



Global Immigration alert

January 2025

Austria

Austria increases minimum salary requirements for various categories of foreign employees

Executive summary

Effective 1 January 2025, Austria increased the minimum salary requirements for various categories of foreign employees, including EU Blue Card applicants.

Revised salary thresholds

The following individuals will be subject to the revised thresholds below:

- ▶ EU Blue Card applicants: an annual gross salary of EUR 51,500 (14 payments of approx. EUR 3,679 per year), up from EUR 47,855 (14 payments of approx. EUR 3,418 per year)
- ▶ Red-White-Red Card applicants (key workers): a monthly gross salary of EUR 3,225 (up from EUR 3,030)
- ▶ Red-White-Red Card applicants (highly skilled workers): a gross monthly salary of EUR 7,740 (up from EUR 7,272)

The new salary thresholds are not applicable to:

- ▶ Red-White-Red Card holders who are graduates of Austrian universities.
- ▶ Third-country nationals who hold or apply for Short-Term Work Permits, Short-Term Secondment Permits, EU Intra-company Transferee (ICT) Permits or Red-White-Red Cards and hold a job in a shortage occupation.
- ▶ All individuals who are subject to a collective bargaining agreement.

The individuals above must earn the minimum salary defined in their collective bargaining agreement, if applicable. The exact minimum amount will depend on the individual's industry, qualifications and experience.

Under Austrian regulations regarding payroll and salary, employers must:

- ▶ Pay employees the monthly salary amount 14 times per year (12 monthly payments plus two additional payments)
- ▶ Pay salaries in euros regardless of employees' payroll location and/or the prevailing exchange rate
- ▶ Ensure that employees' salaries are sufficient to provide for their family (if their dependents reside in Austria)

Poster worker notification

Under the Wage and Social Dumping Combating Act (LSD-BG), employers based in the EU, EEA or Switzerland will continue to be exempt from posted worker notification requirements in Austria if their employees earn a gross monthly salary of at least EUR 7,740 (up from EUR 7,272) prior to, and during, their posting in Austria. The revised salary threshold to be eligible for this exemption went into effect on 1 January 2025. The minimum monthly salary amount must be paid 14 times a year (12 monthly payments plus two additional payments).



Shape the future
with confidence

Impact on employers

Employers may ensure that new foreign employees who are third-country nationals earn the revised minimum salary amounts and amend their policies as required.

Key steps

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

Herwig Debriacher

Partner - People Advisory Service, Global Immigration
Tel: +43 1 21170 1437
Email: herwig.debriacher@at.ey.com

Irene Alozie

Manager - People Advisory Service, Global Immigration
Tel: +43 1 21170 4637
Email: irene.alozie@at.ey.com

Ben Willis

Partner - People Advisory Services, EMEA Immigration Leader
Tel: +44 20 7951 9589
Email: ben.willis@uk.ey.com

Seema Farazi

Partner - People Advisory Services, EMEA Immigration Leader
Tel: +44 20 7951 7122
Email: seema.farazi@uk.ey.com

EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2025 Ernst & Young LLP.
All Rights Reserved.

EYG no. 000194-25Gbl

2101-3682263
ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com