

# Global Immigration alert

December 2024



## Germany

### Germany announces new salary thresholds for EU Blue Card and Distinct Professional Experience applicants

#### Executive summary

On 4 December 2024, the German Federal Ministry of the Interior and Community announced new minimum gross salary thresholds for EU Blue Card applicants, which will go into effect on 1 January 2025. The updated thresholds are based on the regular change in the annual contribution assessment ceiling in the general pension insurance published on 27 November 2024, which also impacts the local application type “Distinct Professional Experience.”

#### Key developments

The following adjusted salary thresholds will apply to Blue Card applicants:

- ▶ *Standard Blue Card applicants:* 50% of the annual contribution assessment ceiling in the general pension insurance. For 2025, this will imply a minimum gross salary of EUR 48,300 per year (up from EUR 45,300 in 2024).
- ▶ *Other Blue Card categories:* 45.3% of the annual contribution assessment ceiling in the general pension insurance. For 2025, this will imply a minimum gross salary of EUR 43,759.80 per year (up from EUR 41,041.80 in 2024). This threshold will apply to individuals who hold shortage occupations, young professionals (individuals who obtained an acknowledged university degree in the three years prior to submitting their application) and IT professionals (individuals who do not hold a university degree but have at least three years of relevant professional experience, equivalent to a university degree, in the seven years prior to submitting their application). In addition to meeting the

minimum salary threshold, these individuals must also earn an amount equaling or exceeding the comparable salary level for their job position.

Individuals who apply for the local application type “Distinct Professional Experience” must earn a salary equaling or exceeding 45% of the annual contribution assessment ceiling in the general pension insurance. For 2025, this will imply a minimum gross salary of EUR 43,470 per year (up from EUR 40,770 in 2024). In addition to meeting the minimum salary threshold, these individuals must also earn an amount equaling or exceeding the comparable salary level for their job position.

#### Impact on employers

Employers may ensure that they comply with the new requirements to enable their employees to use the relevant application type.

#### Key steps

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



Shape the future  
with confidence

**Jens Goldstein**

Partner - People Advisory Services, Global Immigration  
Tel: +49 30 25471 11322  
Email: jens.goldstein@de.ey.com

**Martina Unrau**

Senior Manager - People Advisory Services, Global Immigration  
Tel: +49 6196 996 10077  
Email: martina.unrau@de.ey.com

**Jan Werner**

Senior Manager - People Advisory Services, Global Immigration  
Tel: +49 6196 996 16586  
Email: jan.werner@de.ey.com

**Ulrike Kürten**

Manager - People Advisory Services, Global Immigration  
Tel: +49 351 4840 18771  
Email: ulrike.kuerten@de.ey.com

**Lia Teichler**

Manager - People Advisory Services, Global Immigration  
Tel: +49 6196 996 16265  
Email: lia.teichler@de.ey.com

**Sinem Yedikat**

Manager - People Advisory Services, Global Immigration  
Tel: +49302547127098  
Email: sinem.yedikat@de.ey.com

**Ben Willis**

Partner - People Advisory Services, EMEA Immigration Leader  
Tel: +44 20 7951 9589  
Email: 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

EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

**All in to shape the future with confidence.**

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. 010830-24Gbl

2101-3682263  
ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

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