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海南自由贸易港

外籍人才服务保障系列政策问答

外籍人才是海南自由贸易港建设不可或缺的重要力量。“4·13”以来，在中央和国家机关有关部委支持下，我省陆续推出系列政策措施，在政策体系、事业平台、营商环境等方面加大推进力度，努力搭建让外籍人才各尽其用、各展其才的舞台，热忱欢迎各类外籍人才来琼创新创业和工作，让外籍人才共享中国发展机遇，同创海南美好未来。

为方便外籍人才了解我省系列服务保障政策，享受相应的优惠政策待遇，得到相应的优质服务保障，提高在海南工作生活的便利度、舒适度、满意度，我们汇总编制了外籍人才服务保障系列政策问答，希望能够帮助到有志于来海南自由贸易港工作生活的外籍人才。

一、工作许可

1. 外籍人才来海南自由贸易港工作需要办理什么证件？

答：外籍人才来海南自由贸易港工作，应当按照有关规定办理取得工作许可和工作类居留许可证件。

2. 申请办理工作许可时，用人单位应具有什么样的条件？

答：（1）依法设立，无严重违法失信记录。

(2) 聘用外国人从事的岗位应是有特殊需要，国内暂缺适当人选，且不违反国家有关规定的岗位（外国人来琼工作许可负面清单发布后，不在负面清单范围内的岗位或在负面清单限制类范围但列入配额总量内的岗位）。

(3) 支付所聘用外国人的工资、薪金不得低于当地最低工资标准。

(4) 法律法规规定应由行业主管部门前置审批的，需经过批准。

3. 申请人应具有什么样的条件？

答：(1) 应年满 18 周岁，身体健康，无犯罪记录，省内有确定的用人单位，具有从事其工作所必需的专业技能或相适应的知识水平。

(2) 所从事的工作符合我省经济社会发展需要，为省内急需紧缺的专业人员（外国人来琼工作许可负面清单发布后，不在负面清单范围内的来琼工作人员或在负面清单限制类范围但列入配额总量内的来琼工作人员）。

(3) 法律法规对外国人来华工作另有规定的，从其规定。

4. 如何申请办理？

答：(1) 用人单位或委托专门机构在“外国人来华工作管理服务系统”注册账号，在线提交许可申请，经批准后可在线打印《外国人工作许可通知》。

(2) 外国人凭《外国人工作许可通知》及其他所需材料到中华人民共和国驻外使领馆申请 Z 字签证、F 字签证或

R 字签证。

(3) 外国人凭有效签证入境后 15 日内，用人单位在线申领《外国人工作许可证》，并到所在地外国人工作管理部门领取证件。

(4) 外国人凭有效签证入境后 30 日内，需到用人单位所在地公安机关出入境管理机构办理工作类居留证件。

5. 需要提交哪些材料？

答：(1) 外国人来华工作许可申请表；

(2) 聘用合同或任职证明（跨国公司派遣函）；

(3) 最高学位（学历）证书或相关批准文书、职业资格证明；

(4) 工作资历证明、无犯罪记录证明、体检证明、护照信息页等。

上述材料除 (1) (2) 及护照信息等外，其他材料一时提交困难的，由申请单位及个人承诺后，可容缺受理，允许在规定的时间内补齐。

6. 何种情形可在境内直接申请办理工作许可？

答：除免签入境外，其他事由入境的，均可直接在省内申请工作许可。境内申请外国人来华工作的，可直接获得《外国人工作许可证》。

在华工作的外国人变换用人单位的，应先行注销现有工作许可，岗位变动的，要补充提交相关工作资历证明。

7. 按照《外国人来海南工作许可管理服务暂行办法》规定，海南自由贸易港对在琼工作的外国人员实行分类服

务和管理，请问分类的具体标准是什么？

答：2019年12月31日，我省出台了《外国人来海南工作许可管理服务暂行办法》（英文版可通过关注微信公众号"TheHaikouGuide"，搜索：Foreigner work permit updates, what you need to know 查阅），对在海南工作的外国人分为外国高端人才（A类）、外国专业人才（B类）和其他外国人员（C类）三类，实行分类服务和管理，具体标准如下：

（1）外国高端人才（A类）是指本省经济社会发展急需的科学家、科技领军人才、国际企业家、专门特殊人才等“高精尖缺”外国人。外国高端人才（A类）年龄不受限制。

（2）外国专业人才（B类）是指属于本省经济社会事业发展急需，具有学士学位或具有专业资格证书的外国人才。外国专业人才（B类）年龄不受限制。

（3）其他外国人员（C类）是指根据国家政策规定，结合本省自贸区（港）建设所需，满足劳动力市场需求的各类技能实用型人员，年龄不超过65周岁。

8. 在海南申请办理工作许可时，有什么样的便利措施？

答：（1）受理机构网上预审通过的直接受理，给予受理电子回执单。申请人入境前无需提供纸质材料进行核验；

（2）入选国内相关人才计划的外国高端人才，全流程在线办理，无需提交纸质材料核验；

（3）符合《外国人来华工作分类标准》外国高端人才（A类）（一）入选国内相关人才计划的；（二）符合国际

公认的专业成就认定标准的，工作资历证明采用承诺制；

(4) 符合《外国人来华工作分类标准》外国高端人才（A类）（一）入选国内相关人才计划的；（二）符合国际公认的专业成就认定标准的；（三）符合市场导向的鼓励类岗位需求的外国人才；（四）创新创业人才的，最高学位（学历）证书采用承诺制；

(5) 无犯罪记录证明根据情况采用承诺制；

(6) 持其他签证或有效居留证件已入境的，可境内申请外国人来华工作许可；

(7) 申请外国人来华工作许可、外国人来华工作许可延期、注销申请的，决定机构在 5 个工作日内进行审查并作出决定。

(8) 符合《外国人来华分类标准》外国高端人才（A类）申请来华工作 90 日以下的，可以申请外国专家来华邀请函，其他外国专家可随行。获得外国专家来华邀请函后可申请 F 签证，可多次出入境，入境后无需办理工作类居留证件。

9. 由哪些部门具体受理工作许可相关事宜？请提供具体地址及咨询电话。

答：单位的注册地为海口市、三亚市、儋州市、洋浦经济开发区的，由所管辖的外专局（或受理点）审批；海口市、三亚市、儋州市、洋浦经济开发区以外的其他市县单位由海南省外专局审批。具体地址及咨询电话如下：

海南省外专局：海口市五指山南路 3 号省政务服务中心

2楼2-24审批后台，电话：0898-65326830。

(2) 海口市外专局：海口市滨海公园路1号市民游客中心一楼政务服务A21-23外国人服务综合窗口，电话：0898-66750650。

(3) 三亚市外专局：三亚市文明路145号政府二办11楼，电话：0898-88263681。

(4) 儋州市外专局：儋州市那大镇中兴大道市委大楼0712室，电话：0898-23339796。

(5) 洋浦经发局：洋浦经济开发区盐田路8号政务服务中心4楼83号窗口，电话：0898-28829876。

目前，我省已向海南生态软件园、复兴城互联网创新创业园、博鳌乐城国际医疗旅游先行区、崖州湾科技城等重点园区下放预审审批权，注册在上述园区内的用人单位，申请人可直接就近在园区内申请。

二、执业资格考试与认定

10. 境外人员能否参加海南自由贸易港职业资格考试？

答：可以。凡遵守中华人民共和国法律、法规，恪守职业道德，符合国家或海南省职业资格考试规定条件（国籍条件除外）的境外人员，且报考的项目在《海南自由贸易港对境外人员开放职业资格考试目录清单（2020）》范围内，均可自愿报名参加相应职业和级别的职业资格考试。

11. 境外人员在海南自由贸易港如何报名参加职业资格考试？

答：（1）境外人员报名参加职业资格考试，应填写职业资格考试报名（审批）表，并按报考有关规定向行业主管部门或职业资格考试机构提交本人有效身份证件复印件（港澳台同胞提交有效的港澳居民来往内地通行证、台湾居民来往大陆通行证或港澳台居民居住证，外籍人员提交有效护照、签证或外国人永久居留身份证）和从事相关专业工作年限证明等有关材料。

（2）行业主管部门或职业资格考试机构按管理权限对报考人员进行资格审查。资格审查合格的，发放准考证。报考人员按照准考证标明的时间和地点参加考试。

（3）行业主管部门或职业资格考试机构发布职业资格考试公告或通知时，将明确注明境外人员参加考试的相关规定，限时办结考试报名等事宜；境外人员参加考试时，须携带报名时所使用的有效身份证件和准考证，使用规定的考试文具，并按照要求进行作答。

12. 境外人员在海南自由贸易港参加考试需要注意哪些问题？

答：境外人员在自由贸易港报名参加职业资格考试，应注意以下几方面的事项：一是境外人员在海南自由贸易港参加职业资格考试的项目，实行目录清单管理，由省委人才工作部门、省人力资源社会保障部门会同省级相关行业主管部门公布，并根据海南自由贸易港建设需要动态调整。不能报名参加目录之外的资格考试。国家有新规定的，按国家新规定执行。二是与报考同项资格考试的境内考生实行统一考试

标准、统一组织考试、统一制发证书。三是境外人员通过考试取得的专业技术类职业资格证书在自由贸易港内有效，国家已对境外人员开放职业资格考试的，颁发全国统一证书，在全国范围有效。

13. 申请对境外职业资格进行认定有何要求？

答：遵守中华人民共和国宪法、法律法规，具有完全民事行为能力 and 良好的职业道德，并已取得海南省有关部门核发的有效工作许可证的境外人员，且认定的职业资格在《海南自由贸易港认可境外职业资格目录清单（2020）》范围内，均可申请参加技能认定。

14. 境外职业资格由什么部门负责认定？怎么认定？

答：省级行业主管部门负责具体组织实施本行业境外人员的技能认定工作。境外人员的技能认定，可选择采用材料审核、答辩、考试或评审等方式进行，具体方式由省级行业主管部门确定。

15. 境外人员申请认定的程序是什么？

答：（1）申请。申请技能认定的境外人员，由聘用单位向省级人才服务一站式窗口申报，并提交申请人的聘用协议或劳动合同、境外职业资格证书（由翻译公司出具的中文翻译文本）、专业服务范围和聘用单位对其境外职业资格真实性、有效性的承诺书等材料。

（2）受理。省级人才服务一站式窗口对申报材料进行初审，材料齐全的，予以受理；材料不齐全的，应一次性告知申请单位需要补正的材料；不符合条件、不予受理的，应

当说明理由。省级人才服务一站式窗口自受理之日起 2 个工作日内将受理材料移交省级行业主管部门。

(3) 认定。省级行业主管部门对申请人进行技能认定，并在受理之日起 20 个工作日内对申请人是否通过技能认定作出决定。对通过技能认定的，根据其技能水平等情况确定其专业服务范围；对不通过技能认定的，书面说明理由，并退回申请材料。

(4) 发证。省级行业主管部门对通过技能认定的境外人员颁发《海南自由贸易港境外人员技能认定合格证》，并在合格证上备注其专业服务范围和有效期限。

16. 通过技能认定的境外人员为在自由贸易港内企业和居民提供专业服务时，有什么权利？

答：持有《海南自由贸易港境外人员技能认定合格证》的境外人员（以下简称“境外持证人员”），在规定的专业服务范围和期限内与省内同类专业人员具有同等权利。境外持证人员提供需加盖国内执业印章的专业服务时，由境外人员签字并加盖其聘用单位的印章，海南自由贸易港内相关主管部门应当予以认可。

17. 通过技能认定的境外人员为在自由贸易港内企业和居民提供专业服务时，有什么义务？

答：通过技能认定的境外人员有如下义务：

- (1) 在规定的专业服务范围内提供服务；
- (2) 遵守中华人民共和国法律法规相关规定和职业道德，确保服务质量，维护公共利益；

(3) 保守在专业服务中知悉的单位和个人秘密；

(4) 省级行业主管部门规定的其他义务。

18. 境外人员是否可以在未经技能认定前从事相关专业服务，或超范围从事相关专业服务？

答：不可以。境外人员违反《海南自由贸易港境外人员执业管理办法（试行）》规定，未经技能认定擅自从事相关专业服务，或超范围从事相关专业服务的，有关行业主管部门不予认可，并参照省内未取得职（执）业资格擅自执业或者超执业范围承揽业务的规定予以处理。被省级行业主管部门注销《海南自由贸易港境外人员技能认定合格证》的，三年内不再受理该人员的技能认定申请；造成重大安全事故的，终身不予受理。

三、出入境与停居留

19. 外籍人才在海南自由贸易港申办签证或居留许可有什么的具体条件规定？

答：针对外籍高层次人才和一般外国人，海南自由贸易港提供下列移民出入境便利政策。

(1) 国内重点高等院校、科研院所和知名企业邀请的外国专家学者，以及设区的市级以上人民政府人才主管部门、科技创新主管部门认定的外籍高层次人才和专业技术人才，可办理口岸签证入境。入境后凭邀请单位的证明函件等材料，可申办有效期5年以内的多次签证或私人事务类居留许可，被企业、单位聘雇的可按规定申办有效期5年以内的工作类居留许可。

(2) 海南重点领域、行业引进的高级技术和管理人才、急需紧缺专门人才和科技创新团队成员等外籍高层次人才，办妥工作许可证明的，可在入境口岸申请工作签证入境；未办妥工作许可证明的，可凭相关主管部门出具的邀请函件申请人才签证入境。入境后可按规定申请签发有效期 5 年以内的长期签证或居留许可。

(3) 国内重点发展领域、行业引进的外籍人才和创新创业团队成员，可凭工作许可和单位函件申办有效期 5 年以内的工作类居留许可。创新创业团队外籍成员，也可凭团队负责人担保函件办理有效期 5 年以内的私人事务类居留许可（加注“创业”）。

(4) 有重大突出贡献以及国家特别需要的外国人，可推荐其带领的工作团队外籍成员和科研辅助人员，申办有效期 5 年以内的长期签证或居留许可。

(5) 中国境内企事业单位聘雇的外国人，已办妥工作许可、来不及出境办理工作签证的，可凭工作许可直接申办工作类居留许可；对已连续两次办理 1 年以上工作类居留许可且无违法违规行为的，第三次申请工作类居留许可，可以按规定申办有效期 5 年的工作类居留许可。

