KPMG

GMS Flash Alert

Immigration

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Finland – New 2026 Salary Requirements for Some Work-Based Residence Permits

The Finnish Immigration authority (Maahanmuuttovirasto) has updated salary threshold requirements for Specialist and EU Blue Card permit application types for the year 2026. The salary thresholds were increased from the previous year for both permit types.

WHY THIS MATTERS

The increased salary levels for Specialist and EU Blue Card permits will need to be considered when applying for the first residence permit or for an extension to help support an employee's eligibility for the permits. If the salary does not meet the requirements, a residence permit for an employed person should be applied for, instead of the Specialist or EU Blue Card permits.

A residence permit for an employed person may be subject to labour market testing, which means that the employer may need to determine whether a labor force is available within a reasonable timeframe in Finland or the EU/EEA for the role in question.[1]

Key Highlights

The salary threshold for the Specialist and EU Blue Card permit types for 2025 was set at EUR 3,827 per month. For 2026, the threshold has been increased to EUR 3,937 per month. Fringe benefits are not counted towards this sum. This adjustment aligns with the updated average gross salary of wage earners in Finland.[2]

While the salary thresholds changed, the previous requirements for both permit types remain the same. For the Specialist permit, a higher education degree or otherwise acquired special expertise through work experience or another type of education is necessary. For the EU Blue Card permit, the requirements are a minimum six-month employment relationship and higher education qualifications, usually substantiated by a higher education degree that takes at least three years to complete, or at least five years of professional experience.[3,4]

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KPMG INSIGHTS

Steps to Consider

KPMG in Finland states that, in light of the new salary requirements, employers might wish to consider the following:

- Going forward, employers could identify employees who may be affected by future extension applications. A salary below the required level could result in an employee not being granted the applied-for residence permit type, which may considerably delay the application process as it would require a change in the permit type.

- If one applies for an EU Blue Card or Specialist permit, but the salary does not meet the current requirement, the application is then going to be processed under "residence permit for an employed person." This permit type has longer processing times and more complex requirements, which could end up delaying the extension process.

- Employers could assess an employee for whom an application will be made to verify, when applicable, the employment relationship and the educational and experience levels of the applicant to align the application with the conditions stipulated above.

The KPMG International member firm in Finland will continue to monitor the legislative changes and will endeavor to inform readers of GMS Flash Alert of any important developments.

For additional guidance and assistance, it is advisable to reach out to your usual global-mobility professional or immigration counsel or a member of the global-mobility team with KPMG in Finland (see the Contacts section).

FOOTNOTES:

1 Maahanmuuttovirasto, (in English) "Residence permit for an employed person (TTOL)."

2 Maahanmuuttovirasto, (in English) "Income requirement for persons who apply for a residence permit on the basis of work."

3 Maahanmuuttovirasto, (in English) "Residence permit application for persons applying for an EU Blue Card."

4 Maahanmuuttovirasto, (in English) "Residence permit application for persons employed as a specialist."

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Contacts

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