



Simplifying Employment  
Tasks Worldwide

## Statutory Change Alert

Russia revises insurance premium, minimum wage, payroll reports, tax withheld period, notification, and payment due dates.



**RUSSIA**



12 Jan 2024

© 2023 Mercans LLC



MERCANS

# We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



## **Global Payroll Solutions – Boost your HR brand and employee satisfaction**

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



## **PEO/GEO Services – Easily hire, deploy and manage your workforce abroad**

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



## **Global Talent Acquisition – Quickly fill vacancies with only the best candidates**

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesaar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



## **BPO Services – Reclaim the focus on your core activities to expand your business**

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



## **HR Management SaaS – Access customizable cloud-based online platforms**

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesaar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



## **Local Statutory Compliance – Forget the hassle of setting up branches abroad**

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



MERCANS

## Mercans at a Glance

**160+**

Countries

**20**

Years of Success

**1K+**

Payroll and HR Specialists

**22k+**

Clients Worldwide

**97%**

Client Retention Rate

**1.5X**

Annual Revenue Growth

**95k+**

Largest Single Country Payroll

**25M+**

Pay Slips per Annum

**0**

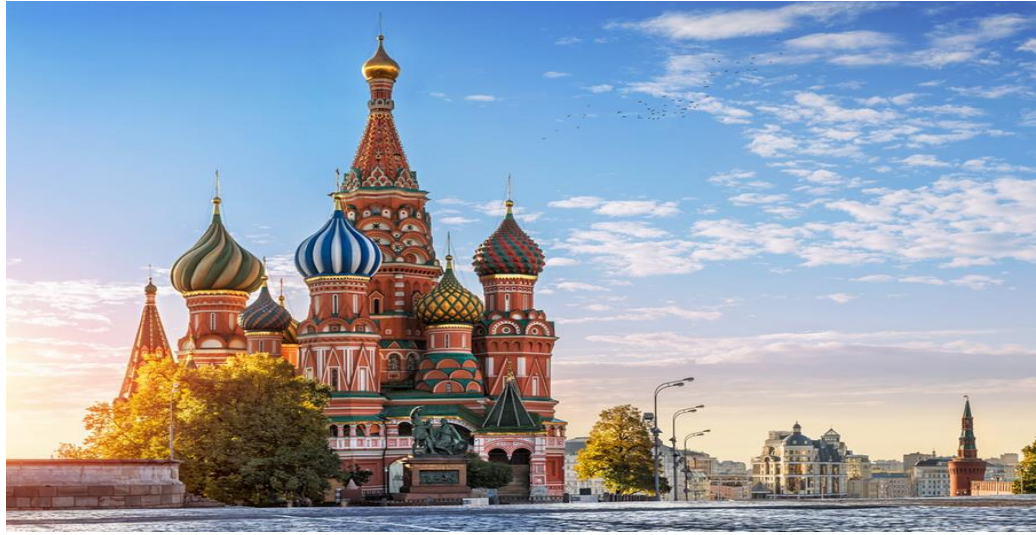
Security Breaches

**Number one** for outsourced payroll services, we are endorsed by international authorities.



**Mercans has the highest industry quality and IT security certificate certificate**





# Russia revises insurance premium, minimum wage, payroll reports, tax withheld period, notification, and payment due dates

## Changes in threshold for insurance premium

The social security premium is calculated at 30% until the income reaches the established threshold. After that the premium is reduced to 15.1%. Effective from January 1, 2024, the threshold is established at RUB 2,225,000 as per Government Decree No. 1883 issued on 10<sup>th</sup> November 2023.

The threshold is applicable for pension insurance, medical care, and social insurance. The contribution for occupation and accident insurance is made on the entire amount of taxable income.

## Changes in minimum wage

Effective 1 January 2024, the minimum wage has been increased to RUB 19,242 per month, as per Federal Law No. 548-FZ of 27 November 2023.

## New retention periods for tax withheld, notifications and payment

Previously, the tax was withheld from the 23<sup>rd</sup> day of the previous month to the 22<sup>nd</sup> day of the current month. Now, the personal income tax will have to be withheld twice a month.

Paragraph 6 of Article 226 of the Tax Code of the Russian Federation has been amended in this regard.

The retention periods and respective deadlines effective from 1 January 2024 are as follows:



MERCANS

Tax withheld period	Deadline of notification	Deadline of payment
1 <sup>st</sup> to 22 <sup>nd</sup> of current month	25 <sup>th</sup> of current month	28 <sup>th</sup> of current month
23 <sup>rd</sup> to 30 <sup>th</sup> or 31 <sup>st</sup> of the current month	3 <sup>rd</sup> of next month	5 <sup>th</sup> of next month

For retention period “23<sup>rd</sup> December to 31<sup>st</sup> December”, the notification & payment are required to be made by the last working day of the year.

Penalties will be charged for violation of payment deadlines in 2024 since the 2023 moratorium is no longer in effect.

## Changes in payroll reports

- Form RSV  
Starting 1 January 2024, the new DAM form is now the official document for insurance premium submissions, in accordance with amendments from Federal Tax Service Order No. EA-7-11/696@ dated 29 September 2023.
- Form 6-NDFL  
Personal income tax calculated and withheld by the tax agent report for the 1st quarter of 2024 must be submitted in the recommended form as communicated by letter of the Federal Tax Service Order No. BS-4-11/15166@ dated 4 December 2023.
- Form ESF-1  
The Pension and Social Insurance Fund of the Russian Federation, through Order No. 2281 dated 17 November 2023, has sanctioned the introduction of a new Form ESF-1. This form is designed specifically for the maintenance of personalized records and comprehensive information concerning accrued insurance contributions for mandatory social insurance against industrial accidents and occupational diseases.

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change



MERCANS

## They already trust Mercans

accenture



AIRBUS



ATKearney



BLACKROCK

BOMBARDIER

CLARIANT



ERICSSON

Johnson & Johnson

KRATOS

KÄRCHER



ManTech  
International Corporation

NOKIA



3M



MERCANS

# What Makes Mercans your HR and Payroll Partner of Choice?

## We Simplify Employment Tasks Worldwide

### Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

### Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

### A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesaar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

### Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesaar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



Simplifying Employment  
Tasks Worldwide

**+1 877 MERCANS (637 2267) | Toll-Free**

Europe: +44 20 328 777 62

Americas: +1 646 798 5541

Middle East: +971 43 999 260

Asia: +81 50 5539 5354

**[info@mercans.com](mailto:info@mercans.com) | [mercans.com](https://mercans.com)**

© 2023 Mercans LLC