(6) 围绕海南旅游、热带特色高效农业、医疗健康、高新技术教育文化体育等重点产业发展需要，对在海南就业的高端星级酒店厨师、博鳌乐城医疗旅游先行区医疗医护人员等外籍技术技能人员，可发放与工作合同期限一致的工作类居留许可。

20. 外国留学生、外国高校毕业生来海南自由贸易港创新创业有便利化的出入境政策规定吗？

答：海南自由贸易港是开放之港，欢迎外国留学生、外国高校毕业生来海南创新创业，共享机遇，同创未来。我们在出入境上提供如下便利化政策规定：

（1）在国内重点高等院校获得本科以上学历的外国优秀留学生，毕业后在中国从事创新创业活动的，可凭高校毕业证书和创新创业证明材料，申办有效期 2 至 5 年的私人事务类居留许可（加注“创业”）；被企业、单位聘雇的，可按规定申办工作类居留许可。

（2）在中国高等院校获得硕士研究生及以上学历的外国留学生，经所属高校推荐可办理 2 年有效的私人事务类居留许可在海南创新创业，期间被海南省内单位聘雇的，可换发工作类居留许可。

（3）在国际知名高校毕业的外国学生，毕业后 2 年内来中国创新创业的，可凭学历（学位）证明申办有效期 2 年以内的私人事务类居留许可（加注“创业”）；被企业、单位聘雇的，可按规定申办工作类居留许可。

（4）在境外高等院校学习的外国学生到国内知名企业和事业单位、海南星级酒店、医院、国际学校等单位定期实习，可以凭相关单位邀请函件、外国高校在读证明申办口岸签证入境或在境内换发私人事务类签证进行实习。根据政府间协议来华实习的境外高校外国学生，可按规定申办工作类居留许可。

21. 什么样条件下外籍人才可申办在华永久居留？

答：有以下四种情形的外籍人才，可按规定程序申办在华永久居留。

(1) 对外籍高层次人才、有重大突出贡献以及国家特别需要的外国人，经国家有关主管部门、国家重点发展区域管理部门或海南省人才主管部门推荐，可申请在华永久居留。上述人员的外籍配偶和未成年子女可随同申请。

(2) 在中国境内工作的外籍华人，具有博士研究生学历或在国家重点发展区域连续工作满4年、每年实际居住不少于6个月，可申请在华永久居留。其外籍配偶和未成年子女可随同申请。

(3) 在海南投资创新型企业、连续3年投资稳定且纳税记录良好的外国人，经海南省人民政府推荐可申请在华永久居留。

(4) 在中国境内工作的外国人，连续工作满4年，工资性年收入不低于上一年度所在地区城镇在岗职工平均工资的6倍，年缴纳个人所得税不低于工资性年收入标准的20%，可申请在华永久居留。其中，4年内每年实际居住不少于6个月的外国人，其外籍配偶和未成年子女可随同申请。

22. 外籍人才能否聘雇外籍家政服务人员？

答：来海南自由贸易港创业工作且符合我省高层次人才分类标准的外籍人才，提供担保和雇佣合同，可聘雇外籍家政服务人员并为其办理私人事务类居留许可。

23. 外籍人才能否兼职工作？

答：在海南自由贸易港任职且符合我省高层次人才分类标准的外籍人才，经工作单位和兼职单位同意，可以在海南兼职工作。兼职工作无需更换工作许可和居留许可。

**24. 由哪些部门具体受理签证、居留许可等相关事宜？
请提供具体地址及咨询电话。**

答：停（居）留地为海口、三亚、儋州、洋浦、琼海、文昌、澄迈的外国人向停（居）留地公安出入境管理部门申请办理；停（居）留地为其他市县的外国人向海南省人民政府政务服务中心申请办理。具体地址及咨询电话如下：

（1）海南省人民政府政务服务中心：海口市美兰区五指山南路3号2楼公安出入境窗口，电话：0898-65312031；

（2）海口市公安局出入境管理支队：海南省海口市秀英区长滨东三街海口市公安局出入境办证大厅11、12号窗口，电话：0898-68590746；

（3）三亚市公安局出入境管理支队签证大队：三亚市凤凰路162号出入境管理支队外国人办证大厅，电话：0898-88869902；

（4）儋州市公安局出入境管理支队：儋州市那大镇伏波东路116号出入境办证大厅12号窗口，电话：0898-23800038；

（5）洋浦经济开发区公安局出入境管理处：洋浦经济开发区盐田路8号政务服务中心一楼，电话：0898-28810986；

（6）琼海市公安局出入境管理大队：琼海市富海路52号琼海市公安局行政服务中心一楼4号窗口，电话：

0898-62896315;

(7) 文昌市公安局出入境管理大队：海南省文昌市文城镇文东路123号城北办公综合楼出入境接待大厅8号窗口，电话：0898-63330403；

(8) 澄迈县公安局出入境管理大队：海南省澄迈县金江镇金马四横东路9号澄迈县公安局二楼办证大厅4号窗口，电话：0898-67070029；

(9) 综合业务咨询和政策解释部门：海南省公安厅出入境管理局，电话：0898-68580612。

四、社会保险与医疗保障

25. 外籍人才能否参加我省的社会保险？

答：可以。根据《中华人民共和国社会保险法》规定，外国人在中国境内就业的人，参照本法规定参加社会保险。在海南自由贸易港创新和创业工作的外籍人才参加社会保险的具体办法，应当按照《在中国境内就业的外国人参加社会保险暂行办法》（人社部令第16号）、《关于做好在我国境内就业的外国人参加社会保险有关问题的通知》（人社厅发〔2011〕113号）等规定执行。

26. 外籍人才如何参加社会保险？

答：用人单位持有参保人本人有效护照、来华工作许可、《外国常驻记者证》等就业证件（取得在中国永久居留资格的人员，应提供本人《外国人永久居留证》，以及劳动合同或派遣合同等证明材料，到用人单位参保所在地社保机构办理社会保险登记手续。经审核通过的，社保经办机构根据《外

国人社会保险号码编制规则》，为其建立社会保障号码，发放社会保障卡。

27. 外籍人才参加社会保险的缴费基数如何确定？

答：外籍人才参加社会保险的缴费基数按照本人申报的实际工资总额申报缴费，社保经办机构按规定核定缴费基数。如外籍人才本人月工资总额超过全省上年度在岗从业人员月平均工资 300%，超过的部分个人不再缴纳基本医疗保险费。

28. 外籍人才来华就业时已经达到或超过我国规定的退休年龄的，是否还需要参加社会保险？

答：外籍人才来华工作时已达到或超过我国法定退休年龄的，不再办理社会保险参保手续。

29. 外籍人才在退休前养老保险缴费不满 15 年怎么办？

答：获得在华永久居留权的参保外国人，退休前养老保险缴费不满 15 年的，可根据《实施〈中华人民共和国社会保险法〉若干规定》（以下简称《若干规定》）的规定延长缴费，达到年限后相应享受社保待遇。未获得在华永久居留权的参保外国人可一次性领取个人账户养老金。

30. 外籍人才如何一次性领取个人账户养老金？

答：参加职工基本养老保险的外籍人才达到法定退休年龄后，累计缴费不足 15 年，可以书面申请终止职工基本养老保险关系，社会保险经办机构收到申请后，应当书面告知其终止职工基本养老保险关系的后果，经本人书面确认后，

终止其职工基本养老保险关系,并将个人账户储存额一次性支付给本人。

31. 外国人的护照号发生变更,是否需要到社保经办机构变更信息?

答:需要。护照号发生变更时,应当及时到参保地的社保经办机构申请变更信息。

32. 外籍人才能够享受哪些医疗保障?

答:外籍人才能够参加我省医疗保险,同等享受相应的医疗保险待遇。同时,来琼全职工作的外国人才,经认定为我省 A、B 类人才的,纳入省保健委医疗保健服务对象范围;认定为 C 类人才的,享受年度健康体检等服务;认定为 A、B、C、D 类人才的,由政府统一购买商业健康团体保险,按保险合同规定享受相关待遇和服务。

33. 我省在开展外国人才服务“一卡通”试点中提到要开设国际门诊,目前进展情况如何?请提供开设国际门诊的具体地址及联系(预约)方式。

答:由于语言沟通问题,看病不方便一直是困扰外籍人才的一个突出问题。为了解决好这个问题,目前,我省已在海南省人民医院、海南省中医院、海口市人民医院、三亚市中医院、博鳌超级医院等 5 家医院开设了国际门诊,并对包含外籍人才在内的各类国际人才开通就医绿色通道。具体地址及联系(预约)方式如下:

(1) 海南省人民医院:保健中心体检部韩英
咨询(预约)电话:0898-68622940/68622935

(2) 海南省中医院：一号楼五楼 黄心贻

咨询（预约）电话：0898-66220132

(3) 海口市人民医院：门诊大楼四楼沈义扬

咨询（预约）电话：0898-66151024

(4) 博鳌超级医院：体检中心刘月

咨询（预约）电话：96120

(5) 三亚市中医院：三亚国际友好中医疗养院3楼寇志雄

咨询（预约）电话：0898-31529231/31525777

(6) 综合业务咨询和政策解释部门：

国际门诊相关业务咨询：省卫生健康委医政医管局

咨询（预约）电话：0898-65388330。

社会保险参保相关业务咨询：省人社厅养老保险处，

咨询（预约）电话：0898-65200870。

34. 哪些外籍人才能够享受我省就医绿色通道服务？

答：各类国际人才均可在国际门诊就诊。为确保落实高层次外籍人才的就医待遇，下列外籍人才可以在国际门诊享受我省人才就医绿色通道服务：

(1) 全职或柔性引进，持有 A、B 类《外国人来华工作许可证》且被我省认定为 A、B、C 类高层次人才。

(2) 全职引进的 A、B 类人才的配偶及二代以内直系亲属。

35. 外籍人才就医绿色通道主要服务内容有哪些？

答：就医绿色通道实行一站式服务，包含外籍人才的诊疗、检查（复诊）、取药、办理出入院、结账等服务，对患

者进行健康教育和预防保健指导。

五、购房与住房保障

36. 外籍人才能否在海南购房？

答：可以。根据我省有关政策，实际引进并在海南工作但尚未落户的各类人才，其家庭成员（含本人、配偶及未成年子女）中至少 1 人在我省累计缴纳 12 个月及以上个人所得税或社会保险，且家庭成员均在海南无房的，本人可申请购买 1 套住房。外籍人才可以参照上述政策规定在海南购房。

37. 外籍人才如何购买商品住房？

答：外籍人才提供身份证明等材料，由房源所在开发企业协助向当地住建（房管）部门提交购房资格审查申请；当地住建（房管）部门审核确认其具备购房资格后，告知该开发企业按规定流程生成商品房买卖合同，与购房人签订合同，并递交当地住建（房管）部门办理商品房买卖合同网签备案即可。

38. 外籍人才能否享受免租金入住人才公寓及租房补贴政策？

答：可以。2019 年，我省印发了《海南省外国人才服务“一卡通”试点工作实施方案》，明确持有《外国人来华工作许可证》（A、B 类）的外国人才（以下简称“持卡人”），经认定为我省 A、B、C 类人才（即原大师级人才、杰出人才、领军人才）的，按相应标准拎包入住免租金的人才公寓，全职工作满一定年限分期赠予产权。其他类“持卡人”，按相应标准享受住房租赁补贴和购房补贴。

39. 外籍人才如何申请免租金入住人才公寓及租房补贴？请提供承办窗口地址及联系方式。

答：目前，全省由各级人才服务‘一站式’平台，对人才公寓、住房租赁补贴和购房补贴申请、审核、分配或发放实行“一站式受理、一次性告知、一条龙服务”。引进的 A、B、C 类人才可到各级人才服务“一站式”平台办理各项业务。外籍人才申请入住人才公寓和申请领取住房租赁、购房补贴也按照上述规定程序办理。相关承办窗口地址及联系方式如下：

(1) 省级承办窗口：海南省人才服务中心人才服务“一站式”平台，联系电话：0898-66752521；

属地为市县的，可通过省级承办窗口对接所在市县承办窗口。

(2) 综合业务咨询和政策解释部门：

省住建厅房地产市场监管处，联系电话：0898-65396928

省委人才发展局人才三处，联系电话：0898-66500169

六、子女入学与保障

40. 外籍人才子女入学等教育保障方面可以享受哪些政策？

答：来琼全职工作的外国人才，经认定为海南省 A、B 类人才的，其直系亲属就读我省中小学、幼儿园的，由省级教育部门根据个人意愿和需求，采取“一事一议”方式予以解决。来琼全职工作的外国人才，经认定为海南省 C、D、E 类高层次人才，其子女就读我省中小学、幼儿园的，由所在市县教育部门按照就近就便原则，统筹安排在所在地区公办

学校就读。

目前,我省正在通过多种途径加快推进海南教育的现代化、国际化,布局规划建设一批国际学校、外籍子女学校,在部分公立中小学设立国际班,比如哈罗公学已经落户海口且正式开学招生,英国德威公学、威雅公学分别确定了落户海口市、三亚市的办学意向。巴黎索邦大学、美国西北大学、新加坡南洋理工大学等 10 多所大学也将相继落户海南。在琼工作的其他外国人员子女可按照属地原则,安排在所在地外籍子女学校或公立中小学国际班就地上学,也可根据需要自主选择就读私立国际学校。

41. 外籍高层次人才子女入学事项具体应该由哪一级教育行政部门办理?

答:全职引进的 A、B 类人才申请以“一事一议”方式解决直系亲属入学(园)需求的,其他类高层次人才申请子女转学到省教育厅直属学校的,由省教育厅负责办理。C、D、E 类人才子女申请就读中小学的,应向居住地市县教育行政部门提出申请,按照当地中小学招生政策保障。

42. 全职引进 A、B 类人才如何办理直系亲属入学“一事一议”?

