



## System Announcement: Revised Work Permit Medical Requirements and Related Procedures in the Maldives

**Effective Date: 4th January 2024**

To enhance compliance with health standards and streamline processes, we are implementing the following amendments and additions to work permit medical requirements, fee payments, and cancellation procedures. It is crucial for all concerned parties to understand and adhere to these updated guidelines:

### 1. Work Permit Medical Submission for New Arrivals:

- **Applicability:** Individuals entering the Maldives under a work permit entry pass.
- **Requirement:** Must submit their work permit medical report within 15 days of their arrival in the Maldives.
- **Effective for:** All new arrivals from 4th January 2024 onwards.

### 2. Work Permit Expiry Extension:

- **Condition:** Extension of work permit validity upon work permit fee payment is now linked to the expiration date of the work permit medical as recorded in the Xpat system.
- **Note:** Ensure that the medical report is valid at the time of applying for a work permit fee request.
- **Update for Arrivals before 4th January 2024:** Individuals who arrived before this date can extend their work permit by paying the work permit fee up to the last fee cycle that covers 4th July 2024 without a valid work permit medical. Extensions and payments beyond this will require a valid work permit medical.
- **Requirement for Post-4th January Arrivals:** Work permit entry pass holders arriving on or after 4th January 2024 will require a valid work permit medical to extend and pay the work permit fee.

### 3. Expired Work Permit Holders Abroad:

- **Temporary Approval Process:**
  - Obtain a medical report from a foreign service provider, including all tests mandated by the Maldives' Ministry of Health.
  - Submit this report via the Xpat system for a temporary 15-day approval.
- **Full Approval Requirement:**
  - Upon return to the Maldives, a new medical from within the country is required within 15 days of arrival for a full one-year work permit medical validity.

### 4. Updating Work Permit Medicals:

- **Who:** Holders with a work permit validity expiring after 4th July 2024.
- **Requirement:** Update their work permit medicals before 4th July 2024.



5. **Cancellation with Expired Work Permit:**

- **Penalty:** Cancellation of work permit of individuals with an expired work permit and without a valid work permit medical report after 4th July 2024, will incur a fine.
- **Fine Calculation:** MVR 2,000 for each year medical report is invalid, calculated per work permit fee cycle year.

6. **30-Day Temporary Approval Discontinued:**

- The provision for a 30-day temporary approval for work permit holders is no longer available.

7. **Work Permit Medical Validity Period Adjustment:**

- **Revised Policy:** The period for work permit medical validity, necessitating renewal, is now set to 1 year, counted from the date of issuance marked by the doctor's final approval date.

8. **Non-Compliance Consequences:**

- Non-compliance with these requirements will result in actions as per the "Regulation on Expatriate Employment [R-111/2023]".

Please ensure compliance with these revised regulations to avoid penalties and ensure a smooth employment process in the Maldives.