

HIRING FOREIGNERS AND SOCIAL SECURITY REGISTRATION. DOMINICAN REPUBLIC

743

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We are considering hiring a Colombian employee who currently has an expired RT-3 temporary residence permit, although its renewal has been pending since May 2025. What would be the consequences of hiring this employee in the situation described? What documents should we require from foreign employees to protect the company in the event of any legal issues?

A company can employ a foreigner and register them with the Dominican Republic Social Security Treasury (TSS) if that person has any of the following documents:

1. Temporary Residence or RT-3 issued by the General Directorate of Migration
2. Identity card issued by the Central Electoral Board
3. Foreign passport with a valid work visa.
4. A definitive document issued by the Ministry of the Interior and Police under the National Plan for the Regularization of Foreigners.

The last document is the one most used by Haitian nationals.

On the other hand, when a foreign employee has an expired work permit or one that is in the process of being renewed, they can and must be registered with the TSS using the same permit number they had previously, which corresponds to their unique identification number, which does not change.

The RT-3 or Temporary Residence has 11 digits and can be used in all employment records, even if it has expired, since when it is renewed, the numbering remains the same.

If the foreigner has an NM1 visa (which is different from a tourist visa and means that they have already been offered a job), they can start working immediately while their residence card is being processed. There are two ways to formalize their hiring, which are explained in this link: <https://carloshernandezcontreras.com/wp-content/uploads/2024/05/684-Extranjero-con-oferta-de-empleo-visa-NM1-y-carnet-de-residencia-en-tramites.-Como-hacer-para-que-labore-inmediatamente-21-may.2024-1.pdf>