答:A、B 类人才申请办理直系亲属(子女、孙子女、外孙子女)入学(园)事项可通过“一事一议”方式解决。“一事一议”申请材料提交到省人才服务中心人才“一站式”服务窗口,由服务窗口按程序办理。申请人可通过系统查询进度情况和办理结果。

43. 外籍高层次人才子女就读幼儿园应如何办理？

答：A、B类人才直系亲属申请入园的按“一事一议”方式解决。C、D、E类高层次人才子女需要就读幼儿园的，按居住地市县学前教育政策执行，一般就读公办园的，要登记入园或通过登记摇号获得学位，就读民办园的自行联系办理。

44. 外籍高层次人才子女就读小学和初中应如何办理？

答：A、B类人才直系亲属申请就读我省义务教育学校的，按“一事一议”方式解决。C、D、E类人才申请子女就读小学一年级、初中一年级的，根据当地中小学招生入学方案按照“免试就近入学”原则，由各市县教育行政部门按照当地义务教育阶段学校招生入学办法，统筹协调在其居住地相对就近的公办学校就读。C、D、E类高层次人才申请子女转入我省中小学非起始年级的，向居住地市县教育行政部门受理人才子女入学事务的部门提出申请，由市县教育行政部门统筹协调在其居住地相对就近的公办学校就读。

45. 外籍高层次人才子女就读普通高中应如何办理？

答：A、B类人才直系亲属申请就读我省普通高中学校的，按“一事一议”方式解决。C、D、E类高层次人才子女，其小学、初中已经在我省就读并参加我省中考的，按中考成绩录取到相应的普通高中学校就读；已在外省就读高中阶段然后转学到我省的，按与原就读普通高中学校等级相当的原则，向教育行政部门受理人才子女入学事务的部门提出申请，

由省和市县教育行政部门协调安排入学。

46. 外籍高层次人才子女入学及参加我省统考有哪些部门可提供专业咨询服务？请提供相关咨询联系方式。

答：相关业务办理过程中，可联系和咨询如下单位：

（1）综合业务和政策解读咨询单位：省教育厅基础教育处，联系电话：0898-65232270，0898-65230370；

（2）申请受理相关事务联系单位：省人才服务中心“一站式”服务平台，联系电话：0898-66501217；

（3）中招问题联系单位：省考试局中招办，联系电话：0898-65983889；

（4）高考问题联系单位：省考试局普招处，联系电话：0898-65879021。

七、配偶就业与保障

47. 外籍人才在配偶就业安置与保障方面享受哪些政策？

答：我省把外籍高层次人才随迁配偶纳入就业安置与保障范围，被认定为我省高层次人才的外籍人才其配偶享受相应层次的待遇。政府可通过举办专场招聘会、购买服务等方式帮助外籍高层次人才配偶就业。未能妥善安置的，根据其学历、资历和工作能力安排合适的工作；无法就业的，以所在地在岗职工上年度社会平均工资为基数，发放一定比例的生活补助。

48. 外籍人才配偶如何参加专场招聘会？

答：外籍人才配偶有就业意愿的，可通过海南人才工作

网或海招网登陆登记,也可由外籍人才所在单位直接向所在地人才服务“一站式”平台提交申请,由“一站式”平台统一登记,在举办针对性专场招聘会时邀请其配偶参加。

49. 如何安排外籍人才配偶合适的工作?

答:以市场化为前提,按照属地原则,由外籍高层次人才提出申请,其中事业单位引进的,其配偶由引进所在单位协调其他企业安置,企业引进的高层次人才,其配偶由本企业安置或协调其他企业安置。企业接收安置外籍高层次人才配偶的,按照企业为其缴纳社会保险费单位缴纳部分总和的50%给予社会保险补贴,补贴时间为3年。

50. 接收外籍人才配偶企业如何申请社会保险补贴?

答:由接收安置外籍高层次人才配偶企业向所在地社会保障经办机构申请。经办机构审核并报所在地人力资源和社会保障部门备案后,按照标准给予核拨。

51. 外籍人才配偶如何申请生活补助?

答:由用人单位提供外籍人才配偶无法就业证明材料,向所在地人才服务“一站式”平台提交申请,“一站式”平台初核后,转由所在地人力资源开发机构按照国内人才配偶核发渠道和标准核发。

八、购车与驾照便利

52. 外籍人才能否购车?

答:可以。与在海南自由贸易港创新和创业工作的国内人才同等享受相应的购车优惠政

53. 人才购车有什么优惠政策?

答：《海南省高层次人才申请小客车指标实施办法（试行）》、《关于进一步完善人才政策的补充通知》等文件均明确了人才购车的相关规定，不限国籍，只要符合相关条件即可享受相应的购车政策。主要分为以下七种类型：

（1）A、B、C、D类人才可直接取得小客车其他指标；

（2）柔性引进人才的A、B类人才经认定，可直接取得小客车其他指标；

（3）E类人才可通过排号方式取得新能源小客车增量指标；

（4）柔性引进的C、D类人才经认定，可通过排号方式取得新能源小客车增量指标；

（5）实际引进并在海南工作但尚未落户的各类人才，可参照本省居民购车条件申请购买新能源小客车；

（6）实际引进并在海南工作但尚未落户的急需紧缺人才，可参照本省居民同等条件购车；

（7）柔性引进的各类高层次人才，聘期在3年以上且已在海南服务1年以上，经认定，在购车方面可享受本地居民同等待遇。

54. 外籍人才申请购车指标需要提交哪些材料?

答：外籍和港澳台人才申请购车指标需要提交如下材料：

（1）我省高层次人才相关证明材料；

（2）身份证明（护照）；

(3) 我国公安机关交通管理部门核发的机动车驾驶证或在有效期内的临时驾驶许可证件；

(4) 永久居留或居留许可证件（可容缺办理）。

55. 外籍人才如何申请购车指标？

答：外籍人才购车指标申请流程如下：

(1) 登陆海南省小客车保有量调控管理信息系统（<https://www.hnjdctk.gov.cn>）或海南省人民政府政务服务网（<https://wssp.hainan.gov.cn>）注册账户；

(2) 申请人携带相关材料，到居住或工作所在地车管所调控窗口申请；

(3) 申请其他指标的，提交申请后十五个工作日告知指标配置结果；申请参与摇号的，每月 26 日公布指标配置结果。

56. 外籍人才如何办理车辆登记？

答：全省各车管所对包括外籍人才在内的各类人才办理车辆登记业务均开通了绿色窗口，申请人可直接携带相关材料到当地车管所绿色窗口办理车辆登记业务，或提前通过住所地车辆管理所公布的电话进行预约确定预约办理时间和地点。

57. 外籍人才持有的外国驾照能否在海南自由贸易港使用？

答：可以。短期入境海南停留的外籍人才可持境外机动车驾驶证申请临时驾驶许可。临时入境人员在中国境内短期停留的，临时驾驶许可有效期为 3 个月；停居留时间超过 3

个月的，临时驾驶许可有效期与准许入境期限一致，但有效期最长不超过1年。

58. 由哪些部门具体受理购车指标、登记、临时驾驶许可等相关事宜？请提供相关部门及咨询电话。

答：相关业务办理部门及咨询电话如下：

（1）海口地区：海口市车管所一所，0898-65729663；海口市车管所二所，0898-68325238；

（2）其他市县：三亚市车管所，0898-88984312；琼海车管所，0898-62822957；定安车管所0898-63829038；屯昌车管所，0898-67833611；澄迈车管所，0898-67616816；临高车管所，0898-28280331；文昌车管所，0898-63280601；万宁车管所，0898-62222569；五指山车管所，0898-86629069；陵水车管所，0898-83315868；琼中车管所，0898-86222411；白沙车管所，0898-27722751；昌江车管所，0898-26651796；东方车管所，0898-25529599；乐东车管所，0898-85531135；保亭车管所，0898-83603886；儋州车管所，0898-23588787；洋浦车管所，0898-28810930

（3）综合业务咨询和政策解释部门：海南省小客车保有量调控领导小组办公室，0898-68835091、0898-68835092、0898-68835099；公安厅交警总队车辆管理处，0898-68835039。

申请临时驾驶许可也可在机场、港口等入境站点设立的交管服务站申请办理。按照入境站点标示直接到交管服务站即可办理。

九、高层次人才认定及天涯英才卡

59. 什么样层次的人才算是海南省高层次人才？具体标准是什么？

答：根据《海南自由贸易港高层次人才认定办法》规定，高层次人才是指符合《海南自由贸易港高层次人才分类标准》，依据市场认可、专业共同体和社会认可等方面标准所划分的 A、B、C、D、E 类人才。《海南自由贸易港高层次人才分类标准》根据经济社会发展和人才需求状况适时调整，动态发布。

60. 外籍人才能否申请海南高层次人才认定？

答：可以。我省高层次人才的认定对象，不受国籍、户籍限制。按照《海南自由贸易港高层次人才认定办法》规定，在我省全职工作、符合高层次人才认定标准条件的外籍人才（含在中央驻琼单位和总部经济企业工作的外籍人才）可申请认定海南省高层次人才，年龄要求一般在 60 岁以下，A 类人才可放宽至 70 周岁，B、C 类人才可以放宽至 65 周岁。特别急需紧缺的高层次人才可以适当放宽年龄限制。

61. 哪个部门单位负责海南省高层次人才的认定或备案？

答：个人向所在单位提出认定申请，提供有关证明材料，对照《海南自由贸易港高层次人才分类标准》，选择认定类别，填写《海南自由贸易港高层次人才认定申请表》，所在单位对申报人各项条件进行审核。具有认定权限的用人单位，对符合条件的 A、B、C、D 类人才作出认定意见，将申请

材料报省人才服务中心备案；对符合条件的 E 类人才直接进行认定，将认定名单报省人才服务中心备案。不具备认定权限的用人单位，对符合条件的 A、B、C、D、E 类人才作出推荐意见，将申请材料报市县或者重点园区人才服务部门。各相关市县或者重点园区人才服务部门对符合条件的 A、B、C 类人才作出认定意见，将申请材料报省人才服务中心认定备案；对符合条件的 D、E 类人才直接进行认定，将认定名单报省人才服务中心备案。

62. 海南省高层次人才经认定后，有效管理期有多长？

答：5 年。5 年后应当在到期前 3 个月内重新认定，没有才继续认定的，不再享受相关服务保障。超过规定年龄且已在琼全职工作 15 年以上的高层次人才，不需再作认定，经年度核查后，可以按照最后一次认定的人才类别，继续享受相关服务保障待遇。

63. 高层次人才认定后，可以申请更高层次的人才认定吗？

答：可以。高层次人才认定后，达到更高类别认定标准的，可以申请重新认定相应人才类别。

64. 申请海南省高层次人才认定应提交什么材料？

答：申请海南省高层次人才认定，可以线下现场申报，也可将所需材料扫描后进行线上申报。需要提交材料包括：

（1）《海南省高层次人才认定申报表》、企业营业执照或事业单位法人证书、申报单位法人和经办人身份证；

（2）申请人身份证件（原件或加盖申报单位公章的复

印件)；

(3) 劳动合同或任职文件；与申请认定层级和标准相关佐证材料；

(4) 社会保险缴纳记录单或缴纳个人所得税清单；

(5) 近期 2 寸免冠白底证件照。

线上申报需要将上述材料通过 PDF 格式扫描上传。

65. 如何办理海南省高层次人才认定或备案？请提供经办部门地址及联系方式。

答：直接向省人才服务中心申请认定或备案，可以到现场办理，也可以通过网上办理。具体经办部门及地址、联系方式如下：

经办部门：海南省人才服务中心（省政务服务中心一楼大厅海南国际国内人才服务综合窗口）

现场受理地址：海口市美兰区五指山南路 3 号；

线上受理网址：海南省政务服务网 <https://wssp.hainan.gov.cn/>（人才事项服务事项）；

联系电话：0898-66752521、66501217、65358704、65379104。

经授权的园区，可直接向园区人才服务“一站式”平台申报办理，由园区人才服务“一站式”平台报送海南省人才服务中心备案。

66. 如何核发海南高层次人才证书？

答：推行高层次人才认定电子证书。省人才服务中心对符合条件的 A、B、C、D 类人才颁发相应的《海南自由贸

易港高层次人才证书》和“天涯英才卡”；授权具有认定权限的市县和省重点园区人才服务部门对符合条件的D、E类人才颁发相应的《海南自由贸易港高层次人才证书》和“天涯英才卡”；授权具有认定权限的用人单位对符合条件的E类人才颁发相应的《海南自由贸易港高层次人才证书》和“天涯英才卡”。

67. 什么样的外籍人才可以申领“天涯英才卡”？

答：“天涯英才卡”是我省高层次人才享受人才政策和服务保障待遇的重要凭证。发放对象为符合海南省高层次人才分类标准规定，并经省人才服务中心认定备案的高层次人才。“天涯英才卡”共分A、B、C、D、E五类卡，持卡人分别对应相应类别高层次人才。

68. 持有天涯英才卡的外籍人才可以享受哪些方面的服务？

答：持有天涯英才卡的外籍人才可以在出入境、居留、住房保障、子女入学、医疗保健、交通、海关、就业创业、社会保险、商事主体登记、税务、金融、科研等方面享受便捷服务和相应的待遇。

69. 天涯英才卡应该怎么申请？

答：天涯英才卡无需单独申请，将与高层次人才认定同时发放。

70. 天涯英才卡的使用年限是多少？

答：天涯英才卡的使用年限和高层次人才认定年限相同。

71. 办理天涯英才卡需要缴纳多少费用？

答：天涯英才卡的办理由海南银行免费制作，不需要申请人缴纳任何费用。

72. 持有天涯英才卡的外籍人才如何享受出入境及居留服务？

答：持有天涯英才卡的外籍人才可申请人才签证，符合“高精尖缺”市场需求导向的科学家、科技领军人才、国际企业家、专门人才和高技能人才等，可享受5年至10年多次入境的外国人才签证（即R签证），享受每次最长可达180天停留期。并且其配偶及未成年子女也可以申请有效期相同、多次入境的相应种类签证。

