

# **Summary of Enter/ Stay in the Hong Kong Special Administrative Region (HKSAR)**

## **For employment as professionals**

### **General Employment Policy (GEP)**

#### **1. Introduction**

This summary sets out the entry arrangement for persons who wish to enter/ stay in the Hong Kong Special Administrative Region (HKSAR) for employment as professionals.

Applicants who possess special skills, knowledge or experience of value to and not readily available in the HKSAR may apply to come to work under the GEP.

The GEP is quota-free and non-sector specific.

This entry arrangement does not apply to:

- a. Chinese residents of the Mainland; and
- b. nationals of Afghanistan, Cuba, Laos, Korea (Democratic People's Republic of), Nepal and Vietnam.

Applicants admitted under the GEP may apply to bring in their spouse and unmarried dependent children under the age of 18 to the HKSAR under the prevailing dependant policy.

Professionals admitted under the GEP who are on employment condition shall only take such employment as approved by the Director of Immigration. They should seek prior approval from the Director of Immigration for any change in employment.

#### **2. Eligibility Criteria**

An application for a visa/ entry permit to take up employment under the GEP may be favourably considered if:

- a. there is no security objection and no known record of serious crime in respect of the applicant;
- b. the applicant has a good education background, normally a first degree in the relevant field, but in special circumstances, good technical qualifications, proven professional abilities and/or relevant experience and achievements supported by documentary evidence may also be accepted;
- c. there is a genuine job vacancy;

- d. the applicant has a confirmed offer of employment and is employed in a job relevant to his academic qualifications or work experience that cannot be readily taken up by the local work force; and
- e. the remuneration package including income, accommodation, medical and other fringe benefits is broadly commensurate with the prevailing market level for professionals in the Hong Kong Special Administrative Region (HKSAR).

Overseas Chinese nationals holding People's Republic of China passports who meet the criteria stipulated above and normal immigration requirements may apply to enter the HKSAR for employment under the GEP if:

- a. the applicant has permanent residence overseas; or
- b. the applicant has been residing overseas for at least one year immediately before the submission of application and that the application is submitted from overseas.

In general, unless a person has the right of abode or right to land in the HKSAR, he/she requires a visa/entry permit to work in the HKSAR. While each application is determined on its individual merits, an applicant should meet normal immigration requirements.

### 3. Process of Application

Acknowledgement of Application received	In general, it takes about <b>four weeks</b> to process applications submitted.
Issue of Approval Letter	Approval takes about 5-6 months. If the application is approved, you will receive the "Approval Letter"
Issue of Visa/ Entry Permit	The visa/ entry permit label will be collected by the employer(sponsor) from the Immigration Department and forwarded to the applicant.

### 4. Charges :

For details, welcome to contact our company.

### 5. Application Time Required

It will take about 8-9 months from the submission of the document.

# For employment as professionals documents preparation

## Q & A **【For due diligence purpose】**

Please answer the below questions By Applicant

1. Have you ever been denied of any citizenship by investment in any country? Have you ever been denied of a visa application in any country?

Ans:

2. Did you changed your name ?

Ans:

3. Did you have any overseas working experience or records ?

Ans:

4. Did you owned any company in China, Hong Kong or other countries - [including: legal representative/ supervising director/ Director/ Shareholder/ Consultant etc. If yes: Please list out the company named/ location/ nature of the company/ position / registered capital / number of share holding ?

Ans:

5. Have you ever violated any law in any countries? Is there any record from the government department or court?

Ans:

6. Did you holding any property (anywhere)? If yes, please state the date of purchased, the present estimated values / quantity ?

Ans:

7. Did you have any investment records (both personal & company owned)? Including: stocks, bonds, insurance, financial products (wherever)

Ans:

8. How much for your update cash flow ? [any place/ bank?] Bank statement need provides 6 months or above record accordingly

Ans:

9. Have you participated in any charitable activities or records, including: donations (Wherever in any place)?

Ans:

10. How many nationality owned? (both previous & present) Did u have any termination of nationality record?

Ans:

11. How is the level of English? Beginner/ Intermediate / High ?

Ans:

12. The highest educational level/ certificate/ qualification/ honour/ training?

Ans:

13. Do you have any political parties record (Wherever in any place) ?

Ans:

14. Do you have any Hong Kong personal bank account or any cancellation record of bank account?

Ans:

15. Are you able to provide non-criminal record?

Ans:

16. Can you issuing the professional or company reference letter?

Ans:

17. Do you have military services record (in any countries reference)?

Ans:

18. Do you have any special request?

Ans:

## **Required Application Forms/ Documents**

### **A. Forms and documents to be submitted by the applicant for entry application**

1. Application for Entry for Employment as Professionals in Hong Kong (ID 990A)
2. The applicant's recent photograph (affixed on page 2 of application form ID 990A)
3. Photocopy of applicant's valid travel document containing personal particulars, date of issue, date of expiry and/or details of any re-entry visa held (if applicable). For an applicant who is currently staying in the Hong Kong Special Administrative Region (HKSAR), photocopy of his/her valid travel document page containing the latest arrival stamp/landing slip/extension of stay label in the HKSAR and the latest issued "e-Visa" (if applicable). A Chinese resident of the Mainland who has not been issued with a travel document may submit a photocopy of his/her People's Republic of China (PRC) resident identity card.
4. Photocopy of applicant's Hong Kong identity card (if any)
5. Photocopy of proof of academic qualifications and relevant work experience

