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# Congratulations

You will be working in the Netherlands soon! This brochure will give you more information about what to expect. Perhaps you've been working in The Netherlands for some time already but read the following information carefully as there are changes in the law regularly.

When you apply for a work permit in The Netherlands as a highly skilled migrant, the Dutch Immigration Authority (IND) requires you to be on the payroll of a recognised partner. Qlick is one of the IND's recognised partners.

With Qlick you are covered as long as you keep meeting the minimum monthly gross wage. The minimum monthly wages for 2021 are as follows:

- Aged 30 and older, € 4.751,- gross a month
- Aged 29 and younger € 3.484 gross a month



These minimum wages have to be met every single month to keep your status in The Netherlands. Failing to meet the minimum wage could lead straight away to the loss of your work permit. Not to worry though, at Qlick we have found a way to make sure this never happens!

## Two types of labour contracts

Qlick works with two types of contracts for highly skilled migrants. The client, as well as the type of project, determines which option applies to you.

1. A contract based on a fixed monthly wage
2. A contract based on an hourly rate

In case of a more permanent project, the client can choose for a fixed monthly wage. This means you'll be earning the same salary every month, usually based on a 40-hour working week.

In case of a more freelance-type project, the client can choose for a contract based on an hourly rate.

You'll keep track of your worked hours on our online portal and after approval from the client, we'll pay your salary. Your salary will differ every month as it depends on the hours you've worked that calendar month.

## Pro forma

In both cases you will receive a pro forma calculation of your gross and net salary, before you sign your contract with Qlick.

The pro forma based on a fixed monthly wage will be identical to your future payslips. In case of a contract based on an hourly rate, the pro forma will be based on 160 worked hours a month. This pro forma calculation should therefore be read as in indication of what your salary will be.

## 15% reservation

Earlier on we stated that we have found a way, to assure that your salary won't drop below the minimum gross salary imposed by the IND.

The basic idea is to create a reservation of 15% of your gross monthly salary. This 15% will be deducted from your salary and put into a personal savings account. In case your monthly gross salary will fall below the set minimum (you've been on holiday and haven't been able to work enough hours for instance) we will draw on your personal savings to supplement your salary in order to meet the minimum.

If you work with us based on a fixed monthly wage, you will build up holiday hours every month. When you go on holiday for say three weeks and you only have two weeks' worth of holiday hours, you will have one week of unpaid leave. This could mean that your salary will not add up to the minimum set by IND. In that case we will draw on your savings and pay your fixed salary.

## Hourly Wage

This is an example of how the 15% reservation reflects in your pro forma:

Salary on hourly wage	%	€
Gross monthly wage (based on 160 hours)		5.600,00
30% Tax ruling deduction	30	-1.641,03
15% reservation	15	-840,00
Holiday allowance	8,33	466,48
Bank holiday, short term leave, Waiting day compensation	4,35	243,60
Salary for Wage Tax		3.829,05
Wage Tax		-1.088,25
30% Tax ruling addition	30	1.641,03
<b>Net salary</b>		<b>4.381,83</b>

*\*Net salary is only an indication of what the actual salary will be.*

- Hourly wage of gross € 35,- per hour  
(monthly salary fluctuates based on the number of hours worked)
- 25 days leave per year
- Reserve fund after month 1: € 840,-
- StiPP Pension Scheme after 26 weeks

After having worked 160 hours in the first two months of contract, Employee X is unable (for whatever reason) to work for 6 days (48 hours) in his third month. With 112 hours worked (160-48) his gross salary will be € 3.920, which is not enough to meet the minimum salary set by the IND. The accumulated vacation hours of the first few months are not sufficient to cover his missed days and without the personal savings account his status would be at risk.

In this case we will draw on his personal savings account, in which he has saved € 1.680,- (840\*2 months). This € 1.680,- is the equivalent of 48 hours (1.680/35 per hour) which is sufficient to cover the missed hours and meet the minimum salary.

Employee X will keep his status as highly skilled migrant.

*\*2020, the accurate rates for 2021 will be presented in December and then changed in this document.*

## Fixed Salary

Salary € 5.600,- per month	%	€
Gross monthly wage		5.600,00
30% Tax ruling deduction	30	-1.641,03
15% reservation	15	-840,00
Holiday allowance	8,33	466,48
Bank holiday, short term leave, Waiting day compensation	4,35	243,60
Salary for Wage Tax		3.829,05
Wage Tax		-1.088,25
30% Tax ruling addition	30	1.641,03
<b>Net salary</b>		<b>4.381,83</b>

*\*Net salary is only an indication of what the actual salary will be.*

- Fixed salary based on a fulltime assignment (40 hours per week)
- 25 days leave per year
- Reserve fund after month 1: € 840,-
- StiPP Pension Scheme after 26 weeks

For employee Y, who works based on a fixed salary, we also use a personal savings account to assure the minimum salary of the IND is always met. If Employee Y wants to take 7 days off in her second month of contract, her accumulated vacation hours won't be sufficient. She has 16.67 hours of leave from her first month based on 25 leave days per year. She'll need 56 hours to take the 7 days off, so she's 39.33 hours short. Those hours would count as unpaid leave and she would end up with a gross salary that is lower than the minimum set by the IND.

Her vacation hours and a part of the € 840,- in her savings account, will be added to her gross salary to meet the minimum salary of € 4.612. Employee Y will keep her status as highly skilled migrant.

The personal savings account offers security for a rainy day. If at some point, the employee's savings account has a sufficient balance, we will no longer add to it. At the end of the employment contract, the balance in employee's savings account, will be settled and added to the last pay slip.

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