73. 持有天涯英才卡的外籍人才如何购买商品房的？

答：持有天涯英才卡的外籍人才携带身份证（护照）、居民户口簿、高层次人才认定材料等，由房源所在开发企业协助向当地住建（房管）部门提交购房资格审查申请；当地住建（房管）部门审核确认其具备购房资格后，告知该开发企业按规定流程生成商品房买卖合同，与购房人签订合同，并递交当地住建（房管）部门办理商品房买卖合同网签备案即可。

74. 持有天涯英才卡的外籍人才如何享受海关便利服务的？

答：海关给予持“天涯英才卡”的外籍人士相应的通关便利，指定服务专员对接协调办理相关人员及物品的通关手续；在节假日或非正常工作时间以分离运输、邮寄或者快递方式

进出境的物品，如有特殊情况需要及时验放的，持“天涯英才卡”的外籍人才可提前向海关申请预约加班，海关将在预约时间内为其办理物品通关手续。

75. 持有天涯英才卡的外籍人才享受何种金融服务？

答：我省银行机构为持有天涯英才卡的外籍人才提供外汇资本金账户开立一站式服务，银行机构帮助持卡人做业务申请登记后直接开立外汇资本金账户，可享受资本市场及各类交易场所的各项金融服务；只要符合外汇管理要求，银行机构可全程服务，为持卡人便捷办理进出口托收、信用证业务；持卡人填写申请后，中国银行可为持卡人便捷办理境外人才自由贸易账户。

76. 持有天涯英才卡的外籍人才享有什么配套资助？

答：持有天涯英才卡的外籍人才若符合国家级人才项目的高层次创新人才标准可享受如下配套资助。中国科学院院士、中国工程院院士采取“一事一议”方式，报请省人才工作领导小组同意后实施。其他国家级人才项目人选，有中央财政资助的，按所入选国家级人才项目资助的 1:1 比例配套资助，最高不超过 100 万元；没有中央财政资助或中央财政资助不足 10 万元的，按 10 万元予以资助。

77. 持有天涯英才卡的外籍人才在科研服务方面有什么优势？

答：持有天涯英才卡的外籍人才申报国家和省有关科技计划项目时，同等条件下优先推荐和支持，并享受省科技厅提供的相关服务。

78. 持有天涯英才卡的外籍人才如何享受文体服务？

答：我省为外籍高层次人才提供健身服务事项，海南文化体育公园，位于海口市国兴大道 68 号，每年投入财政资金支持市县建设全民健身中心、全民健身路径工程等体育基础设施，为群众提供体育公共服务。我省每年向国家体育总局申报大型场馆低收费或免费补贴政策，2020 年我省已申报市县为海口市五源河体育场、陵水县体育馆，可向外籍高层次人才提供低收费或免费服务。

十、个人所得税

79. 海南自由贸易港现阶段外籍人才个人所得税优惠具体政策是什么？

答：《海南自由贸易港建设总体方案》明确：2025 年前，对在海南自由贸易港工作的高端人才和紧缺人才，其个人所得税实际税负超过 15% 的部分，予以免征；2035 年前，对一个纳税年度内在海南自由贸易港累计居住满 183 天的个人，其取得来源于海南自由贸易港范围内的综合所得和经营所得，按照 3%、10%、15% 三档超额累进税率征收个人所得税。根据《财政部税务总局关于海南自由贸易港高端紧缺人才所得税政策的通知》（财税〔2020〕32 号）精神，现阶段执行 2025 年前的有关人才个人所得税政策，即对在海南自由贸易港工作的高端人才和紧缺人才，其个人所得税实际税负 15% 的部分，予以免征。

80. 能享受海南自由贸易港个人所得税优惠的外籍高端人才标准是什么？

答：1.与海南自由贸易港注册并实质性运营的企业或单位签订 1 年以上的劳动合同或聘用协议等劳动关系证明材料；

2.有关收入来源于海南自由贸易港；

3.符合下列条件之一：一是经海南省各级人才管理部门所认定的高层次人才；二是一个纳税年度在海南自由贸易港收入达到 30 万元人民币以上的人才。

81. 体现外籍人士在海南自由贸易港工作的证明材料有哪些？

无法缴纳社会保险的境外高端人才和紧缺人才，须提供与海南自由贸易港注册并实质性运营的企业或单位签订的 1 年期以上劳动合同或聘用协议等劳动关系证明材料，有关收入来源于海南自由贸易港。

82. 海南自由贸易港外籍高端人才和紧缺人才享受个人所得税优惠时需不需要先进行认定？

答：不需要重复认定。相关部门会根据高层次人才认定、个人所得税申报等方面所掌握的人才信息，对符合条件的高端人才和紧缺人才进行确认，并会采用信件或短信的形式点对点通知人才本人可以享受税收优惠。

83. 简单来说，2025 年前享受海南自由贸易港个人所得税优惠政策需要什么条件？

答：需要三个条件：一是在海南自由贸易港工作；二是属于外籍高端人才和紧缺人才名单清单中的人才；三是个人所得税实际税负超过 15%。

84. 享受海南自由贸易港人才个人所得税优惠政策的个人所得具体包括哪些部分？

答：具体包括来源于海南自由贸易港的综合所得、经营所得以及经海南省各级人才管理部门认定的外籍人才补贴性所得。

85. 综合所得具体包括哪些？

答：具体包括来源于海南自由贸易港的工资薪金、劳务报酬、稿酬、特许使用费四项所得。

86. 经营所得具体包括哪些？

答：具体包括来源于海南自由贸易港的个人、个体工商户、个人独资合伙企业从事生产、经营活动取得的所得。

87. 2025 年前外籍人才综合所得享受实际税负超过 15% 部分免征优惠，年收入大概是多少？应纳税所得额是多少？

答：应纳税所得额约 31.9 万元人民币，由于应纳税所得额是年度收入作了年度费用、五险一金、专项附加等相关扣除之后的数额，扣除前年度收入约 42.5 万元人民币。

88. 2025 年前外籍人才经营所得享受实际税负超过 15% 部分免征优惠，年收入大概是多少？应纳税所得额是多少？

答：应纳税所得额约 21 万元人民币。由于经营主体性质不同、行业领域不同，成本、费用与损失等扣除项测算标准也都不同，所以收入要针对不同情况具体分析。

89. 是否外籍人才收入越高、税收优惠力度越大？能否举个例子？

答：是的。比如，某高管如果年度综合所得税前收入为100万元人民币，自贸港前约应缴税19.4万元，自贸港后约应缴税12万元，少缴7.4万元；如果年度综合所得税前收入为200万元，自贸港前约应缴税62.8万元，自贸港后约应缴税27万元，少缴35.8万元。如果收入更高，这个优惠力度更大。

90. 海南自由贸易港外籍高端人才和紧缺人才享受个人所得税优惠时程序是什么？

答：税务机关根据外籍人才管理部门提供的外籍高端人才和紧缺人才名单清单，根据姓名、证件号等信息在自然人税收管理系统中进行比对操作，符合条件的外籍居民个人在次年汇算清缴期间内享受优惠，符合条件的外籍非居民个人在申请退税时予以退税。

91. 海南自由贸易港人才个人所得税优惠是“先征后返”吗？需要外籍人才怎样配合？

答：是的，外籍居民个人先按现行税率预扣预缴，汇算清缴时再享优惠，外籍非居民个人先按现行税率扣缴申报，申请退税时再予以退税。原则上前期不需要外籍人才本人做什么，次年如外籍居民个人专项附加等相关扣除（如子女教育、住房租金）有变化的，需登录个人所得税APP对个人有关事项进行变更。

92. 外籍人才回国后会不会被重复征税？

答：境外所得税收抵免是国际惯例，在我国对外签订的税收协定（安排）中都有消除双重征税的专门条款。例如，根据我国和新加坡关于对所得避免双重征税和防止偷漏税的协定，新加坡居民从我国取得的所得已在我国缴纳的税款，可以在该居民新加坡所得的应交税款中予以抵免。具体计算抵免的方法，按照各国（地区）的税法规定执行，但抵免的税额一般不超过该居民境外所得依照本国税法规定计算的应纳税额。

93. 这一政策什么时候实施？今年能享受到个人所得税优惠吗？

答：该项政策自 2020 年 1 月 1 日起执行，符合条件的外籍高端人才和紧缺人才今年所缴个人所得税能享受到优惠。

94. 2035 年前海南自由贸易港人员享受 15% 税率优惠，年收入大概是多少？应纳税所得额是多少？

答：若简单以现行税收制度、测算基数等计算，综合所得年度收入约 25 万元、应纳税所得额 14.4 万元以上的外籍人员，都能享受 15% 的税率。

95. 2035 年前海南自由贸易港一般外籍个人能享受 15% 的税率优惠吗？

答：可以，2035 年前享受的对象不再局限于人才，只要符合条件的外籍个人，都按最高 15% 的税率缴纳个人所得税。

96. 如果遇到上述政策问答无法解决的问题，能否寻求帮助？

答：可以。我们将从解决实际问题入手，着力打造便捷性强、舒适度高的宜居宜业人才发展环境，为人才提供一对一的帮助。

97. 请提供可寻求帮助部门的地址和联系方式。

答：省政府政务服务中心（省人才服务中心）国际人才服务处

地址：海口市美兰区五指山南路3号；

联系电话：0898-66752521、66501217、65358704、65379104。

Q&A for Service Guarantee Policy Series for Foreign Talents in the Hainan Free Trade Port

Foreign talents constitute an integral part of building the Hainan Free Trade Port. Since “April 13”, backed by relevant ministries and commissions of central and national organs, our province has successively launched series of policy measures, devoted more significant efforts to the promoting policy system, business platform, business environment, etc., and strove to build a stage for foreign talents to serve their purposes and display their skills. Hainan warmly welcomes all kinds of foreign talents to start businesses, work here, enjoy China's development opportunities, and co-build a better future for Hainan.

To make it easier for foreign talents to learn about the service guarantee policy series of our province, enjoy corresponding preferential policy treatments and quality service guarantee and make it more convenient, comfortable, satisfactory for them to work and live in Hainan, we summarized and compiled the Q&A for service guarantee policy series for foreign talents to help foreign talents who aspire to work and live in the Hainan Free Trade Port.

I .Work permits

1. What are the certificates required for foreign talents to work in the Hainan Free Trade Port?

A: To work in the Hainan Free Trade Port, foreign talents should obtain work permits and work-type residence permits in accordance with relevant regulations.

2. When applying for work permits, what qualifications should employers possess?

A: (1) The employer shall be incorporated according to laws and have no record of serious violation of laws and dishonesty.

(2) The jobs for foreigners should be those temporarily in shortage of appropriate domestic candidates and not in violations of relevant national regulations(jobs not included in the negative list or jobs included in the negative list but within the total quota after the release of the negative list of work permits for foreigners in Hainan).

(3) The wages and salaries paid for foreigners shall not be lower than the minimum local wage standard.

(4) Where laws and regulations require pre-registration approval of industrial authorities, the approval shall be obtained.

3. What qualifications should applicants possess?

A: (1) The applicants shall be aged 18 and above, have no

criminal records, have confirmed employer, possess the expertise required for work or corresponding know-how.

(2) Engaged in works in line with economic and social development needs of our province, the applicants should be professionals urgently needed in our province (the employees who work in Hainan and not included in the negative list or employees who work in Hainan and included in the negative list but within the total quota after the release of the negative list of work permits for foreigners in Hainan).

(3) Other provisions on the foreigners' work in China according to laws and regulations shall be followed.

4. How to apply for work permits?

A: (1) Employees or entrusted specialized agencies register accounts in the “management service system for foreigners to work in China”, submit permit application online and print the *Notice for Work Permits of Foreigners* after approval.

(2) By the *Notice for Work Permits of Foreigners* and other materials required, foreigners apply for Z-visa, F-visa, and R-visa at overseas embassies and consulates of the People's Republic of China.

(3) Within 15 days after the entry of foreigners by effective visa, employers need to apply for *Work Permit for Foreigners* online and collect certificates at the administration department for foreigner's work of the place where the

employer is located.

(4) Within 30 days after the entry of foreigners by effective visa, employees need to apply to the public security bureau's entry-exit administrative body where the employer is located for work-type residence certificates.

5. What materials need to be submitted?

A: (1) Application form for work permit of foreigners in China;

(2) Employment contract or certificate of employment (dispatch letter from the transnational corporation);

(3) The highest diploma (academic certificate) or relevant approval documents, occupational qualification certificates;

(4) Work qualification certificate, certificate of no criminal record, physical examination certificate, passport information page, etc.

In addition to (1) (2) and passport information, in case of difficulties in submitting other materials, acceptance of incomplete materials can be handled with the commitment of the application unit and individuals. The materials are allowed to be supplemented within a specified time.

6. Under what circumstance can work permits be directly applied for in China?

A: Except for visa-free entry, work permits can be used directly within the province for admission on other grounds.

For foreigner's application to work in China within China's territory, *Work Permit for Foreigners* can be directly obtained.

Where foreigners working in China change their employers, they should cancel their existing work permits and supplement relevant work qualifications for post changes.

7. In accordance with the provisions of the *Interim Measures for Foreigners Working in Hainan and Work Permit Management Services*, the Hainan Free Trade Port implements classified service and management on foreigners working in Hainan. What are the specific criteria for classification?

A: On December 31, 2019, our province rolled out the *Interim Measures for Foreigners Working in Hainan and Work Permit Management Services*(English version can be found by following “TheHaikouGuide”official account on WeChat and searching for“Foreigner work permit updates, what you need to know”). Foreigners working in Hainan are classified into three categories: high-end foreign talents (Class A), foreign professionals (Class B), and other foreign personnel (Class C) and are subject classified services and management. The specific standards are as follows:

(1) High-end foreign talents (Class A) refer to “highly-skilled and scarce” foreign talents such as scientists, scientific and technological leaders, international entrepreneurs,

and unique talents that are urgently needed for the economic and social development of the province. There is no restriction on the age of high-end foreign talents (Class A).

