

## CONTACT:

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**EMPLOYMENT STATUS** Each individual will be assigned to work under a service agreement as an employee of our local partner in Germany.

**PAYROLL** Employees will be paid through a local payroll in Germany and will be paid in the local currency of euros (EUR). It is not compulsory for employees to have a local bank account, however, we do recommend it in order for their salaries to be paid into the account whilst they are on the local payroll. The alternative would be to use an intermediary bank which would incur transfer fees of 10-20 EUR per transaction.

**SOCIAL SECURITY** By law, employees pay "as they earn" a compulsory fee of approximately 20-21% of their salary for their individual social security. The same amount is paid by the employer. Employees will have social security deducted on a monthly basis once on a local payroll.

**TAX** Tax liability in Germany will depend on the length of stay in country. Residents are subject to tax on worldwide income and assets. Germany's individual tax rates are progressive and the maximum marginal rate is 45%. Individuals remaining in country for less than 183 days are considered non-tax residents and are only subject to tax on income and assets from German sources.

**IMMIGRATION** In general, EU citizens do not need a work permit to work in Germany (although some countries may still be subject to transitional regulations). EU citizens and citizens from Iceland, Liechtenstein and Norway should register with the local city hall registration office (alien department) within three months of entering the country and give details of their right of residence. When they have registered, they will automatically receive a residence certificate from the Ausländerbehörde (aliens' department). Swiss citizens also require a residence permit and must apply for one. Non-EU citizens need only obtain a German residence permit, which gives them the right to work, rather than separate residence and work permits. Citizens of the US, Australia, Canada, Israel, Japan, New Zealand and Switzerland may apply for their residence and work permits while remaining in Germany as visitors. Citizens of these countries, however, are not allowed to work in Germany until after their work and residence permit application is approved. Citizens of most other countries are required to apply for and obtain a residence and work permit prior to entering Germany at the German Embassy/Consulate of their home country or country of residence.

EU Blue Cards are also available in Germany to a wide range of highly-skilled workers of non-EU states which gives them the right to work in Germany and eliminates the need for a work permit. However, please note that a residence permit is still a requirement and will run alongside the EU Blue Card.

When an initial EU Blue Card is issued to a worker, it will either have a validity of 4 years or it will cover the length of the particular contract + 3 months.

German EU Blue Cards are not available to everybody and a strict criteria must be met in order for an individual to be eligible for an EU Blue Card. If the worker does not meet the criteria, then a normal work and residence permit must be applied for instead.

**ABOUT GERMANY** Capital: Berlin  
Dialing code: +49  
Currency: Euro  
Population: 80.62 million  
Official language: German  
Continent: Europe