



Flash Alert

Monthly Summary (November 2017)

Flash Alerts (November)
Publications, Videos & Webinars

Flash Alerts	
Chile	<p><u>New Visa Procedures for Professionals and Investors in Technology Sector</u> On June 1, 2017, the Chilean government issued a new regulation that provides for requirements and procedures related to applying for a “Visa Tech” and the granting of visas to those foreign professionals and investors who are associated with the technology sector. The regulations also provide for the possibility of an expedited application process for eligible applicants.</p>
Denmark	<p><u>Initiatives Adopted on Special Tax Scheme for Expatriates, Employee Shares</u> On November 12, 2017, the Danish government agreed to adopt a proposed initiative to amend the structure of the Danish "special tax scheme" along with other initiatives pertaining to the country’s income tax regime. This initiative is now part of a bill. Among other important initiatives is the possibility for employees to receive employee shares (so-called "7P-shares") at a value equivalent to up to 20 percent of their yearly salary income.</p>
European Union	<p><u>EU Council Proposes Changes to Posting of Workers Directive</u> On October 23, 2017, the European Union (EU) Council reached an agreement revising the Posting of Workers Directive. This new</p>

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	<p>proposal adapts certain elements of the original 1996 Directive to foster fair remuneration and a level playing field between posting and local companies in the host country. If the Directive is adopted in its revised form, the labor conditions of the host country will apply to postings longer than 12 months.</p>
France	<p><u>New Obligations for Employers Sending Employees on Temporary Assignments</u> An employer established outside of France must submit online (on the SIPSI website) a “posting of worker’s declaration” to the Labor Inspectorate before the start of the worker’s activity in France. Employers will have to adjust their procedures and practices because the new rules impose additional reporting/declaration requirements in respect of the posting of workers in France and the form that must be submitted.</p>
France	<p><u>Update on Withholding System Expected in 2019</u> Various changes will be introduced to France’s new withholding system (prélèvement à la source de l’impôt sur le revenu) to take into account the recommendations made by the General Inspectorate of Finance, including simplified rules and requirements for collectors and a planned “dry run” for them. The introduction of the withholding of personal income tax on a “pay-as-you-earn” basis will be implemented from January 1, 2019.</p>
Ireland	<p><u>Examining the KEEP Proposals in Finance Bill 2017</u> The Irish government’s Finance Bill 2017 introduced the Key Employee Engagement Programme (“KEEP”), a new employee share incentive scheme designed to help small and medium enterprises attract and retain key personnel. The new legislation would apply to qualifying options granted during the period January 1, 2018 to December 31, 2023. The incentive effectively defers the taxation of gains on employee shares until sale and provides for a saving of 19 percent (based on current tax rates) in the tax payable by an employee on the gain as compared to standard share option gains.</p>
Romania	<p><u>Significant Changes Proposed to Tax and Social Security Legislation</u> A recent Ordinance published by Romania’s Finance Ministry, proposes the transfer of responsibility for social security contributions</p>

	<p>from the employer to the employee, along with a decrease in income tax and social security rates. According to the Ordinance, the personal income flat tax rate will be decreased from 16 percent to 10 percent and the number of social security contributions will be reduced from six to two, payable exclusively by the employee.</p>
Singapore	<p><u>Qualifying Salary Criteria for Dependant Privileges Raised from 1 January 2018</u> Singapore's Ministry of Manpower (MOM) has announced a raise in the qualifying salaries for Employment Pass (EP) and S Pass (SP) holders to sponsor their dependants, effective January 1, 2018. Employers and applicants applying for new work passes need to make sure that they meet the revised criteria for bringing dependants to Singapore before the change takes effect on January 1, 2018.</p>
Singapore	<p><u>New Questions Added to Employment Pass Application</u> Without formal announcement, new questions have appeared in the Singapore Ministry of Manpower's (MOM) online form for all new Employment Pass (EP) applications. The new application questions signify that the MOM is taking further concrete steps to implement its existing guidelines on fair hiring practices and consideration for Singapore citizens and permanent residents. Employers should have the information readily available to address the new questions and be able to demonstrate that Singapore citizens and permanent resident candidates have been fairly considered for the position.</p>
United Kingdom	<p><u>Autumn Budget Released, Termination Payment Changes Confirmed</u> The Autumn Budget, announced by the U.K. Chancellor of the Exchequer on November 22, 2017, was fairly light in terms of content affecting global mobility. In this Budget report, we cover the removal of Foreign Service Relief (FSR) in cases where an employee is U.K. tax resident in the tax year that his/her employment is terminated, extension of the time limits for assessing all "offshore" cases to at least 12 years where non-compliant behaviour is involved, personal income tax rates/thresholds, and planned changes to the taxation of employee expenses.</p>
United States - Tax Reform	<p><u>House Republicans Unveil Tax Reform Bill</u> (11/02/2017)</p>

This *Flash Alert* focuses on some of the Tax Cuts and Jobs Act's (TCJA) proposed changes affecting individual taxpayers, specifically those that would affect global mobility programs.

[KPMG Releases Preliminary Analysis on Proposed Tax Reform](#) (11/07/2017)

The 100+ page comprehensive booklet provides a starting point for understanding the proposals with respect to U.S. tax reform.

[House Ways & Means Committee Submits Tax Reform Bill for Consideration](#) (11/09/2017)

This *Flash Alert* highlights some amendments to the bill that would impact employers with global mobility programs and their international assignees.

[Comparison of House and Senate Tax Reform Bills](#) (11/10/2017)

This *Flash Alert* compares the individual income tax provisions in the House and Senate bills that may impact global mobility programs.

