modification of automatic extension of certain deadlines in the case of taxpayers affected by federally-declared disasters; and modifications of rules for postponing certain acts by reason of service in combat zones or contingency operations.

**[USCIS Policy Changes for Spouse Work Authorization](#)**

On November 10, 2021, U.S. Citizenship and Immigration Services entered into a legal settlement that will ease the process of obtaining work authorization for certain L-2, H-4, and E nonimmigrant dependent spouses who will be able to work incident to their status without an Employment Authorization Document (EAD). Those with timely-filed

EAD renewal applications pending with USCIS will qualify for an automatic work authorization extension as long as they continue to hold L-2 or E status beyond their EAD expiry.

**[December 2021 Visa Bulletin](#)**

The U.S. Department of State released the December 2021 *Visa Bulletin*. The U.S. Citizenship and Immigration Services (USCIS) has also confirmed that it will accept employment-based Form I-485, *Applications to Register Permanent Residence or Adjust Status*, next month according to the *Visa Bulletin's* "Dates of Filing" chart.

**[Third H-1B Lottery Conducted for FY2022](#)**

On November 19, 2021, U.S. Citizenship and Immigration Services (USCIS) began contacting employers via email about registrations that were selected in a third H-1B cap lottery for the 2022 fiscal year (FY2022). Additional H-1B registrations were selected because the first two filing periods did not yield enough H-1B cap petitions to meet the annual quota of 85,000. Employers with newly-selected registrations should make sure that H-1B cap petitions are filed within the deadline and to the correct USCIS Service Center.

**Publications, Videos & Webinars**

KPMG LLP  
(U.S.) –  
Global  
Mobility  
Services

**[KPMG Health & Welfare](#)**: Learn how our new KPMG Health & Welfare team can help boost your global benefits program. Click [here](#) to learn more.

**[Listen to our Podcast Series for Global Mobility Leaders!](#)** This series – with more to come – looks at significant trends and the "future state" of global mobility as it faces the winds of automation, geopolitics, diversity and inclusion, and more! In the latest Mobility via Podcast episode (Episode 23) – "[Adapting for a Flexible Workforce in Life Sciences](#)" – KPMG Life Science industry and Global Mobility Tax leaders discuss remote work and tax issues across the life science sector.

	<p><b>Updated booklet – <a href="#">Your Move Abroad: Answers for the Top 50 Common Questions</a>.</b> Check out our newly updated “Your Move Abroad” publication, which includes answers for the top 50 common questions that employees have regarding international moves.</p>
<p>KPMG LLP (U.S.) – Global Mobility Services, Employment Tax Practice</p>	<p><b><a href="#">The 2021 Payroll Year-End Report and Checklist</a>.</b> Prepared jointly by KPMG Employment Tax professionals and editors at Bloomberg Tax, the report covers a wide array of topics – including policy issues, changes reflecting the requirements for work from anywhere, and common concerns at year-end that have been identified as historically troubling for employers. The checklist, which includes useful “dos and don’ts,” can help employers track year-end payroll responsibilities.</p> <p><b><a href="#">Preparing for Payroll Year-End 2021</a>.</b> In case you missed it – listen in playback to KPMG Employment Tax and Bloomberg Tax &amp; Accounting, in a November 17, 2021 webinar, discuss how to prepare for year-end payroll 2021.</p>
<p>KPMG LLP (U.S.) – Global Mobility Services, Mobility Consulting Services Practice</p>	<p><b><a href="#">The 2021 KPMG Global Assignment Policies and Practices (GAPP) Survey Report</a>.</b> The results of the 2021 KPMG Global Assignment Policies and Practices (GAPP) Survey are now available. For global-mobility leaders of multinational organizations, benchmarking their global-mobility policies and practices against those of other global organizations and industry peers can be a powerful tool for reflecting on their current approach and planning how to prepare their talent-mobility program for the future.</p> <p>The data in this report offer insights into global-mobility programs and how they are evolving in terms of mobility, tax and immigration policies, structure, governance, priorities, performance measures, using technology and automation, and more.</p> <p>To view the client-facing website, key findings, and to access the <i>2021 KPMG Global Assignment Policies and Practices (GAPP) Survey Report</i>, click <a href="#">here</a>.</p>

