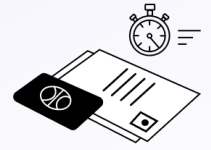


Summer travel compliance checklist



Before an employee on a German residence permit travels abroad this summer — on a **holiday** or to **work remotely** — here is what HR should verify so they can leave, stay compliant, and get back into Germany.

Two kinds of trip — both need valid documents; only one adds a work layer

A Holiday travel

just a trip

- ✓ **Passport** valid 6+ months beyond return
- ✓ **Residence permit** valid through the trip & reentry
- ✓ Within the permit's **time-abroad limit** (see below)
- ✓ **Travel insurance** for the full stay

B Remote work abroad

everything +

- ✓ Everything under Holiday, **plus:**
- ✓ **Right to work** from the destination country
- ✓ **Tax**, permanent establishment & local employment law
- ✓ **A1 certificate** · **GDPR/IT** · written remote-work agreement

How long may they stay abroad?

By permit — verify each case (§51 AufenthG)

Standard residence permit	~6 months	EU Blue Card (§18g) & family	~12 months
Skilled Worker permit (§18a/§18b)	~6 months	Permanent residence – EU	~12 months
Settlement permit (Niederlassung)	~6 months*	Schengen — inside other states	90 / 180 days

Travelling while between permits

- ! A **Fiktionsbescheinigung** (issued while a permit is renewed) keeps them legal in Germany — but is **not** automatically a travel document.
- To travel, request one that **explicitly permits re-entry** — check its expiry, and apply **early** (offices differ; some post it).

ALWAYS CARRY THE ORIGINALS

- ✓ Passport
- ✓ Residence permit (eAT)
- ✓ **Zusatzblatt** — the sheet with the permit's conditions

This summer — good to know

Travel advisories

Check the Auswärtiges Amt advisories and share relevant warnings with employees — a simple duty of care.

Longer airport waits

The EU's new entry/exit system (April 2026) is causing queues at Schengen hubs — build in buffer time.

Insurance

Company cover can be limited abroad — confirm it covers international travel and emergency care.

Never miss an expiry date

relokate **Compliance Watch** monitors every residence permit and passport and alerts you before every deadline — so no summer trip becomes a re-entry problem.

[See Compliance Watch →](#)