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**Russia – Representative
Offices Can Hire Highly-
Qualified Specialists from
2015**

by KPMG, Russia (a KPMG
International member firm)

flash International Executive Alert

A Publication for Global Mobility and Tax Professionals by KPMG's International Executive Services Practice

The president of the Russian Federation signed a new law on 6 May 2014, that will allow representative offices of foreign legal entities to hire foreign nationals under the highly-qualified specialist regime (HQS).¹ Up to now, only Russian legal entities and branches of foreign legal entities were allowed to benefit from the rules under the HQS regime.

Why This Matters

This expansion of the HQS regime means that representative offices of foreign companies operating in Russia, under certain conditions, will be able to avail of the rules for employing highly qualified specialists. Particularly, they will enjoy a **“fast-track” work permit process** (generally 14 working days to obtain the permit as opposed to several months for a regular work permit). They will also have **more flexibility** with respect to the length of time the HQS employee is permitted to stay and work in Russia. Under the HQS rules, such employees under valid work permits and visas **may stay in Russia for up to three years** and can **work across Russian regions**, whereas employees under regular work visas are only eligible to work for one year and are limited geographically within one region of the Russian Federation. Moreover, the employee hired under the HQS regime will be **exempt from submitting a Russian language and civilization certificate** to obtain the requisite work permit.

From 1 January 2015, accredited representative offices of foreign legal entities operating in Russia and an expanded list of employers may apply to the authorities to employ highly qualified specialists as long as:

- the annual salary for the employee is at least RUB 2,000,000 (as at 25 June 2014);
- the employer has secured health insurance coverage for the employee, but also for family members, where family members accompany the employee; and
- the employer has not been charged with any violations of the rules for employing foreign nationals at the time of making the application for the HQS employee.

(For a related story on immigration rules in Russia, see [Flash International Executive Alert 2013-118](#), 22 August 2013.)

Footnote:

1 Federal Law “On changes into separate legislative decrees of the Russian Federation” N 106-FZ. In particular, the law amends Article 13.2 of Federal Law “On the legal status of foreign citizens in the Russian Federation” dated 25 June 2002 N 115-FZ.

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Save the Date! 6 – 8 October 2014

International Executive Services: Global Mobility Forum 2014

LINKing Global Mobility and Talent Management

Please 'Save the Date' in your calendar today and join us in Chicago, Illinois, USA, at KPMG's International Executive Services: Global Mobility Forum 2014. We have invited corporate professionals – with experiences ranging from international human resources and tax, to immigration and employment law – to join together and discuss new strategies for integrating global mobility and talent management. You will also have the opportunity to discuss these themes in a series of interactive workshops along with sharing ideas with colleagues and KPMG professionals from around the world.

We have a fantastic line-up and look forward to seeing you in Chicago on 6-8 October 2014.

For more information, go to:

<https://www.globaltaxevent.com/2014iesforum/account/login/?ReturnUrl=%2F2014iesforum%2F>

And feel free to contact your local KPMG IES or People Services professional for additional details.

The information contained in this newsletter was submitted by the KPMG International member firm in Russia. The information contained herein is of a general nature and based on authorities that are subject to change. Applicability of the information to specific situations should be determined through consultation with your tax adviser.

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