(2) Foreign professionals (Class B) refer to foreign talents that are urgently needed to develop economic and social undertakings in the province and have a bachelor's degree or a professional qualification certificate. There is no restriction on the age of foreign professional talents (Class B).

(3) Other foreign personnel (Class C) refers to various types of skilled and hands-on personnel that meet the needs of the labor market in accordance with national policies and regulations, in combination with the province's free trade zone (port) construction requirements, and should not be more than 65 years old.

8. What are the convenience measures when applying for work permits in Hainan?

A: (1) The application can be directly handled after passing a preliminary review of the accepting institution online. An electronic receipt for acceptance will be issued. Applicants are not required to provide paper materials for verification;

(2) High-end foreign talents shortlisted in China's relevant talent plans handle all processes online without submitting paper materials for verification.

(3) Those who meet the high-end foreign talent(Class A)

standards in the *Classification Criteria for Foreigners Working in China* (i) shortlisted in relevant domestic talent plans; (ii) conforming to internationally certified criteria for recognition of professional achievements, adopting commitment system for work qualification;

(4) Those who meet the high-end foreign talent (Class A) standards in the *Classification Criteria for Foreigners Working in China* (i) shortlisted in relevant domestic talent plans; (ii) conforming to internationally certified criteria for recognition of professional achievements; (iii) conforming to market-oriented and encouraged post demands; (iv) belonging to innovative and entrepreneurial personnel with the highest diploma (academic certificate) subject to commitment system;

(5) Certificate of no criminal record is subject to commitment system in light of actual situations;

(6) Those who have entered China with other visas or valid residence certificate can apply for foreigners' work permits in China within the territory of China;

(7) For those who apply for foreigners' work permits in China, an extension of foreigners' work permits in China and cancellation of application, the decisive organization audits and reaches decisions within five working days.

(8) Those who apply for working in China for less than 90 days in conformity with the high-end foreign talent (Class A)

criteria in the *Classification Criteria for Foreigners Working in China* can apply for an invitation letter for foreign experts to visit China with the company of other foreign experts. After obtaining an invitation letter for foreign experts to visit China, they can apply for F-visa for multiple entries and exits without handling work-type residence certificates after entry.

9. What are the departments specifically responsible for handling work permits related matters? Please provide a specific address and hotline.

A: The unit registration place is Haikou, Sanya, Danzhou, Yangpu Economic Development Zone, so the administration of foreign experts affairs that have jurisdiction (or acceptance points) is responsible for approval; Hainan Administration of Foreign Experts Affairs is responsible for the approval of units from cities and counties other than Haikou, Sanya, Danzhou, Yangpu Economic Development Zone. The specific address and hotline are as follows:

(1) Hainan Administration of Foreign Experts Affairs:
2-24 Approval Backstage, 2F, Government Service Center,
No.3, Wuzhishan South Road, Haikou, Tel:0898-65326830.

(2) Haikou Administration of Foreign Experts Affairs:
A21-23 Foreigners Integrated Service Windows of
Government Service, 1F, Citizens and Visitors Center, No. 1,
Binhai Park Road, Haikou, Tel:0898-66750650.

(3) Sanya Administration of Foreign Experts Affairs: 11F, Government No.2 Office, No. 145, Wenming Road, Sanya, Tel:0898-88263681.

(4) Danzhou Administration of Foreign Experts Affairs: Room 0712, Municipal Party Committee Building, Zhongxing Road, Nada Town, Danzhou, Tel:0898-23339796.

(5) Yangpu Economic Development Zone: No. 83 Window, 4F, Government Service Center, No. 8, Yantian Road, Yangpu Economic Development Zone, Tel:0898-28829876.

Currently, our province has delegated pre-approval right to essential parks, such as the Hainan Ecological Software Park, Fuxing City Internet Innovation and Entrepreneurship Park, Boao Lecheng pilot zone of international medical tourism, and Yazhou Bay Tech City. For employers registered in the above parks, the applicants can directly apply in the nearby parks.

II . Professional qualification examinations and certification

10. Can overseas personnel attend the Hainan Free Trade Port professional qualification examination?

A: Yes. Overseas personnel who abide by laws, regulations of the People's Republic of China, professional ethics, and regulations of professional qualification examinations of China or Hainan Province (except for nationality conditions) and register for items falling within the scope of the *Directory of Professional Qualification*

Examinations for Overseas Personnel in the Hainan Free Trade Port(2020) can sign up for professional qualification examinations of corresponding vocations and levels.

11. How do overseas personnel sign up for professional qualification examinations in the Hainan Free Trade Port?

A: (1) To take the professional qualification examinations, overseas personnel must fill in the application (approval) form and submit copies of their valid identification documents (compatriots from Hong Kong, Macao, and Taiwan shall submit valid residence permits or travel permits to enter or leave the Chinese Mainland and non-Chinese shall submit a valid passport, visa, or permanent residency card) and relevant proof of work seniority in related professions in accordance with the relevant regulations for the examination.

(2) The industry authorities or professional qualification examination agency shall review the candidates' qualifications by administration authority. It will issue the admission ticket for those who pass the qualification review. In addition to this, the candidates shall take examinations according to the time and venue indicated on the ticket.

(3) The industry authorities or professional qualification examination agency shall indicate the relevant provisions for overseas personnel to take examinations when issuing the announcement or notice of examination and conclude the

matters such as application for examination within a time limit. Overseas personnel shall take valid identity documents and the admission ticket used at the time of application when they take examinations, use the examination stationery as specified, and A the questions as required.

12. What issues should overseas personnel pay attention to when taking examinations in the Hainan Free Trade Port?

A: Overseas personnel shall pay attention to the following matters when signing up for professional qualification examinations in the Hainan Free Trade Port: firstly, professional qualification examinations taken by overseas personnel in the Port shall be managed under a directory list. The Talents Department of the Hainan Provincial Party Committee and Human Resources and Social Security Department of Hainan Province, in conjunction with relevant provincial-level industry authorities, shall make public relevant information and adjust along with the construction needs of the Port. Overseas personnel cannot register for qualification examinations beyond such directory list. Where the State has new stipulations, such stipulations shall prevail. Secondly, for overseas personnel taking professional qualification examinations in the Port, unified standards shall be implemented, examinations organized, and certificates issued

in the same way with domestic examiners. Thirdly, the professional qualification certificates obtained by overseas personnel through examinations shall be valid within the Port. China has allowed overseas personnel to take professional qualification examinations, and issues unified certificates valid nationwide.

13. What are the requirements for the application for certifying overseas qualifications?

A: Overseas personnel who comply with the Constitution, laws, and regulations of the People’s Republic of China, have full capacity for civil conduct and good professional ethics, and have obtained a valid work permit issued by relevant departments of Hainan Province with certified qualification falling within the scope of *Directory of Professional Qualification Examinations for Overseas Personnel in the Hainan Free Trade Port (2020)*, can apply for the skills certification.

14. What are departments responsible for certifying overseas professional qualifications? How do they certify?

A: Provincial-level industry authorities are responsible for implementing skill certification for overseas personnel of the industry. The skill certification process of overseas personnel can be carried out by utilizing material reviews, replies, examinations, appraisals, etc. The provincial-level industry

authorities shall determine the specific method.

15. What are procedures for overseas personnel to apply for certification?

A: (1) Application. For overseas personnel applying for skills certification, the employers shall declare to the provincial one-stop window for talent services and submit the applicant's employment agreement or labor contract and overseas professional qualification certificate (Chinese translation text issued by a translation service provider), professional services scope and employers' letter of commitment of the authenticity and validity of their overseas professional qualifications and other materials.

(2) Acceptance. The provincial one-stop window for talent services shall conduct a preliminary review on the application materials and accept those with complete materials; in the event of incomplete materials, the applicant shall be informed of the materials to be supplemented and corrected at one time; if not qualified and not accepted, the reasons shall be given. In addition to this, the acceptance materials will be handed over to the provincial-level industry authorities within two (2) working days of the date of acceptance.

(3) Certification. The provincial-level industry authorities shall conduct skills certification on the applicant and decide whether or not the applicant passes the skills certification

within 20 working days from the date of acceptance. For those who pass the skills recognition, the scope of professional services shall be determined according to their skill level, etc.; for those who fail to pass the skills recognition, the reasons shall be given in writing. The application materials shall be returned.

(4) Issue Certificate. The provincial-level industry authorities shall issue the *Skill Certification Certificate of Overseas Personnel in the Hainan Free Trade Port* to overseas personnel who have passed the skills certification and indicate the certificate's scope and professional services and validity.

16. What are the rights enjoyed by overseas personnel who have passed the skills certification when providing professional services to enterprises and residents within the Hainan Free Trade Port?

A: Overseas personnel who hold the *Skill Certification Certificate of Overseas Personnel in the Hainan Free Trade Port* (hereinafter referred to as “Overseas Certified Personnel”) are entitled to the same rights as similar professionals in Hainan Province within the scope and terms of professional services as specified. When Overseas Certified Personnel provides professional services to be affixed with the domestic practice seal, the overseas personnel shall sign and affix their employers' seal, which shall be recognized by the relevant

authorities within the Port.

17. What are the obligations of overseas personnel who have passed skills certification when providing professional services to enterprises and residents within the Hainan Free Trade Port?

A: Overseas personnel who have passed skills certification shall perform the following obligations:

(1) Provide services within the scope of professional services as specified;

(2) Comply with relevant provisions of laws and regulations of the People's Republic of China and professional ethics, ensure the quality of services, and maintain public interests;

(3) Keep secrets of the enterprises and individuals known in professional services strictly confidential;

(4) Provincial-level industry authorities specify other obligations.

18. Can overseas personnel be engaged in relevant professional services before skills certification or involved in relevant professional services beyond the scope?

A: No. Where the overseas personnel violates the provisions of *Administrative Measures for the Practice of Overseas Personnel in the Hainan Free Trade Port (Trial)*, engages in relevant professional services without skills

certification, or engages in relevant professional services beyond the scope as specified, relevant industry authorities will not recognize them and will deal with them concerning the provisions of the province on practicing without occupational (practicing) qualifications or undertaking business beyond the scope of practice. Where the provincial-level industry authorities revoke the Skill Certification Certificate of Overseas Personnel in the Hainan Free Trade Port, their application for skill certification will not be accepted for three years; in case of a major safety accident, their application will never be accepted again.

III. Entry, exit, stay, and residence

19. What are the specific stipulations for foreign talents to apply for a visa or residence permit in the Hainan Free Trade Port?

A: For high-level foreign talents and general foreigners, the Hainan Free Trade Port provides the following immigration entry-exist convenience policies.

(1) Foreign experts and scholars invited by major domestic institutions of higher learning, scientific research institutions, renowned enterprises, and high-level foreign management personnel and professional technical personnel certified by talent authorities and technology innovation authorities under people's governments above the municipal

level can handle port visa-based entry. After entry, by virtue of materials such as certificates of inviting units, they can apply for multiple entry visas or residence permits for personal affairs valid for not more than five years. Those employed by companies and units can apply for a work-type residence permit valid for not more than five years.

(2) Senior technical and management personnel, professional personnel urgently needed, technical innovation team members, and other high-level foreign talents introduced by key areas and industries in Hainan can apply for a work visa for entry at the entry port after handling work permits; for those who fail to handle work permits, they can apply for talent visa by showing the invitation letter issued by relevant authorities. They can apply for a long-term visa or residence permit valid for not more than five years according to regulations after entry.

(3) Foreign talents and innovation and entrepreneurship team members introduced for key development fields and industries in China can apply for a work-type residence permit valid for not more than five years by work permits and letters issued by units. Foreign members of the innovation and entrepreneurship team can apply for residence permits for personal affairs valid for not more than five years (add note “entrepreneurship”) by guaranteeing team leaders' letters.

(4) Foreigners with outstanding contributions and urgently needed by the country can recommend foreign members and scientific assistants of the work team led by them to apply for long-term visa or residence permit valid for not more than five years.

(5) Foreigners who are employed by enterprises and institutions in China and have handled work permit but failed to hold a work permit abroad can directly apply for a work-type residence permit by work permits; foreigners who have handled work-type residence permit of over one year for two consecutive times and have no violations against laws and regulations may apply for a work-type residence permit for the third time and apply for a work-type residence permit valid for five years as regulated.

(6) Centering on the development needs of major industries such as Hainan tourism, tropical characteristic efficient agriculture, medical health, high-tech education, culture, sports, work-type residence permits consistent with work contract period can be issued for chefs of high-end hotels, medical staffs of Bo'aoLecheng Medical Tourism Pilot Area and other foreign technical personnel in Hainan.

20. Are there convenient entry and exit policy regulations on innovation and entrepreneurship of overseas students and foreign college graduates in the Hainan Free

Trade Port?

A: The Hainan Free Trade Port is an open port and welcomes overseas students and foreign college graduates to innovate and start a business in Hainan, share opportunities, and co-build the future. We provide the following convenient policy regulations on entry and exit:

(1) Excellent overseas students who obtain bachelor degree and above in key institutes of higher learning in China and are engaged in innovation and entrepreneurship activity in China after graduation can apply for a residence permit for personal affairs(add note “entrepreneurship”) valid for 2-5 years by showing diploma and innovation and entrepreneurship certificates; those who are employed by enterprises and units can apply for a work-type residence permit in accordance with the corresponding regulations.

(2) Upon the recommendation of higher learning institutions, overseas students who have obtained a master's degree and above in institutions of higher learning in China can handle residence permits for personal affairs valid for two years to innovate and start a business in Hainan. If Hainan units employ them during the period, they can change the permit to a work-type residence permit.

(3) Overseas students who have graduated from internationally renowned universities and innovated and started

up businesses in China within two years after graduation can apply for a residence permit for personal affairs valid for two years (add note “entrepreneurship”) by showing a diploma(academic certificate); those who are employed by enterprises and units can apply for a work-type residence permit as regulated.

