

Due to the recent changes in the migration legislation employment of foreign citizens has become a real challenge. ABU helps you to comply with the new rules and avoid penalties.

We would like to draw your attention to the changes in the migration legislation.

Involvement of foreign citizens for labor activity that doesn't match the one prescribed in work permit or patent, or labor activity outside of the prescribed Russian region, will result in the following penalties:

- for officials – from 25 000 to 50 000 RUR;
- for legal entities – from 250 000 to 800 000 RUR or administrative suspension of activities for the term of 14 to 90 days.



## New regulations on employing foreign citizens

Since January 1, 2015 an employment contract with a foreign citizen must indicate on what basis he or she is working in Russia, f.e. a work permit, patent, temporary residence permit or permanent residence card.

If the foreigner is working on the basis of a work permit or patent, his or her employment contract must provide for medical coverage and give details of the medical insurance policy or medical coverage agreement.

The violation of these rules will result in the following penalties:

- for officials – from 10 000 to 20 000 RUR;
- for legal entities – from 50 000 to 100 000 RUR or administrative suspension of business activity for the term of 14 to 90 days.

## Important amendments to the procedure of salary payment to the high qualified specialists

In accordance with the Federal Law No. 56, which came into force in April 24, 2015, the employer is **obliged to pay to HQS the salary not less than 167 000 RUR per month.**

The employer should monitor the payments precisely to ensure they are the due level otherwise the violation of the rule can lead to penalties for the employer up to prohibition of the HQS employment for two years.

**Employers are required to notify FMS quarterly (not later than the last day of the month) that they have paid the obligated salary for High Qualified Specialists.**

Administrative penalties for violation the order and the terms of submitting notification:

- for officials – from 35 000 to 70 000 RUR;
- for legal entities – from 400 000 to 1 000 000 RUR.

**As it was mentioned above, there are a few restrictions on employing the foreign citizens in Russia. ABU Accounting Services provides you with necessary services with respect of hiring foreign employees on legal bases.**

*To avoid penalties and to comply with amendments, feel free to contact our specialists.*