<p>KPMG LLP (U.S.) – Global Mobility Services, Global Reward Services Practice</p>	<p><b><a href="#">Webcast: “Global Rewards Trends from 2021 and Looking Ahead to 2022.”</a></b> On Tuesday, December 7, 2021 (2:00pm EST (UTC -5)) KPMG LLP (U.S.) is holding an informative TaxWatch webcast that will discuss our latest observations around employee retention, health-care benefits, and developing legislation in connection with the <i>Build Back Better Act</i>. During this webcast, KPMG Global Reward Services and Washington National Tax professionals will share their perspectives on the following key topics: (i) the increasing importance of taking pre-emptive steps to retain key talent by leveraging data and analytics to evaluate retention risks, and identifying possible steps to mitigate them; (ii) health-care considerations, particularly around increasing costs of coverage and maintaining competitive benefits; and (iii) the latest update on proposals under the <i>Build Back Better Act</i> affecting compensation and benefits.</p> <p>For more information and to register, click <a href="#">here</a>.</p>
<p>KPMG LLP (U.S.) – Washington National Tax</p>	<p><b><a href="#">Catching Up on Capitol Hill Podcast Series</a></b> – KPMG professionals speak about current developments in Washington, D.C. and what may happen next. And they’ll discuss why it’s happening. All with the goal of helping companies make sense of tax policy discussions, understand what the impacts may be on their organization, and aid them as they go about their daily jobs.</p>
<p>KPMG International</p>	<p><b><a href="#">Webcast – “Work from Anywhere”</a></b>. Guests from academia and government were interviewed by KPMG about the impact of remote working on labour markets and tax landscapes. Guest speakers included Dr. Na Fu, Trinity College in Ireland; Dr. Athena Kalyva, Greek Ministry of Finance; Malcolm Scicluna, European Labour Authority; and a KPMG Alumnus, Timothée Affolter, now at the Swiss State Secretariat for International Finance. The 800 participants from 46 countries highlighted the concept of discussing remote work with academia and government. The recording is available <a href="#">here</a>.</p> <hr/> <p><b><a href="#">“Global Mobility Forecast: Trends in Risk, Talent, and Digital”</a></b> (2021). Throughout the</p>

	<p>three regional Forums, our KPMG professionals and guest speakers provided insights on global mobility topics themed in three streams: Mobility is Risk, Mobility is Talent, and Mobility is Digital. They engaged an audience of close to 3,000 people in over 80 countries with polling questions and chat features. This interaction provided new insights and data on what is trending in the industry, which we've compiled into this <a href="#">report</a> on key trends and issues facing global- mobility professionals today (and tomorrow).</p> <p><b>The <a href="#">COVID-19 GMS &amp; Immigration Global Tracker Interactive Map</a></b>, is available on the <i>GMS Flash Alert</i> COVID-19-themed <a href="#">webpage</a>. This interactive map tracks recent information and updates on developments by country, making it easy and convenient for you, at a glance, to follow COVID-19-related developments in the regions and/or countries that interest you. Topics covered include the following: travel restrictions; payroll reporting and withholding changes; immigration; tax profile / tax residency changes; compensation and benefits; waivers of penalties and interest; social security; and filing / payment due dates.</p> <p><b>GMS Showcase on LinkedIn</b> – Follow us on LinkedIn at: <a href="https://www.linkedin.com/showcase/kpmg-global-mobility-services/">https://www.linkedin.com/showcase/kpmg-global-mobility-services/</a>.</p>
KPMG in the People's Republic of China	<p><b><a href="#">Expiring Expat Tax Concessions</a></b> – The income tax treatment for expatriate fringe benefits is changing at the end of 2021. This will have a significant financial impact on expatriates or foreign nationals currently benefitting from the preferential regime. The People Services team in China and Hong Kong has prepared a flyer which provides a clear guide for employers and HR teams that have yet to structure their talent plans for 2022. To access the flyer, click <a href="#">here</a>.</p>

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