



Global Employer Services Immigration

Salary Indexation for Immigration purposes

The Flemish immigration authorities recently communicated the new salary thresholds for foreign employees holding work permits, as either highly skilled employees or as executive employees, and for blue card holders. These salary thresholds are indexed annually based on the evolution of the price consumer index and apply as of 1 January 2018. As the basis for indexation is the same in all regions, it is expected that the Walloon and Brussels immigration authorities will also communicate the same new thresholds for employment for their respective regions.

In practice, this means that from 1 January 2018, work permits are issued for:

- Highly qualified foreign employees whose employment in Belgium is in principle limited to four years (but can be extended by another four) even if suitable labour can be found in Europe to fill the vacancy; their gross salary should exceed EUR 40,972.00 per year (increased from EUR 40,124.00)
- Foreign executives holding a management position: their gross salary should exceed EUR 68,356.00 per year (an increase from EUR 66,942.00)
- Blue card holders: their gross salary should exceed EUR 52,978.00 per year (an increase from EUR 51,882.00)

It should be kept in mind that given the link between the indexation of these salaries and the Belgian employment law

act, these salaries should consist of actual remuneration and exclude allowances that would be considered as cost reimbursements.

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