

Working in the Netherlands

Adjusting to a new country, a new job and a new environment means you have to take care of a lot of things simultaneously. Middle Point has extensive experience in providing support and information during the relocation process of its employees. Thanks to this experience Middle Point is able to handle the adjustment process efficiently and effectively, allowing you to focus on your new job and life.

In this document you will find useful information about working in the Netherlands.

1. Necessary to bring

- Valid passport or EU identification card;
- Valid driver's license;
- Extract from the municipal population register including 'apostille' (place where you are registered);
- Certificate of birth including 'apostille' if required from your country;
- Knowledge Migrants are informed through an email, in which we outline the IND (Immigration and Naturalisation Service) process and specify the required documents for the procedure.

An 'apostille' is a form of authentication issued to documents by your local government. Make sure to bring good quality copies in print and digital form.

Our advice is to ensure that you have access to sufficient financial resources, as your first salary payment is unlikely to cover a full month's work. Please contact your Middle Point consultant for an estimate of the costs for necessities such as accommodation, food, drinks etc.

2. Bank account (bankrekening)

At most banks, you can open a bank account online or schedule an online appointment. Information about this can be found on the website of the respective bank. Make sure you have the following documents available digitally:

- Signed employment contract;
- Social security number (BSN);
- Valid passport or EU identification card.

3. Telephone (telefoon)

To start with, we recommend getting a prepaid phone card so that you can be reachable on a Dutch number. These cards are available at the checkout of every supermarket. Once you are settled, you may consider taking out a mobile subscription. More information on this subject can be found in our "living in the Netherlands".

4. Salary (salaris)

In the Netherlands we always speak about gross salary, so before any tax is deducted. In order to calculate your net salary you can use the following online tool at

<https://www.vismaraet.nl/bruto-netto-salaris-berekenen>

Hit on the button 'bereken mijn salaris'. Enter your gross salary in the 1st box 'Salaris' and fill in the other fields name etc. hit the button 'bereken'. The outcome is the approximate net salary. When you are eligible for the 30% ruling the outcome will be different. Your Middle Point consultant can tell you more about this.

5. Partner and/or family

Of course, you would like your loved ones to join as soon as possible, but experience has taught us that it's best to start off on your own. We advise to settle down for at least two months before you bring your family over. You will need this period to get to arrange certain things such as suitable accommodation before you bring your family over.

6. Taxes (belastingen)

Everybody pays taxes, but in most cases you are entitled to a tax refund at the end of the tax year. The amount depends on your individual situation. If you submit the application forms before the 1st of May, you should get the refund around June/July.

For more info and tax declaration please check:

<http://www.belastingdienst.nl/wps/wcm/connect/bldcontenten/belastingdienst/individuals> or call +31(0)5 5538 5385 from abroad and 0800-0543 when you are in the Netherlands.

30% reimbursement ruling (the 30% ruling): The 30% ruling is a special tax advantage for foreign employees working in the Netherlands. If a number of conditions are met, the employer is allowed to grant a tax-free allowance amounting to 30% times 100/70 of the gross salary subject to Dutch payroll tax.

If you have any questions or concerns, please feel free to reach out to us at +31(0)2 0717 3626 or admin@middlepoint.nl. Our Service Centre is dedicated to providing assistance wherever it's needed, and we're always happy to help.