(4) Overseas students who study in foreign institutions of higher learning and have a regular internship in units such as domestic famous enterprises and institutions, high-end hotels in Hainan, hospitals, international schools can apply for a port visa for entry or renew the visa for personal affairs in China for internship by showing invitation letter of relevant units and studying certificate of foreign universities. According to intergovernmental agreements, overseas students who study in foreign institutions of higher learning and have an internship in China can apply for a work-type residence permit as regulated.

21. Under what conditions can foreign talents apply for permanent residence in China?

A: Foreign talents in the following four circumstances can apply for permanent residence in China according to established procedures.

(1) High-level foreign talents, foreigners with outstanding contributions and urgently needed by the country, upon recommendation of relevant state authorities, authorities of key

development regions, or Hainan talent authorities, can apply for permanent residence in China. The foreign spouse and minor children of the above personnel may apply along.

(2) Overseas Chinese who work in China, possess a doctoral degree or have worked for four consecutive years and lived for at least six months every year in key development regions can apply for permanent residence in China. Their foreign spouse and minor children may apply along.

(3) Foreigners who invest in innovation enterprises, have stable investment for three consecutive years with good tax records, upon recommendation of the People's Government of Hainan, can apply for permanent residence in China.

(4) Foreigners who have worked in China for four consecutive years with annual income from wage and salary not lower than six times the average salary of employees in the urban area of the region where the foreigners stay last year and an annual payment of individual income tax not lower than 20% of annual income from wage and salary can apply for permanent residence in China. Among them, for foreigners who live for at least six months within the four consecutive years, their foreign spouses and minor children may apply along.

22. Can foreign talents employ foreign domestic helpers?

A: Foreign talents who start a business in the Hainan Free Trade Port and conform to high-level talents classification standards in our province are provided with guarantee and employment contracts, they are allowed to employ foreign domestic helpers and handle residence permits for personal affairs for such foreign domestic helpers.

23. Can foreign talents have a part-time job?

A: Foreign talents who work in the Hainan Free Trade Port and conform to high-level talents classification standards in our province, with the consent of work units and part-time units, can have a part-time job in Hainan without renewing work permit and residence permit.

24. What are departments responsible for handling matters related to visa and residence permit? Please provide a specific address and hotline.

A: Foreigners who stay(live) in Haikou, Sanya, Danzhou, Yangpu, Qionghai, Wenchang, Chengmai apply to the public security entry-exit authorities of the places where they stay(live); foreigners who stay(live) in other cities and counties apply to Government Service Center of People's Government of Hainan. The specific address and hotline are as follows:

(1) Government Service Center of People's Government of Hainan: Public Security Entry-Exit Window, 2F, No.3, Wuzhishan South Road, Meilan District, Haikou, Tel:

0898-65312031;

(2) Immigration Management Detachment of Public Security Bureau of Haikou: No. 11, No. 12 Windows, Immigration Processing Hall of Public Security Bureau of Haikou, Changbin East No. 3 Street, Xiuying District, Haikou, Hainan, Tel:0898-68590746;

(3) Immigration Management Detachment Visa Team of Public Security Bureau of Sanya: Processing Hall for Foreigners of Immigration Management Detachment, No. 162, Fenghuang Road, Sanya, Tel: 0898-88869902;

(4) Immigration Management Detachment of Public Security Bureau of Danzhou: No.12 Window, Immigration Processing Hall, No. 116, Fubo East Road, Nada Town, Danzhou, Tel:0898-23800038;

(5) Immigration Office of Public Security Bureau of Yangpu Economic Development Zone: 1F, Government Service Center, No. 8, Yantian Road, Yangpu Economic Development Zone, Tel: 0898-28810986;

(6) Immigration Management Brigade of Public Security Bureau of Qionghai: No. 4 Window, 1F, Public Security Administrative Service Center of Qionghai, No. 52, Fuhai Road, Qionghai, Tel:0898-62896315;

(7) Immigration Management Brigade of Public Security Bureau of Wenchang: No. 8 Window, Immigration Reception

Hall, North City Office Complex, No. 123, Wendong Road, Wencheng Town, Wenchang, Hainan, Tel:0898-63330403;

(8) Immigration Management Brigade of Public Security Bureau of Chengmai County: No. 4 Window, Processing Hall, 2F, Public Security Bureau of Chengmai County, No. 9, JinmaSiheng East Road, Jinjiang Town, Chengmai County, Hainan, Tel: 0898-67070029;

(9) Comprehensive Business Consultation and Policy Interpretation Department: Immigration Administration of Public Security Bureau of Hainan, Tel: 0898-68580612.

IV. Social insurance and medical guarantee

25. Can foreign talents participate in social insurance of our province?

A: Yes. According to provisions of the *Social Insurance Law of the People's Republic of China*, foreigners who work in China participate in social insurance. The specific measures for foreign talents who innovate and start a business in the Hainan Free Trade Port to participate in social insurance shall be subject to provisions of *Interim Measures for Foreigners who Work in China to Participate in Social Insurance* (Ministry of Human Resources and Social Security Order No. 16), *Notice on Managing Issues about the Participation in Social Insurance of Foreigners who Work in China* (Issued by Human Resources and Social Security Office (2011) No.113).

26. How do foreign talents participate in social insurance?

A: Employees handle social security registration procedures at the local social security administration department by holding valid passports of the insured, work permits in China, *Resident Foreign Journalist Certificate* and other employment certificates (personnel who have obtained permanent residence qualification in China shall provide the *Permanent Residence Certificate for Foreigners* as well as labor contracts or dispatching contracts and other certificates. According to the *Coding Rules of Social Insurance Number for Foreigners*, the social security administration department establishes social security numbers and social security cards upon approval.

27. How can we confirm the payment base for foreign talents to participate in social insurance?

A: The payment base for foreign talents to participate in social insurance is declared according to the actual gross payroll. The social security administration department verifies the payment base according to regulations. If the monthly gross payroll of the foreign talent exceeds 300% of the average monthly salary of employees in the previous year in the whole province, the basic medical insurance fee is not paid by individuals for the extra part.

28. Where foreign talents have reached or exceeded the prescribed retirement age of our country when they work in China, do they still need to participate in social insurance?

A: Where foreign talents who have reached or exceeded our country's prescribed retirement age when they work in China, they will no longer handle procedures for participating in social insurance.

29. What happens if foreign talents fail to pay old-age insurance fees for 15 years before retirement?

A: Where the insured foreigners who have obtained permanent residence right in China and fail to pay old-age insurance fees for 15 years before retirement, the payment period can be extended according to provisions of *Several Regulations on Implementing Social Insurance Law of the People's Republic of China* (hereinafter referred to as *Several Regulations*), and they can enjoy social insurance treatment after reaching the prescribed years. Foreigners who fail to obtain permanent residence right in China can collect a lump-sum pension of individual accounts.

30. How do foreign talents collect a lump-sum pension of individual accounts?

A: Foreign talents who participate in basic old-age insurance of employees, after reaching legal retirement age,

can apply for terminating basic old-age insurance relation of employees in writing when the accumulated payment period falls short of 15 years. After the social security administration department receives applications, it shall notify the consequences for the termination of basic old-age insurance relations of employees in writing. Upon written confirmation of employees, it terminates basic old-age insurance relations of employees and pays personal account deposit amount to the owners at one time.

31. Do foreigners need to change information at social security administration department for changes in passport number?

A: Yes. For changes in passport number, foreigners should apply for information changes at the local social security administration department in time.

32. What are medical guarantees enjoyed by foreign talents?

A: Foreign talents can participate in our medical insurance and enjoy the same corresponding medical insurance treatments. Meanwhile, foreign talents who work full time in Hainan and have been certified as Class A, B talents of our province are included in the scope of health care service objects of the provincial health care commission; those who are certified as Class C talents enjoy annual physical checkup and

other services; those who are certified as Class A, B, C, D talents enjoy commercial health group insurance purchased by the government and enjoy corresponding treatments and services according to insurance contracts.

33. Our province mentioned setting up an international clinic in the pilot of “one card pass” of foreign talents services. How is it going? Please provide a specific address and contact (appointment) information of the international clinic.

A: Due to language barriers, inconvenience in getting medical services has been an outstanding problem that bothers foreign talents. To tackle this problem, our province has currently set up international clinics in Hainan General Hospital, Chinese Medicine Hospital of Hainan Province, Haikou People’s Hospital, Sanya TCM Hospital, Boao Super Hospital, and make the green medical channel available to all kinds of international talents including foreign talents. The specific address and contact (appointment) information are as follows:

(1) Hainan General Hospital: Han Ying, Health Care Center Physical Checkup Department

Consultation (appointment)Tel: 0898-68622940/68622935

(2) Hainan TCM Hospital: Huang Xinyi, 5F, No. 1 Building

Consultation (appointment)Tel: 0898-66220132

(3) Haikou People's Hospital: Shen Yiyang, 4F, Outpatient Building

Consultation (appointment)Tel: 0898-66151024

(4) Boao Super Hospital: Liu Yue, Physical Checkup Center

Consultation (appointment)Tel: 96120

(5) Sanya TCM Hospital: Kou Zhixiong, 3F, Sanya International Friendly TCM Nursing Home

Consultation(appointment)Tel: 0898-31529231/31525777

(6) Comprehensive service consultation and policy interpretation department:

International clinic related service consultation: Medical Administration and Hospital Authority of Provincial Health Commission

Consultation (appointment)Tel: 0898-65388330.

Consultation related to social insurance: Old-age Insurance Office of Provincial Human Resources and Social Security Office.

Consultation (appointment) Tel: 0898-65200870.

34. What kind of foreign talents can enjoy our medical green channel services in our province?

A: All kinds of international talents enjoy medical services at an international clinic. To ensure medical treatment of high-level foreign talents, the following foreign talents can

enjoy medical green channel services for talents at an international clinic in our province:

(1) high-level talents who hold *Work Permit for Foreigners in China* of Class A and B and are certified as Class A, B, C in our provinces introduced as full-time personnel or flexibly introduced.

(2) Spouses and immediate families within two generations of Class A, B talents were introduced as full-time personnel.

35. What are the leading service contents of green medical channels for foreign talents?

A: Medical green channel implements one-stop services including diagnosis, inspection (review), dispensing, discharge, settlement of foreign talents as well as health education, precautionary health care guidance for patients.

V. House purchase and house guarantee

36. Can foreign talents purchase houses in Hainan?

A: Yes. According to relevant policies in our province, all kinds of talents introduced to work in Hainan but not yet settled can apply to purchase a house if at least one family member (including oneself, spouse, and minor children) has paid individual income tax or social insurance for 12 months and above in our province without a house in Hainan. Foreign talent can purchase a house in Hainan according to the above

policy regulations.

37. How do foreign talents purchase commodity houses?

A: Foreign talents provide materials such as ID certificate and provide house purchase qualification review application to local housing construction(real estate management)authorities under the assistance of developers of the house; local housing construction(real estate management)authorities review and confirm the house purchase qualification and notify the developer to generate commodity house sales contract as required and enter into an agreement with house purchaser before submitting the contract to local housing construction(real estate management)authorities for commodity house sales contract filing and online announcement.

38. Can foreign talents enjoy rent-free settlement into apartments for talents and house lease (purchase) subsidy policies?

A: Yes. In 2019, our province printed and issued the *Implementation Plan for “One Card Pass” Pilot Work of Foreign Talents Services in Hainan* and clarified that foreign talents that hold *Work Permit for Foreigners to Work in China*(Class A, B)(hereinafter referred to as “Card Holder”), talents certified as Class A, B, C talents in our province(namely, original master-level talents, outstanding talents, and leading

talents) enjoy rent-free settlement into apartments for talents according to corresponding standards and will be given property rights by stages when their full-time seniority reaches a certain degree. According to corresponding standards, other types of “Card Holders” enjoy house lease subsidies and house purchase subsidies.

39. How can foreign talents apply for rent-free settlement into apartments for talents and house lease(purchase)subsidies? Please provide handling window address and contact information.

A: Currently, talent service “one-stop” platforms at all levels province-wide implement “one-stop acceptance, one-time notification, one-stop services” for the application, review, distribution, and issuance of apartments for talents and house lease and purchase subsidies. The introduced Class A, B, C talents can handle businesses in “one-stop” platforms of talent services at all levels. The above procedures are followed by foreign talents to apply for the settlement into apartments for talents and apply for house lease and purchase subsidies. Relevant handling window address and contact information are as follows:

(1) Provincial-level handling window: “one-stop” platform for talent services of Hainan Talent Service Center. Tel:0898-66752521;

For handling in cities or counties, the applicants can reach the handling window of cities and counties through provincial-level handling windows.

(2) Comprehensive service consultation and policy interpretation departments:

Real Estate Market Supervision Division of Provincial Housing Construction Office, Tel: 0898-65396928

Talents No. 3 Division of Talents Development Bureau of Provincial Party Committee, Tel: 0898-66500169

VI. School enrollment and guarantee of children

40. What policies are enjoyed by children of foreign talents in terms of education guarantees such as admissions?

A: For foreign talents who work full-time in Hainan and are certified as Class A, B talents of Hainan Province, their immediate families' enrollment to our middle schools, primary schools and kindergartens can be solved by "one discussion for one case", according to personal will and demands. For foreign talents who work full-time in Hainan and are certified as Class C, D, E high-level talents of Hainan Province, their children who plan to attend our middle schools, primary schools, and kindergartens are arranged by education departments at the city and county level to attend the local public schools according to the principle of proximity.

Our province is currently stepping up its efforts to push Hainan's education to be more modernized and international in multiple ways. We plan to build a batch of international schools, schools for children of foreign workers and set up an international class in some public middle schools and primary schools. For example, Harrow School has been settled in Haikou and officially started recruitment. Dulwich and Wycombe Abbey International School confirm their schooling intentions in Haikou and Sanya, respectively. Over ten universities, such as Paris-Sorbonne University, Northwestern University, Nanyang Technological University, Singapore will be successively settled in Hainan. Children of other foreigners who work in Hainan can be arranged to attend local schools for children of foreign workers or international classes of public middle schools and primary schools in accordance with the principle of territory or choose to attend private international schools.

41. Which level of education administrative departments should be responsible for the enrollment of children of high-level foreign talents?