[Senate and House Tax Bills: Considerations for Global Mobility Programs](#) (11/13/2017)

This *Flash Alert* compares the House bill with the Senate mark and offers insights into what these proposals may mean for both global mobility programs and individual assignees.

[U.S. Senate Finance Committee Approves Tax Reform Bill](#) (11/17/2017)

This *Flash Alert* discusses the changes and additions proposed by the Senate Finance Committee's (SFC) bill as compared to the original Chairman's mark and highlights certain differences between the SFC bill and the House bill.

[KPMG TaxWatch Webcast: Tax Reform—Potential Implications for a Globally Mobile Workforce](#)

KPMG LLP (KPMG) is pleased to invite you to a one-hour Webcast where professionals from our Global Mobility Services practice will highlight and discuss provisions of proposed tax reform legislation that are being considered in Congress, focusing on issues that may affect international assignees and global mobility programs.

<p>United States - Global Compensation</p>	<p><i>What One House Giveth, the Other Taketh Away</i> (11/13/2017) On November 9, 2017, U.S. Senate Finance Committee Chairman Orrin Hatch (R-UT) released his “Chairman’s Mark” for tax reform, a detailed description of the proposed legislation, entitled the Tax Cuts and Jobs Act (“the TCJA”). The draft legislation is the Senate Finance Committee’s response to the House of Representatives’ bill, H.R. 1, also entitled the Tax Cuts and Jobs Act, that was made public last week. In this newsletter, we compare employment-related tax provisions in the House and Senate bills that may impact incentive compensation, fringe benefits, retirement, and global mobility programs.</p> <p><i>Update on Tax Cuts and Jobs Act</i> (11/17/2017) On November 16, 2017, the U.S. House of Representatives passed H.R. 1, the “Tax Cuts and Jobs Act.” Later that same day, the U.S. Senate Finance Committee approved tax reform legislation that included various modifications made to the Committee Chairman’s original draft legislation made through the Committee’s markup process. In this newsletter, we compare employment-related tax provisions in the House and Senate bills that may impact incentive compensation, fringe benefits, retirement, and global mobility programs.</p>
<p>United States - Immigration</p>	<p><i>Revised Policy on Burden of Proof and Nonimmigrant Extension Petitions</i> (11/03/2017) Under updated policy guidance issued on October 23, 2017, U.S. Citizenship and Immigration Services (USCIS) is instructing its officers to apply the same level of scrutiny to both initial nonimmigrant petitions and extension requests for nonimmigrant visa categories. The updated policy guidance shifts the burden of proof in establishing eligibility for the visa petition extension from the USCIS to the petitioner, regardless of whether USCIS previously approved a petition. Companies with employees in nonimmigrant status should expect that USCIS will exercise greater scrutiny of nonimmigrant extension petitions, which may increase the likelihood of employers receiving requests for evidence (RFEs).</p> <p><i>U.S. Missions in Turkey Resume Non-Immigrant Visa Processing</i> (11/14/2017) The U.S. Consulate General in Turkey</p>

announced that non-immigrant visa (NIV) processing at the Missions in Turkey were suspended as of Tuesday, October 10, 2017. As of November 8, 2017, the U.S. Mission in Turkey announced limited NIV processing in both Ankara and Istanbul. If urgent travel to the U.S. is required, individuals should check the Mission's website for further details. U.S. citizens seeking to travel to Turkey should consult with their authorized Turkish immigration adviser prior to travel or applying for a visa.

Publications, Videos & Webinars

United Kingdom	<p><u><i>Mobility Matters: "Are Companies with U.K. Operations Up-to-Date with the U.K.'s Expenses and Benefits Rules?"</i></u></p> <p>This article by Hashina Nagar, with KPMG LLP (U.S.) in New York City, focuses on the evolving expenses and benefits landscape in the U.K. and what global companies with U.K. operations can do to take action right now.</p>
United States	<p><u><i>KPMG TaxWatch Webcast: Tax Reform - Potential Implications for a Globally Mobile Workforce</i></u></p> <p>KPMG LLP (KPMG) is pleased to invite you to a one-hour Webcast where professionals from our Global Mobility Services practice will highlight and discuss provisions of proposed tax reform legislation that are being considered in Congress, focusing on issues that may affect international assignees and global mobility programs.</p>
United States - Employment Tax	<p><u><i>Payroll Insights</i></u> (November 2017) is designed to provide you with current developments in the payroll and employment tax arena.</p> <p>In this issue:</p> <ul style="list-style-type: none"> - 2017 Year-End Payroll Insights - State Updates - State Unemployment Insurance - Voluntary Contribution Calculation - Fred Said . . .
United States - Employment Tax	<p><u><i>Moving to Trade Date + 2 Days: What You Need to Know (video (5-1/2 mins.))</i></u></p> <p>The Securities and Exchange Commission recently issued rules changing the settlement period for broker-dealer trades to two days (T +2)</p>

	<p>from the date of the transaction (it used to be trade date plus three business days (T+3)). KPMG LLP's Global Mobility Services practice professionals John Montgomery and Reagan Aikins discuss how the rule change affects employment tax and broker-dealers' and equity administrators' programs and processes.</p>
<p>United States - Washington National Tax</p>	<p><i>2018 Personal Tax Planning Guide</i> is now available. This annual guide, put together by KPMG's Washington National Tax professionals, is an outstanding resource to help taxpayers with the complex tax preparation and planning challenges they may face in the new year.</p>

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