

**Client alert**  
**September 10, 2025**

**Decree of August 21, 2025 relating to the amount of the average annual reference salary for the issuance of the "talent-qualified employee and "talent - European blue card" residence permits**

**Summary:** This Decree modifies the compensation threshold for "talent - qualified employee" and "talent - European blue card" residence permit applications. This decree has been applicable since August 31, 2025 following its publication in the Official Journal.

Article 1 of this new decree specifies that ***"the amount of the average annual gross reference salary to be taken into account for the application of articles R. 421-16 A and R. 421-21 A of the Code on the Entry and Residence of Foreigners and the Right to Asylum amounts to 39,582 Euros"***.

New salary thresholds:

✓ **Talent – Qualified Employee: €39,582 gross per year**

The gross annual salary must be at least equal to the average annual gross reference salary set by the present decree. The salary threshold for an application for a "talent – qualified employee" residence permit has been modified over the last months further to the publication of a decree on June 13, 2025. The new text sets the new average annual gross reference salary at €39,582 gross per year.

✓ **Talent – European Blue Card: €59,373 gross per year**

The gross annual salary must be at least 1.5 times the average annual gross reference salary set by the present decree. The publication of this decree leads to a significant change in terms of salary, as it was previously €53,836.50, so an increase of €5,536.50 gross per year.

Karl Waheed Avocats has contacted the immigration services to clarify the situation of individuals who already hold "Talent Salarié Qualifié" or "European Blue Card" residence permits, and whose salary is now below the new threshold. The aim is to verify that compliance with the new threshold will only be required at the next residence permit renewal application, as certain local immigration services have already confirmed. This matter will be closely monitored by our teams in the coming weeks.

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