A: Where Class A, B talents introduced as full-time personnel apply to solve enrollment of immediate families through “one discussion for one case” method and other high-level talents apply to transfer their children to schools

directly under the provincial education department, the provincial education department is responsible for handling. Where Class C, D, E talents apply for the enrollment of their children to primary and middle schools, they shall apply to local education administrative departments at the city and county level and enjoy guarantee in accordance with local primary and middle school recruitment policy.

42. How do Class A, B talents introduced as full-time personnel handle the enrollment of their immediate families by “one discussion for one case”?

A: Class A, B talents who apply for the enrollment of their immediate families (children, grandchildren, material grandchildren) to schools (kindergartens) can settle by means of “one discussion for one case”. They submit “one discussion for one case” application materials to the “one-stop” service window of the provincial talent service center and the service window handles according to procedures. The applicant can query progress and results through the system.

43. How should high-level foreign talents handle their children’s enrollment to kindergartens?

A: The application for the enrollment of immediate families of Class A, B talents to kindergartens is settled in the manner of “one discussion for one case”. Where children of Class C, D, and E high-level talents need to attend

kindergartens, it's executed according to pre-school education policies of the cities and counties where they live. Generally, those who choose public kindergartens must register for the kindergarten or obtain a qualification through a registration lottery. Those who choose private kindergartens contact and handle on their own.

44. How should high-level foreign talents handle their children's enrollment to primary and middle schools?

A: Where the immediate families of Class A and B talents apply to study in our province's compulsory education schools, it's solved according to "one discussion for one case". Where Class C, D, and E talents apply for their children's enrollment to the first grade of primary schools and middle schools, the education administrative department of each city and county shall coordinate them to study in a public school relatively nearby to their place of residence by school enrollment methods of the local compulsory education stage according to the local primary and secondary school enrollment plan and the principle of "examination-free admission to the nearest school". Where Class C, D, and E high-level talents apply for the transfer of their children to the non-starting grades of primary and middle schools in our province, they should apply to the education administration department that handles enrollment of children of talents of the city or county where they live. The

city and county's education administrative department will coordinate them to study in a public school relatively nearby to their place of residence.

45. How should high-level foreign talents handle their children's enrollment to ordinary high schools?

A: Where the immediate families of Class A and B talents apply to attend ordinary high schools in our province, they shall handle through “one discussion for one case”. Children of Class C, D, and E high-level talents who have attended primary and middle schools in our province and attended our high school entrance examination will be admitted to the corresponding ordinary high school according to the high school entrance examination results; those whose children have completed high school study in other provinces and are transferred to our provinces apply to education administration department that handles children's enrollment in accordance with the principle of equivalent level with original ordinary high schools and the education administration departments at provincial, city and county levels coordinate the enrollment.

46. Which departments will provide professional consulting services for the enrolment of children of high-level foreign talents and their participation in the unified examination of our province? Please provide relevant contact information for consultation.

A: You may contact and consult the following units during the relevant service handling process:

(1) Comprehensive service and policy interpretation consulting unit: Basic Education Division of Provincial Department of Education, Tel: 0898-65232270, 0898-65230370;

(2) Contact unit for matters related to acceptance of application: “One-stop” Service Platform of Provincial Talent Service Center, Tel: 0898-66501217;

(3) Contact unit for middle school enrollment issues: Middle School Enrollment Office of Provincial Examination Bureau, Tel: 0898-65983889;

(4) Contact unit for college entrance examination questions: General Recruitment Office of Provincial Examination Bureau, Tel: 0898-65879021.

VII. Spouse employment and guarantee

47. What policies do foreign talents enjoy in terms of employment placement and guarantee for their spouses?

A: Our province includes the trailing spouses of high-level foreign talents into the scope of employment placement and guarantee. The spouses of foreign talents recognized as high-level talents in our province enjoy the corresponding level of treatment. By holding special job fairs and purchasing services, the government helps the spouses of high-level

foreign talents obtain employment. For those who are not properly arranged, the government will arrange suitable jobs according to their educational background, qualifications, and working ability; for those who cannot be employed, the government will grant a certain proportion of living allowance based on the social average wages of the employees in the local area in the previous year.

48. How do spouses of foreign talents participate in the special job fair?

A: If spouses of foreign talents intend to have a job, they can log in and register through the hainanrc.gov.cn or Haizhao.com, or contacthainan.gov.cn or submit an application to the local talent service “one-stop” platform through the employers. The “one-stop” platform will make a unified registration and invite the spouse to attend the special job fair.

49. How to arrange suitable jobs for spouses of foreign talents?

A: Subject to marketization and in accordance with the principle of territory, high-level foreign talents make application. For those introduced by public institutions, their spouses will be arranged by the institution to work for other enterprises. For high-level talents introduced by enterprises, their spouses will be arranged to the enterprise or work for other enterprises. For enterprises that accept and arrange the

spouse of high-level foreign talents, social insurance subsidy will be granted according to 50% of the total amount paid by the company, and the subsidy period is three years.

50. How do companies receiving spouses of foreign talents apply for social insurance subsidies?

A: Enterprises that accept and arrange the spouses of high-level foreign talents apply to the local social security administration department. The subsidies will be granted according to standards upon the administration department's approval and reporting to the local human resources and social security department for record.

51. How do spouses of foreign talents apply for a living allowance?

A: The employer shall provide proof of the incapacity of employment of the spouses of foreign talents and apply to the local talent service “one-stop” platform. After the initial verification of the “one-stop” platform, local human resources development agency issues allowance according to domestic talent spouse's approval and issuance channels and standards.

VIII. Convenience for car purchase and driver's license

52. Can foreign talents buy cars?

A: Yes. They can enjoy the corresponding car purchase preferential policies equivalent with domestic talents engaged in innovation and entrepreneurship in the Hainan Free Trade

Port.

53. What are the preferential policies for talents to buy cars?

A: The *Implementation Measures for High-level Talents of Hainan Province to Apply for Passenger Car Quotas (Trial)*, *Supplementary Notice on Further Improving Talent Policy*, and other documents all clarify the relevant regulations on car purchases of talents. Regardless of nationality, as long as the relevant conditions are met, talents can enjoy the corresponding car purchase policy. The quotas are mainly divided into the following seven types:

(1) Class A, B, C, and D talents can directly obtain other quotas of passenger cars;

(2) Class A and B talents introduced flexibly can directly receive additional quotas of passenger cars upon certification;

(3) Class E talents can obtain the incremental quotas of new energy passenger cars through the way of ranking;

(4) The qualified Class C and D talents who have been introduced flexibly can obtain the incremental quota of new energy passenger cars through the way of ranking;

(5) All kinds of talents who have actually been introduced and worked in Hainan but have not yet settled can apply for the purchase of new energy passenger cars by referring to the car purchase conditions of residents in this province;

(6) Those urgently needed talents who have actually been introduced and worked in Hainan but have not yet settled can purchase cars regarding the same conditions as residents of this province;

(7) All types of high-level talents introduced flexibly, whose employment term is more than three years and service term in Hainan has been more than one year, can enjoy the same treatment as local residents in terms of car purchase upon certification.

54. What materials need to be submitted by foreign talents to apply for car purchase quotas?

A: Foreign talents and talents from Hong Kong, Macao, and Taiwan need to submit the following materials to apply for car purchase quotas:

(1) Relevant certification materials for high-level talents in our province;

(2) Identity certificate (passport);

(3) A motor vehicle driving license issued by the traffic management department of the public security organ or a temporary driving license within the validity period;

(4) Permanent residence or residence permit (which can be handled with missing materials).

55. How do foreign talents apply for car purchase quotas?

A: The application process for foreign talents' car purchase quotas is as follows:

(1) Log in to the Hainan Passenger Car Ownership Regulation Management Information System (<https://www.hnjdctk.gov.cn>) or the Government Service Website of Hainan Provincial People's Government (<https://wssp.hainan.gov.cn>) to register an account;

(2) Applicants bring relevant materials and apply at the control window of the vehicle management office where they live or work;

(3) Applicants for other quotas will be notified of the quota configuration results in 15 working days after applying; for the lottery, quota configuration results will be announced on the 26th of each month.

56. How do foreign talents handle vehicle registration?

A: All vehicle administration offices across the province have opened green windows for vehicle registration services for all types of talents, including foreign talents. Applicants can directly bring relevant materials to handle vehicle registration at the local vehicle administration offices' green windows or appoint the time and location in advance through the contact number announced by the local vehicle administration offices.

57. Can the foreign driver's license held by foreign talents be used in the Hainan Free Trade Port?

A: Yes. For a short period, foreign talents who stay in Hainan can apply for a temporary driving permit with an overseas motor vehicle driver's license. Where temporary immigrants stay in China for a short period, the temporary driving permit is valid for three months; for those who stay for more than three months, the temporary driving permit is valid for the same period as the permitted entry, but the validity period does not exceed one year.

58. Which departments are responsible for specific handling of car purchase quotas, registration, and temporary driving permits? Please provide relevant departments and hotline.

A: The relevant service handling departments and hotline are as follows:

(1) Haikou: Haikou No. 1 Vehicle Administration Office, Tel: 0898-65729663; Haikou No. 2 Vehicle Administration Office, Tel: 0898-68325238;

(2) Other cities and counties: Sanya Vehicle Administration Office, Tel: 0898-88984312; Qionghai Vehicle Administration Office, Tel: 0898-62822957; Ding'an Vehicle Administration Office, Tel: 0898-63829038; Tunchang Vehicle Administration Office, Tel: 0898-67833611; Chengmai Vehicle Administration Office, Tel: 0898-67616816; Lingao Vehicle Administration Office, Tel: 0898-28280331;

Wenchang Vehicle Administration Office, Tel: 0898-63280601; Wanning Vehicle Administration Office, Tel: 0898-62222569; Wuzhishan Vehicle Administration Office, Tel: 0898-86629069; Lingshui Vehicle Administration Office, Tel: 0898-83315868; Qiongzong Vehicle Administration Office, Tel: 0898-86222411; Baisha Vehicle Administration Office, Tel: 0898-27722751; Changjiang Vehicle Administration Office, Tel: 0898-26651796; Dongfang Vehicle Administration Office, Tel: 0898-25529599; Ledong Vehicle Administration Office, Tel: 0898-85531135; Baoting Vehicle Administration Office, Tel: 0898-83603886; Danzhou Vehicle Administration Office, Tel: 0898 -23588787; Yangpu Vehicle Administration Office, Tel: 0898-28810930

(3) Comprehensive Service Consultation and Policy Interpretation Department: Office of the Leading Group for Regulation and Control of the Number of Passenger Cars in Hainan Province, Tel: 0898-68835091, 0898-68835092, 0898-68835099; Vehicle Administration Office, Traffic Police Corps, Public Security Department, Tel: 0898-68835039.

Application for a temporary driving permit can also be handled at the traffic control service station set up at the airport, port, and other entry sites. Follow the signs at the entry sites and go directly to the traffic control service station to apply for a temporary driving permit.

IX . Identification of high-level talents and the Tianya Talent Card

59. What kind of talents are considered high-level talents in Hainan Province? What are the specific criteria?

A: High-level talents refer to Class A, B, C, D, E talents classified according to the standards in terms of market recognition, professional community, and social recognition, in conformity with the *Classification Standards for High-Level Talents of the Hainan Free Trade Port* according to the regulations of the *Measures for the Identification of High-level Talents of the Hainan Free Trade Port*. The *Classification Standards for High-Level Talents of the Hainan Free Trade Port* will be adjusted and released dynamically according to the economic and social development and talent demand situation.

60. Can foreign talents apply for the identification of high-level talents in Hainan?

A: Yes. The identified high-level talents in our province are not subject to restrictions in nationality and household registration. In accordance with the *Measures for the Identification of High-level Talents of the Hainan Free Trade Port*, foreign talents (including foreign talents working in the central government's units in Hainan and headquarter economic enterprises) who work full-time in our province and meet the qualification criteria for high-level talents can apply

to be identified as Hainan high-level talents. The age is generally required to be below 60 years old. For Class A talents, it can be extended to 70 years old. For Class B and C talents, it can be extended to 65 years old. High-level talents urgently needed appropriate extended age restrictions.

61. Which department is responsible for the identification or filing of high-level talents in Hainan Province?

A: The individuals submit an identification application to their employers, provide the relevant certificate, select the identification category by reference to the *Classification Standards for High-Level Talents of the Hainan Free Trade Port*, and fill in the *Application Form for High-level Talents of the Hainan Free Trade Port*. The employers review all conditions of the applicants and employers with identification authority give identification opinion on qualified Class A, B, C, and D talents and submit the application materials to the Provincial Talent Service Center for filing; employers directly identify qualified Class E talents and submit the list to the Provincial Talent Service Center for filing. Employers without identification authority recommend qualified Class A, B, C, D, and E talents and submit the application materials to the talent service department of the cities, counties, or key parks. The talent service departments of relevant cities, counties, or key

parks shall provide identification opinions on qualified Class A, B, and C talents, and submit the application materials to the Provincial Talent Service Center for filing. The departments can directly identify qualified Class D and E talents and submit the list to the Provincial Talent Service Center for filing.

62. How long is the effective management period for high-level talents in Hainan Province after identification?

A: Five years. Re-identification should be carried out within three months before expiration after five years. Talents who fail to have re-identification will no longer enjoy relevant service guarantee. High-level talents exceeding the specified age and working full-time in Hainan for more than 15 years do not need to be identified again. After annual verification, they continue to enjoy relevant service guarantees according to the last identified talent category.

63. After the identification of high-level talents, can they apply for higher-level talent identification?

A: Yes. After the high-level talent identification, talents who reach identification standards of a higher level can apply for the re-identification of the corresponding talent categories.

64. What materials should be submitted when applying for the identification of high-level talents in Hainan Province?

A: To apply for high-level talents identification in Hainan

Province, applicants can either apply on-site or apply online with the scanned materials required. Materials to be submitted include:

(1) *Declaration Form for High-level Talents Identification in Hainan Province*, business license or institution corporate certificate, ID card of application unit legal person and handler;

(2) ID card of the applicant (original or photocopy with the official seal of the applying unit);

(3) Labor contracts or appointment documents; supporting materials related to the application level and standards;

(4) Social insurance payment record sheet or individual income tax payment list;

(5) A recent 2-inch bareheaded ID photo with white background.

