

Global Immigration alert

December 2024



Germany

Germany announces new salary thresholds for EU Blue Card and Distinct Professional Experience applicants

Executive summary

On 4 December 2024, the German Federal Ministry of the Interior and Community announced new minimum gross salary thresholds for EU Blue Card applicants, which will go into effect on 1 January 2025. The updated thresholds are based on the regular change in the annual contribution assessment ceiling in the general pension insurance published on 27 November 2024, which also impacts the local application type “Distinct Professional Experience.”

Key developments

The following adjusted salary thresholds will apply to Blue Card applicants:

- ▶ *Standard Blue Card applicants:* 50% of the annual contribution assessment ceiling in the general pension insurance. For 2025, this will imply a minimum gross salary of EUR 48,300 per year (up from EUR 45,300 in 2024).
- ▶ *Other Blue Card categories:* 45.3% of the annual contribution assessment ceiling in the general pension insurance. For 2025, this will imply a minimum gross salary of EUR 43,759.80 per year (up from EUR 41,041.80 in 2024). This threshold will apply to individuals who hold shortage occupations, young professionals (individuals who obtained an acknowledged university degree in the three years prior to submitting their application) and IT professionals (individuals who do not hold a university degree but have at least three years of relevant professional experience, equivalent to a university degree, in the seven years prior to submitting their application). In addition to meeting the

minimum salary threshold, these individuals must also earn an amount equaling or exceeding the comparable salary level for their job position.

Individuals who apply for the local application type “Distinct Professional Experience” must earn a salary equaling or exceeding 45% of the annual contribution assessment ceiling in the general pension insurance. For 2025, this will imply a minimum gross salary of EUR 43,470 per year (up from EUR 40,770 in 2024). In addition to meeting the minimum salary threshold, these individuals must also earn an amount equaling or exceeding the comparable salary level for their job position.

Impact on employers

Employers may ensure that they comply with the new requirements to enable their employees to use the relevant application type.

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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