6. Photocopy of the applicant's Macao identity card [for Macao Special Administrative Region (SAR) residents only]
7. Photocopy of the applicant's household registration in Taiwan and Taiwan identity card [for Taiwan residents only]
8. Photocopy of proof of the applicant's overseas residence, such as copy of official documents showing the applicant's conditions of stay and limit of stay endorsed by overseas authorities [for overseas Chinese holding PRC passports only]

**B. Forms and documents to be submitted by the employing company**

1. Application for Employing Professionals in Hong Kong (ID 990B)
2. Photocopy of the company's employment contract with or letter of appointment to the applicant containing information about post, salaries, other fringe benefits and employment periods
3. ^ Photocopy of the Business Registration Certificate
4. ^ Photocopy of proof of financial standing (e.g. latest audited financial report, trading profit and loss account, or profit tax return)
5. ^ Documents with details of company background such as business activities, mode of operation, background/ connection of company, product ranges, sources and markets, membership of chamber of commerce (if any), etc. (supported with catalogues, brochures, etc.)
6. ^ Detailed business plan (e.g. information on source of funds, estimated capital injection, nature/mode of business activities, expected turnover, sales volume, gross and net profit in the coming years, and proposed creation of local job posts, etc.) [for companies newly set-up within 12 months only]

^ Submission of the documents is not required if the employing company has successfully obtained an employment or training visa/entry permit for a non-local staff in the past 18 months immediately before submission of the application

## The Updated Talent List

### Summary List of 51 Professions / Occupations under 9 Industry Segments

<b><u>Business Support</u></b>	
1.	Experienced professionals in Environmental, Social and Governance (ESG) (other than financial professionals)
<b><u>Creative Industries, Arts and Culture, Performing Arts</u></b>	
2.	Arts promoters
3.	Conservators for movable cultural heritage
4.	Creative industries professionals in publishing a) e-Publishing Web/UI Designer b) e-Publishing Analysis Programmer c) e-Publishing Programmer d) Publishing Manager
5.	Digital marketing and branding specialists
6.	Creative industries professionals in film a) Film producers b) Film directors c) Screenplay writers d) Leading actors/actresses e) Supporting actors/actresses f) Cinematographers g) Film editors h) Art directors i) Costume designers j) Action choreographers k) Film score composers l) Original song composers m) Sound designers n) Lyrics writers o) Visual effect supervisors
7.	Performing arts professionals in arts technology - (i) extended reality (“XR”), including virtual reality (“VR”); augmented reality (“AR”); mixed reality (“MR”) and substitutional reality (“SR”); (ii) artificial intelligence (“AI”), including machine learning, deep learning, natural language processing, data visualisation, (iii) sensors, (iv) holography; (v) avatar and virtual presence; (vi) real-time motion capture and animation; and (vii) drones and robots.

8.	Creative industries professionals in music a) Recording engineers b) Mastering engineers c) Cutting/pressing engineers for Vinyl LP
9.	Creative industries professionals in digital entertainment a) Game development experts b) Game producers
<b><u>Development and Construction</u></b>	
10.	Architectural professionals
11.	Civil and structural engineering professionals
12.	Building services engineering professionals
13.	Electrical and mechanical engineering professionals
14.	Building surveying professionals
15.	Quantity surveying professionals
16.	Land surveying professionals
17.	Landscape architectural professionals
18.	Town planning professionals
19.	Construction managers / builders
20.	Building Information Modelling (BIM) managers
<b><u>Environmental Technology Services</u></b>	
21.	Experienced waste treatment specialists / engineers
<b><u>Financial Services</u></b>	
22.	Experienced professionals in compliance in asset and wealth management
23.	Experienced management professionals in asset and wealth management
24.	Experienced financial professionals in Environmental, Social and Governance (ESG)
25.	Specialist insurance professionals
26.	Actuaries
27.	Experienced professionals in fintech
<b><u>Healthcare Services</u></b>	
28.	Doctors
29.	Dentists
30.	Dental hygienists
31.	Nurses
32.	Midwives

33.	Chinese medicine practitioners
34.	Pharmacists
35.	Occupational therapists
36.	Physiotherapists
37.	Medical laboratory technologists
38.	Optometrists
39.	Radiographers
40.	Chiropractors
<b><u>Innovation and Technology</u></b>	
41.	Experienced artificial intelligence (AI) specialists
42.	Experienced cloud infrastructure specialists
43.	Experienced Software Specialists
44.	Innovation and technology (I&T) Experts in, but not limited to, the following fields: (i) pharmaceutical and life science / biotechnology / medical and healthcare sciences; (ii) data engineering (e.g. data mining / data analytics), artificial intelligence, robotics, distributed ledger technologies, biometric technologies, industrial / chemical engineering, etc.;- (iii) material science / nanotechnology; (iv) microelectronics; (v) integrated circuit design; (vi) advanced communication technologies; (vii) quantum technology; (viii) Internet-of-Things; (ix) green technology; (x) new energy technology; (xi) aerospace technology; and (xii) advanced manufacturing
45.	Experienced data scientists
46.	Experienced cyber security specialists
<b><u>Legal and Dispute Resolution Services</u></b>	
47.	Dispute resolution professionals
48.	Legal professionals (other than dispute resolution professionals)
<b><u>Maritime Services</u></b>	
49.	Shipping finance professionals
50.	Marine superintendents
51.	Naval architects

Labour and Welfare Bureau  
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