For online declaration, the above materials must be scanned and uploaded in PDF format.

65. How to handle the identification or filing of high-level talents in Hainan Province? Please provide the address and contact information of the handling department.

A: Applicants can apply directly to the Provincial Talent Service Center for identification or filing, and can handle it on-site or online. The specific handling department, address, and contact information are as follows:

Handled by: Hainan Provincial Talent Service Center
(Comprehensive Window for Overseas and Domestic Talents
in Hainan, Lobby, 1F, Provincial Government Service Center)

On-site acceptance address: No. 3, Wuzhishan South
Road, Meilan District, Haikou;

Online acceptance website: Hainan Provincial Government
Service Website <https://wssp.hainan.gov.cn/> (service items
related to talents)

Tel: 0898-66752521, 66501217, 65358704, 65379104

Authorized parks can directly apply to the talent service
“one-stop” platform of the park, and the platform submits
materials to the Hainan Provincial Talent Service Center for
filing.

66. How to approve and issue Hainan high-level talent certificates?

A: High-level talent identification e-certificates will be
launched. The Provincial Talent Service Center issues
corresponding *High-level Talent Certificate of the Hainan Free
Trade Port* and the Tianya Talent Card to qualified Class A, B,
C, and D talents; authorizes talent service departments of key
parks of counties, cities, provinces with identification authority
to issue corresponding *High-level Talent Certificate of the
Hainan Free Trade Port* and the Tianya Talent Card to
qualified Class D and E talents; authorizes employers with

identification authority to issue corresponding *High-level Talent Certificate of the Hainan Free Trade Port* and the Tianya Talent Card to qualified Class E talents.

67. What kind of foreign talents can apply for the Tianya Talent Card?

A: As an important certificate for high-level talents in our province to enjoy the talent policy and service guarantee benefits, the Tianya Talent Card is issued to high-level talents who comply with the Hainan Province's high-level talent classification standards and are identified and filed by the Provincial Talent Service Center. The Tianya Talent Card can be divided into five types of cards: A, B, C, D, and E, and the cardholders correspond to the high-level talents of corresponding categories.

68. What kind of services can foreigners who hold the Tianya Talent Card enjoy?

A: Foreign talents who hold the Card can enjoy convenient services and treatments in terms of entry and exit, residence, housing security, children's schooling, medical care, transportation, customs, employment and entrepreneurship, social insurance, commercial body registration, taxation, finance, scientific research, etc.

69. How to apply for the Tianya Talent Card?

A: The Tianya Talent Card is issued at the same time

when high-level talents are identified instead of being applied for separately.

70. What is the service life of the Tianya Talent Card?

A: The service life of the Tianya Talent Card is the same as the identification period of high-level talents.

71. How much does it cost to apply for the Tianya Talent Card?

A: The Tianya Talent Card is made by Hainan Bank free of charge and charges no applicants fees.

72. How do foreign talents who hold the Tianya Talent Card enjoy entry, exit, stay, and residence services?

A: Foreign talents who hold the Tianya Talent Card can apply for talent visas. Scientists, technological leading talent, international entrepreneurs, specialized talents, and highly skilled talents who conform to “highly-skilled and scarce” market demand can enjoy multiple entry foreign talent visa valid for 5 to 10 years (namely, R-visa) and enjoy a stay period of up to 180 days each time. Their spouses and minor children can also apply for corresponding visas types with the same validity period and multiple entries.

73. How can foreign talents who hold the Tianya Talent Card purchase commodity houses?

A: Foreign talents who hold the Tianya Talent Card submit house purchase qualification review application to the

local housing construction(real estate management)department under the assistance of the developer of the house with ID cards (passports), resident registration booklets, high-level talent identification materials, etc. After reviewing and confirming that they are eligible to purchase, the housing construction (real estate management) department notifies the developer to generate commodity house sales contract as required and enter into an agreement with the house purchaser, and submit the contract to local housing construction (real estate management) department for commodity house sales contract filing and online announcement.

74. How can foreign talents who hold the Tianya Talent Card enjoy customs convenience services?

A: The customs office grants corresponding customs clearance convenience to foreigners who hold the Tianya Talent Card and designates service personnel to coordinate the customs clearance procedures for related personnel and items. Foreigners who hold the Tianya Talent Card can apply for appointed overtime to the customs office in advance for timely inspection and release of items (in case of special circumstances) that enter and exit the country by separate transportation, mailing, or express delivery during holidays or irregular working hours and the customs office will handle the customs clearance procedures for the items within the

appointed time.

75. What kind of financial services do foreign talents who hold the Tianya Talent Card enjoy?

A: Our province's banking institutions provide a one-stop service for foreign exchange capital accounts opening for foreign talents who hold the Tianya Talent Card. The banking institutions help cardholders to register for services and directly open foreign exchange capital accounts to enjoy various financial services in capital markets and various trading venues; as long as they meet the foreign exchange management requirements, the banking institutions can provide full services to facilitate their import and export collection and L/C business; after the cardholder fills in the application, the Bank of China can conveniently open free trade accounts for overseas talents.

76. What supporting subsidy do foreign talents who hold the Tianya Talent Card enjoy?

A: Foreign talents who hold the Tianya Talent Card can enjoy the following supporting subsidies if they meet the national talent programs' high-level innovative talent standards. Subject to “one discussion for one case”, the subsidies for academicians of the Chinese Academy of Sciences and the Chinese Academy of Engineering are reported to the provincial talent work leading group for approval before implementation. Other national-level talent project candidates funded by the

central government enjoy supporting subsidies of at most RMB1 million according to the 1:1 ratio of the funding of selected national-level talent projects; the subsidies of RMB100,000 will be granted in the absence of central financial aid or when the financial aid falls short of RMB100,000.

77. What are the advantages of foreign talents who hold the Tianya Talent Card in scientific research services?

A: Foreign talents who hold the Tianya Talent Card applying for national and provincial science and technology plan projects enjoy priority in recommendation and support under the same conditions and enjoy the Provincial Science and Technology Department's relevant services.

78. How can foreign talents who hold the Tianya Talent Card enjoy cultural and sports services?

A: Our province provides fitness services for high-level foreign talents. Hainan Culture and Sports Park was built at No. 68, Guoxing Avenue, Haikou. We invest in order to support cities and counties to build national fitness centers, national fitness path projects, and other sports infrastructure annually to provide public sports services. Our province declares low fees or free subsidies for large venues to the State General Administration of Sports every year. In 2020, our province has announced that Haikou Wuyuanhe Stadium and Lingshui County Gymnasium will provide low-charge or free services to

high-level foreign talents.

X. Individual income tax

79. What are the specific individual income tax policies for foreign talents in the Hainan Free Trade Port at this stage?

A: The *Overall Plan for the Construction of the Hainan Free Trade Port* clarifies that before 2025, the part exceeding 15% of the actual individual income tax burden will be exempted for high-end talents and talents urgently needed who work in the Hainan Free Trade Port; before 2035, for individuals who have lived in the Hainan Free Trade Port for a total of 183 days in a tax year, their individual income tax for comprehensive income and operating income derived from the Hainan Free Trade Port will be levied at three different progressive tax rates of 3%, 10%, and 15%. According to the *Notice of the Ministry of Finance and the State Administration of Taxation on the Income Tax Policy for High-end Talents in the Hainan Free Trade Port* (CS(2020)No.32), currently, the individual income tax policies of relevant talent before 2025 will be executed to exempt the part exceeding 15% of high-end talents and talents urgently needed who work in the Hainan Free Trade Port.

80. What criteria are set for high-end foreign talents to enjoy the Hainan Free Trade Port's preferential income

tax?

A: 1. Talents who can provide labor contract or employment agreement of over one year and other labor relations certificate materials with enterprises or units registered and substantially operating in the Hainan Free Trade Port;

2. The relevant income comes from the Hainan Free Trade Port;

3. Talents meeting one of the following conditions: firstly, high-level talent identified by the talent management departments at all levels in Hainan Province; secondly, talents who earn more than RMB300,000 in the Hainan Free Trade Port in a tax year.

81. What are the supporting materials proving that foreigners work in the Hainan Free Trade Port?

A: Overseas high-end talents and talents urgently needed who cannot pay social insurance must provide labor relations certificates such as labor contracts or employment agreements of over one year with enterprises or units registered and substantially operating in the Hainan Free Trade Port with relevant income derived from the Hainan Free trade port.

82. Is identification required for high-end foreign talents and talents urgently needed in the Hainan Free Trade Port to enjoy individual income tax preference?

A: Repeated identification is not required. Relevant

departments will confirm qualified high-end talents and talents urgently needed based on the talent information mastered in identifying high-level talents and individual income tax declarations and will use letters or SMS to notify the talents that they can enjoy tax benefits.

83. In short, what conditions are needed for personnel to enjoy the preferential individual income tax policies of the Hainan Free Trade Port before 2025?

A: Three conditions are required: firstly, working in the Hainan Free Trade Port; secondly, belonging to the list of high-level foreign talents and talents urgently needed; thirdly, actual individual income tax burden exceeds 15%.

84. What specific parts of individual income enjoy the preferential individual income tax policies for talents in the Hainan Free Trade Port?

A: The parts specifically include comprehensive income and operating income derived from the Hainan Free Trade Port, and foreign talent subsidy income identified by the talent management departments at all levels in Hainan Province.

85. What are specific parts of comprehensive income?

A: The comprehensive income specifically includes four incomes from wages and salaries, labor remuneration, author's remuneration, and royalties in the Hainan Free Trade Port.

86. What are specific parts of operating income?

A: The operating income specifically includes income from production and operating activities of individuals, individual businesses, and individual sole proprietorship partnerships in the Hainan Free Trade Port.

87. Before 2025, foreign talents' comprehensive income enjoys partial exemption of the part of the actual tax burden that exceeds 15%. What is the approximate annual income? What is the taxable income?

A: The taxable income is about RMB319,000. As the amount is deducted with annual expenses, five insurances, one housing fund, and special expenses, the previous year's income before the deduction is about RMB425,000.

88. Before 2025, foreign talents' operating income enjoys partial exemption of the part of the actual tax burden that exceeds 15%. What is the approximate annual income? What is the taxable income?

A: The taxable income is about RMB210,000. As the operating entity nature, industrial fields are different, the calculation standards for deductions such as costs, expenses, and losses are also different, so income must be analyzed in light of actual situations.

89. Do foreign talents with higher incomes enjoy higher tax preferences? Could you give an example?

A: Yes. For example, if the pre-tax annual comprehensive

income of a senior executive is RMB1 million, the tax payable before he/she works in the Port is about RMB194,000, and the tax payable after he/she works in the Port is about RMB120,000, representing a decrease of RMB74,000; if the pre-tax annual comprehensive income is RMB2 million, the tax payable before he/she works in the Port is about RMB628,000, and the tax payable after he/she works in the Port is about RMB270,000, representing a decrease of RMB358,000. Talents with higher income enjoy stronger preferences.

90. What are the procedures for high-end foreign talents and talents urgently needed in the Hainan Free Trade Port to enjoy individual income tax preferences?

A: Tax authorities compare information such as names and certificate numbers in the natural person tax management system according to the list of high-end foreign talents and talents urgently needed to be provided by the foreign talent management department. Eligible foreign residents will enjoy preference during the settlement period in the following period, and eligible foreign non-residents will enjoy tax refunds when applying for a tax refund.

91. Do talents enjoy “return after collection” for the individual income tax preference in the Hainan Free Trade Port? What should foreign talents do?

A: Yes, foreign resident individuals will first prepay

according to the current tax rate and then enjoy preferences during the final settlement. Foreign non-resident individuals will have withholding declaration according to the current tax rate and have a tax refund upon application. In principle, foreign talents are not required to do anything in the early stage. In the following year, in case of changes in special extras and other related deductions (such as children's education, housing rent) of foreign resident individuals, they need to log in to the individual income tax APP to change personal related matters.

92. Will foreign talents be taxed twice after returning home?

A: It's an international practice to offer a foreign income tax credit, and China set special provisions to avoid double taxation in the tax treaties (arrangements) signed with foreign countries. For example, according to the provisions on avoiding double taxation and preventing tax evasion on incomes between China and Singapore, the tax paid by Singapore residents for incomes obtained from China can be deducted from the tax payable for their incomes obtained from Singapore. The specific calculation of the credit is implemented in accordance with the tax laws of each country (region). Still, the tax credit generally does not exceed the taxable amount for the resident's overseas income calculated in accordance with the domestic tax law.

93. When will this policy be implemented? Can individual income tax preference be enjoyed this year?

A: This policy will be executed starting January 1, 2020. Eligible high-end foreign talents and talents urgently needed to enjoy preference over individual income tax paid this year.

94. Before 2035, personnel from the Hainan Free Trade Port enjoy a 15% preferential tax rate. What is the approximate annual income? What is the taxable income?

A: Upon a simple calculation according to the existing tax system and calculation base, foreigners with a comprehensive annual income of about RMB250,000 and taxable income of RMB144,000 or more can enjoy a 15% tax rate.

95. Will ordinary foreign individuals enjoy a 15% preferential tax rate in the Hainan Free Trade Port before 2035?

A: Yes, personnel who can enjoy the preference before 2035 are no longer limited to talents. Any eligible foreign individual pays individual income tax at the highest rate of 15%.

96. Can we look for help when encountering problems that the above policy Q&A cannot solve?

A: Yes. Oriented towards solving practical problems, we strive to build a talent development environment suitable for living and working with strong convenience and a high degree

of comfort, and we will provide one-to-one help for talents.

97. Please provide the address and contact information of the department where we can look for help.

A: Government Service Center of Provincial Government
(Provincial Talent Service Center) International Talent Service
Office

Address: No. 3, Wuzhishan South Road, Meilan District,
Haikou;

Tel: 0898-66752521, 66501217, 65358704,
65379104.