



HIRING EMPLOYEES WITHOUT THE RIGHT OF ABODE OF HONG KONG

The Hong Kong Government welcomes foreigners who possess special skills, knowledge or experience of value that is scarcity or not readily available in Hong Kong to enter and stay in Hong Kong for employment as professionals.

A foreigner must have a valid work visa to be able to work in Hong Kong. If you wish to hire a foreigner without the right of abode of Hong Kong, you will have to apply for a valid work visa on your employee's behalf before he/she can commence employment with you.

The Hong Kong Immigration Department has launched the following Admission Schemes for Talent, Professionals and Entrepreneurs:

1 GENERAL EMPLOYMENT POLICY (GEP) (FOR NON-MAINLAND RESIDENTS) – PROFESSIONALS

Professionals from overseas (include Taiwan and Macao) who are interested to work in Hong Kong may apply under the GEP which has no sector restriction. Key requirements include:

- Applicant secured a job relevant to his/her academic qualifications and working experience that is scarcity or cannot be readily available in workforce of Hong Kong
- The remuneration package and other fringe benefits offered to the applicant are broadly commensurate with the prevailing market level for professionals at real time
- Applicant possessed good educational background, technical qualifications or proven professional experience and expertise

Enhancement measures

- Duration of stay granted by the Immigration Department from one year (to two years) renewable for two years (to three years) consecutively (ie '1+2+2+3' years to '2+3+3' years)
- Eligible top-tier entrants' pattern of duration of stay from '1+2+2+3' years to '2+6' years; on time limitation with no other conditions of stay upon extension
- Upon completion of seven years of stay consecutively, eligible applicants may apply for right of abode of Hong Kong with the Immigration Department

2. GEP – ENTREPRENEURS

Entrepreneurs from overseas (include Taiwan and Macao) who plan to establish or join in a business in Hong Kong may apply under the GEP. Key requirements include:

- Applicant possessed good educational background, technical qualifications or proven professional experience and expertise
- Applicant is in a position to make substantial contribution to the economy of Hong Kong

Enhancement measures

- Specify consideration factors in assessing applications which include:
 - Business plan
 - Business turnover
 - Financial resources
 - Investment sum
 - Number of jobs created locally
 - Introduction of new technology or skills
- Applications will be favourably considered for start-up entrepreneurs who plan to establish or join in a start-up business supported by a government-backed programme such as:
 - InvestHK's StartmeupHK Venture Programme
 - Hong Kong Science and Technology Parks Corporation's Incu-App, Incu-Bio and Incu-Tech programmes
 - Cyberport Incubation Programme
 - Innovation and Technology Commission's Small Entrepreneur Research Assistance Programme and Enterprise Support Scheme
 - Hong Kong Design Centre's Design Incubation Programme
- Upon completion of seven years of stay consecutively, eligible applicants may apply for right of abode of Hong Kong with the Immigration Department

3. ADMISSION SCHEME FOR MAINLAND TALENTS AND PROFESSIONALS (ASMP) – FOR MAINLAND RESIDENTS

Professionals from the Mainland who are interested to work in Hong Kong may apply under the ASMP which has no sector restriction. Key requirements include:

- Applicant secured a job relevant to his/her academic qualifications or work experience that is scarcity or cannot be readily available in workforce of Hong Kong
- The remuneration package and other fringe benefits offered to the applicant are broadly commensurate with the prevailing market level for professionals at real time
- Applicant possessed good educational background, technical qualifications or proven professional experience and expertise

Enhancement measures

- Duration of stay granted by the Immigration Department from one year (to two years) renewable for two years (to three years) consecutively (ie '1+2+2+3' years to '2+3+3' years)
- Eligible top-tier entrants' pattern of duration of stay from '1+2+2+3' years to '2+6' years; on time limitation with no other conditions of stay upon extension
- Upon completion of seven years of stay consecutively, eligible applicants may apply for right of abode of Hong Kong with the Immigration Department

4. QUALITY MIGRANT ADMISSION SCHEME (QMAS)

Highly skilled or talented individuals who have not yet secured a job offer in Hong Kong but are interested to settle and work in Hong Kong may apply under the QMAS which has no sector restriction. There are two points-based tests under the scheme:

- General Points Test (GPT) for highly skilled or talented persons (assessment factors: age, academic/professional qualifications, work experience, language proficiency, family background)
- Achievement-based Points Test (APT) for talent with outstanding achievements (eg recipients of Olympic medal, Nobel prize, national/international awards)

Enhancement measures

- Duration of stay granted by the Immigration Department from one year (to two years) renewable for two years (to three years) consecutively (ie '1+2+2+3' years to '2+3+3' years) for GPT entrants
- Eligible top-tier entrants' pattern of duration of stay to '2+6' years;
- APT entrants may be granted eight years of stay upon entry
- Bonus points for outstanding academic background and international working experience under GPT
- Upon completion of seven years of stay consecutively, eligible applicants may apply for right of abode of Hong Kong with the Immigration Department

5. IMMIGRATION ARRANGEMENTS FOR NON-LOCAL GRADUATES (IANG)

Non-local graduates may apply under the IANG to stay in Hong Kong for one year to look for a job. Key requirements include:

- Applicant has obtained an undergraduate or higher qualification in a full-time locally-accredited programme in Hong Kong
- Job offer not required upon entry (for fresh graduates)
- Job is at a level commonly taken up by degree holders and is remunerated at the market rate (for returning graduates) at real time

Upon completion of seven years of stay consecutively, eligible applicants may apply for right of abode of Hong Kong with the Immigration Department.

6. ADMISSION SCHEME FOR THE SECOND GENERATION OF CHINESE HONG KONG PERMANENT RESIDENTS (ASSG)

Applicants who are the second generation of Chinese Hong Kong permanent residents from overseas, may apply for entry into the HKSAR under ASSG. There is no sector restriction and no job offer is required upon entry. Key requirements include:

- Aged 18-40; born overseas
- At least one parent holding valid Hong Kong permanent identity card upon application and was a Chinese national settled overseas at the time of applicant's birth
- Good educational background, technical qualifications or proven professional experience and expertise
- Proficient in written and spoken Chinese (Putonghua or Cantonese) or English

Upon completion of seven years of stay consecutively, eligible applicants may apply for right of abode of Hong Kong with the Immigration Department.

7. DEPENDANT AND STAY ARRANGEMENTS

- Successful entrants may bring in their spouse and unmarried dependent children under the age of 18 to Hong Kong. The dependants' length of stay will normally be linked to that of the sponsor and they are free to take up employment or study during their stay in Hong Kong
- After seven years of continuous ordinary residence, entrants and their dependants may apply for Hong Kong permanent resident status in accordance with the law

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