



# Global Immigration alert

July 2024

## Finland

### Finland begins conducting automated immigration compliance checks of foreign specialists holding residence permits

#### Executive summary

Effective 17 June 2024, Finland began conducting automated post-decision monitoring (i.e., immigration compliance checks) of eligible specialists who hold residence permits.

#### Background

Finland began carrying out post-decision monitoring of residence permits (i.e., checking whether holders continue to meet all requirements after they have been issued a residence permit) in 2017, with the goal of ensuring that these permits are used for the purpose for which they have been issued (e.g., to study or work). Since then, the authorities have periodically updated the scope of post-decision monitoring and introduced automation in 2023. As of June 2024, students, entrepreneurs and specialists are subject to post-decision monitoring in Finland.

#### Key developments

After the latest update, specialists who have been issued residence permits on or after 1 January 2023 are subject to post-decision monitoring. The Finnish Immigration Service (FIS) conducts these checks via national registers, including the [Kela registers](#), [Incomes Register](#) and [Legal Register Centre](#). As part of these checks, the FIS reviews several aspects of these individuals, including whether their salary continues to meet the requirements and if they have committed any crimes in Finland.

If individuals are found to be non-compliant in these automated checks, FIS staff will personally assess their case and seek clarifying information (if required) from the individual. Impacted specialists are not required to take any action unless contacted by the FIS.

#### Impact on employers

Employers may ensure that employees engage only in activities that are authorized under their immigration status. They must notify the immigration authorities in case of any change in these individuals' details (e.g., change in job role or professional field) or in the terms and conditions of employment when hiring a residence permit holder to ensure compliance and mitigate business disruptions.

#### Key steps

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

## EY | Building a better working world

EY exists to build a better working world, helping create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via [ey.com/privacy](https://ey.com/privacy). EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit [ey.com](https://ey.com).

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2024 Ernst & Young LLP.  
All Rights Reserved.

EYG no. 006306-24Gbl

2101-3682263  
ED None

[ey.com](https://ey.com)

### **Tuomas Anttila**

Partner - People Advisory Services, Global Immigration  
Tel: +35 84 0867 1332  
Email: [tuomas.anttila@fi.ey.com](mailto:tuomas.anttila@fi.ey.com)

### **Mirja Lehmus**

Manager - People Advisory Services, Global Immigration  
Tel: +35 84 0042 4277  
Email: [mirja.lehmus@fi.ey.com](mailto:mirja.lehmus@fi.ey.com)

### **Ben Willis**

Partner - People Advisory Services, EMEA Immigration Leader  
Tel: +44 20 7951 9589  
Email: [ben.willis@uk.ey.com](mailto:ben.willis@uk.ey.com)

### **Seema Farazi**

Partner - People Advisory Services, EMEA Immigration Leader  
Tel: +44 20 7951 7122  
Email: [seema.farazi@uk.ey.com](mailto:seema.farazi@uk.ey.com)