

ITECS European Solutions

Working in The Netherlands

With our Operations Centre in Rotterdam, we are in the perfect place to manage your payroll. ITECS has been at the forefront of tax-efficient payroll solutions for over ten years, supplying solutions and managed services for 1000's of contractors from all over the world.

Our experience in the Dutch market enables us to maximise your fiscal arrangements. We utilise double tax treaties to minimise taxation; maximise your earning potential through tax deductible allowances; and take advantage of social security regulations to ensure that you are paying social security in the right place.

We are aware that each of you have different fiscal and relocation challenges when taking positions abroad. Therefore, we will discuss your personal circumstances with you and find the solution that fits you best.

ITECS appoints a dedicated Customer Care Executive to each contractor to facilitate your integration into our management system.

A message to all our partners from Leanne Kennard, one of our Customer Care Executives.

Personal meet and greet

I arrange meetings to visit all new contractors, normally at their place of work, to go through documents with them in person and to go over the Dutch system in detail with them, so that everything is transparent and accessible. This also gives them a point of reference at ITECS, so they know who to go to with their queries. Why is this good for recruitment consultants? If we are dealing with your contractor's queries, it leaves you free to do what you do best- find new and exciting opportunities for the contractors on your books.

30% ruling application

We will apply for the 30% tax ruling on the contractor's behalf, and it is applied to their salary as soon as the application is sent. We don't wait the 2 to 4 months it usually takes the Dutch tax office to approve. This means that the contractors are seeing more of their money straight away, which makes everyone happy and avoids reworking and refunds further down the line, which can cause confusion.

Help with obtaining a sofi (BSN) number

We will call the Tax office to arrange a SoFi number appointment at a time that suits the contractor, in the city of their choice. Navigating an automated answering machine system in Dutch is a headache neither you nor your contractor needs, so we will take care of that for you.

Help with arranging a Dutch bank account

We have a contact at the ABN Amro expat help desk who will contact our contractors on request to help them set up their bank account in the Netherlands. We will provide them with an employer's declaration, negating the need for the contractor to have to supply extra

forms and proof of address, to make the process smoother and simpler. Having a Dutch bank account makes day to day financial life in the Netherlands easy.

Dutch tax return service

Our qualified accountants will file a Dutch tax return on behalf of the contractor, for any period worked in the Netherlands with ITECS. This doesn't cost the contractor (or you!) a penny extra. As the Tax Office insist on speaking Dutch when dealing with tax returns and queries; having an accountant to deal with this on their behalf saves contractors worry and hassle.

A clear, compliant solution

We provide each contractor with payslips the day they are paid, so they can see exactly what is happening with their money. Our system is recognised by the Belastingdienst and 100% compliant with Dutch law.

Dedicated Customer Care contact

We are here to help your contractors. Any questions or queries can come to us, be it regarding contracts, pay, taxation, tax returns, finding accommodation, general integration information and anything else they care to think of. We urge them to come to us with their questions.

Spotlight on 30% rulings



The 30%-ruling

The 30%-ruling is a tax facility provided in the Wage Tax Act, for individuals whom have been assigned to the Netherlands or are recruited from abroad to work in the Netherlands and meet certain conditions, called “extraterritorial employees”. If the facility is granted the employer may pay to the employee a tax-free allowance of up to 30% of the employee’s gross salary. The 30%-tax free allowance is intended to cover the extraterritorial expenses incurred due to the fact that the individual works outside their home country. The ruling may also have consequences for their income tax position; on the basis of the 30%-ruling residents have the option to be treated either as a resident tax-payer or a partial non-resident tax-payer

Individuals who satisfy (all) requirements for the 30%-ruling but choose not to take it can receive a tax free allowance for extraterritorial expenses instead but they have to submit receipts for proof.

The conditions of the 30%-ruling

The 30%-ruling is available to employees only. Whether an employee satisfies the conditions of the 30%-ruling depends on the circumstances at the start of their employment in the Netherlands. The employee does not need to be resident in the Netherlands.

Coming from abroad

The employee should be assigned to the Netherlands or recruited from abroad. Netherlands nationals returning to the Netherlands may also qualify.

Specific expertise/scarcity

The employee must have specific expertise, which is scarcely available on the Netherlands labour market. The employer has to demonstrate that a person within the required level of education, work experience, expertise, etc. could only be found abroad.

If a work permit is required and the permit granted, the specific expertise still has to be demonstrated for the 30%-ruling.

The application for the 30%-ruling must be made within four months from the start of the employee's employment as an extraterritorial employee.

Maximum period ten years

The ruling applies for a maximum period of ten years; as long as the employee's specific skills are still scarce. The facility is always available for a period of at least five years. After five years from the start of the 30%-ruling, the employer should demonstrate to the satisfaction of the tax authorities that an extended stay in the Netherlands is required because of the continual lack of that specific expertise on the Netherlands labour market. In that case, the ruling will be available for ten years.

Reduction of period of ten years

All earlier periods of staying or working in the Netherlands will be deducted from the maximum period of ten years unless there is a period of at least ten years between the date of leaving the Netherlands and the date of return. Periods of previous stay or work in the Netherlands of more than fifteen years ago prior to the return to the Netherlands, will not be taken into account. If the employee visited the Netherlands in the preceding ten years for business or private purposes, special rules apply.

If the conditions of the ruling are satisfied at a later date, or in the case of late lodging of the request, the time spent in the Netherlands will also be deducted from the maximum period of ten years.

