

Mobility: Immigration alert

January 2024



Finland

New salary requirement for residence permits for persons employed as a specialist

Executive summary

Effective 1 January 2024, the Finnish government increased the salary requirement for individuals who seek to apply for a residence permit for persons employed as a specialist to EUR 3,638 (approx. USD 3,982) per month for calendar year 2024.

Key developments

Third-country nationals who seek to apply for a Finnish residence permit for persons employed as a [specialist](#) must earn a monthly gross salary that equals or exceeds the average gross salary in Finland. For calendar year 2024, this amount has been set at EUR 3,638, up from EUR 3,473 (approx. USD 3,802) in calendar year 2023. This threshold is reviewed annually.

Impact on employers

Employers may consider the new salary threshold when hiring impacted individuals and adapt their recruitment and hiring policies as required to ensure compliance.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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