

Mobility: Immigration alert

February 2023



Luxembourg

Revised salary requirements for certain third-country nationals

Executive summary

Effective 1 February 2023, third-country nationals who seek to apply for certain work permits are subject to increased minimum salary requirements.

Salaried workers, intra-corporate transferees and posted salaried workers

Effective 1 February 2023, “qualified” third-country nationals (i.e., nationals of countries outside the EU or EEA) who seek to apply for work permits under the “intra-corporate transferee,” “salaried worker” or “posted salaried worker” categories must earn a monthly salary of at least EUR 2,936.48 (up from EUR 2,864.88 previously). In addition, “non-qualified” third-country nationals who seek to apply for work permits under the categories above must earn a monthly salary of at least EUR 2,447.07 (up from EUR 2,387.40 previously). In general, individuals are considered “qualified” employees if they perform their activities in Luxembourg on the basis of their educational credentials (e.g., a diploma) or meet certain conditions in terms of their professional experience.

Effective 1 April 2023, the salary requirements for the two groups of workers above are set to change again. Qualified workers will then be required to earn a monthly salary of at least EUR 3,009.89, while non-qualified workers will be required to earn at least EUR 2,508.24 monthly.

Highly qualified workers

On 1 January 2023, the minimum salary requirement was revised for third-country nationals who are considered highly qualified workers and who seek to apply for Blue Cards. In

general, these applicants are now required to earn at least EUR 84,780 annually (up from EUR 83,628 previously). Blue Card applicants working in certain professions (e.g., software developers, mathematicians) must now earn at least EUR 67,824 annually (up from EUR 66,902.40 previously).

Tuberculosis testing

In addition, a new policy change went into effect previously, which allows applicants under any category aged two and above to undergo tuberculosis testing at either the offices of the Health and Social Welfare League (LMS) or a medical analysis laboratory (provided that the applicant has been issued a prescription from a general practitioner). Applicants under the age of two must continue to be tested at the offices of the LMS.

Impact on employers

Employers may ensure that new foreign employees who are third-country nationals earn the minimum remuneration required, and that existing employees continue to meet the revised salary requirements for their current permits.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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EYG no. 001137-23Gbl

2101-3682263
ED None

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