



Written by Matthew Whitman

HKMT WORK VISA ABOLISHED FOR CHINA

Since August 2018 Hong Kong, Macau and Taiwanese (HKMT) residents no longer need work permits to work in mainland China. The State Council made the announcement in July, and in a move towards a more unified China, the Ministry of Human Resources and Social Security has been tasked with simplifying the process and allowing the HKMT residents to more easily seek opportunities in China, and for employers to cut down on the red tape.

Previously, employers would have to submit 10 types of supporting documents, now an employee need only prove they have an employment contract or present a business license. Work

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permits valid until the end of 2018 can still be used, but employers will need to ensure contracts are correctly in place for existing HKTM residents to stay.

HKMT residents will not have quite the same rights as their Chinese counterparts; there will still be no access to social medical facilities for

example, although many employers will have private benefits policies that they will then extend to this group. Employers also need to be mindful of the tax implications of establishing employees in China, and upcoming tax reforms are likely to have an impact, so organisations need to have the appropriate measure in place to withstand the impact of the imminent changes.

It is early days, and so far, we have seen little impact on the mobility of workers. We expect to see the talent pool gradually react as further investment and greater emphasis is put into integrating the economic ecosystem of the Hong Kong-Macau-Guangdong Bay area. However, we remain cautious. Research conducted by the pro-Beijing Youth Power Association earlier this year, found that young Hong Kong workers are not that excited or motivated to make a move to the mainland despite the area receiving heavy investment and purporting to offer unparalleled opportunities, especially in tech.



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About the Author

Matthew is an Executive Director and Regional Chief Operations Officer, based in Hong Kong.

He is responsible for the management of Aquis Search's offices across Asia. In addition, his role and remit include responsibility for internal recruitment and retention, training and development, operations, processes, systems, database architecture and management, internal and external stakeholder management, vendor management, sales and marketing strategy, business development and senior level external recruitment.

Matthew has over fifteen years of recruitment and executive search experience, following on from an early career in the legal profession working for a Magic Circle law firm and a large national law firm, as well as the insurance and wealth management sector. He has successfully built and grown several recruitment companies in Hong Kong and has forged long term partnerships with clients and candidates across the region.

Matthew has always recruited in the corporate governance space with a core focus and specialism within risk management and has successfully recruited regional heads of operational risk, market risk, liquidity risk and credit risk for many leading banks, asset management companies, hedge funds, insurance companies and securities companies. In addition, he has placed senior candidates in compliance, financial crime compliance and audit. Matthew now purely focuses on senior level executive search for Senior Vice President, Executive Director and Managing Director level across the corporate governance and the COO space.

He has a Bachelor's degree in Accounting & Law from The University of Manchester, United Kingdom and obtained his Legal Practice Course (LPC) from The College of Law, United Kingdom.

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