



Managed Payroll Services Netherlands

Full-service payroll for international
companies operating in the Netherlands

As an international organisation entering the Dutch market, you'll encounter a payroll landscape defined by detail, compliance, and precision.

Payrollminds delivers a full-service managed payroll solution, removing local operational burdens while ensuring that every legal, tax, and reporting requirement is met.

Understanding Dutch payroll: detail matters

Running payroll in the Netherlands involves strict legislative adherence and sector-specific requirements. Here's a look at what employers need to navigate:

Employer Registration & Obligations

- Register with the Dutch Chamber of Commerce (KVK) and Tax Authorities (Belastingdienst).
- Payroll-specific identifiers: RSIN, VAT, LEI, and BSN (employee number).

Payslip & Record keeping Requirements

- Payslips must include gross/net breakdowns, tax deductions, hours worked, and holiday allowance.
- Payroll records must be retained for seven years under Dutch law.

Sectoral Collective Labour Agreements (CAOs)

- Govern minimum wages, working hours, benefits, and notice periods.
- Can require retroactive adjustments with backdated liabilities.
- May include mandatory contributions to sectoral funds (e.g., training, disability coverage).

Employment Contract Rules & Risks

- Maximum of three fixed-term contracts within three years; converts to permanent automatically thereafter.
- Transition payments apply from day one, including during probation.
- Higher unemployment premiums apply to temporary contracts.





Full-service payroll operations with Payrollminds

We manage every technical and regulatory element of Dutch payroll, ensuring accuracy and accountability at every stage.



Payroll Processing & Reporting

- Gross-to-net calculations tailored to CAO requirements.
- Monthly tax filings and XML pension declarations.
- Journal entries, corrections, and subsidy application support.
- Labour cost and pro forma net pay estimates for prospective hires.



Technology & Integration

- Secure digital exchange via our client portal.
- Integrates with platforms like SAP, AFAS, and Visma.
- Linked directly to Dutch government and pension fund systems.



Compliance Management

- CAO monitoring and legislative tracking.
- Expert handling of sick leave obligations and employer responsibilities.



Employee Payroll Support

- Bilingual helpdesk (Dutch/English).
- Onboarding and offboarding support.
- Payslip access and annual statements via our self-service platform.

Why organisations choose Payrollminds

International employers partner with Payrollminds to reduce risk, optimise internal resources, and stay compliant in a dynamic Dutch regulatory environment.

- Local expertise with international context
- Single point of contact, supported by a global payroll network (100+ countries)
- Risk reduction through proactive compliance monitoring
- Real-time legislative updates and change management
- Scalability that grows with your workforce



Specialist support for Dutch-specific payroll scenarios

We help you navigate Dutch payroll's more technical or edge-case scenarios with precision and experience.

Expatriate Tax Support & 30% Ruling

- Full support for 30% tax-free allowance setup and eligibility management.
- Compliance recalibration when rulings end or change.

Cross-Border Employment Scenarios

- Coordinated social security coverage under EU/EEA/non-EU treaties.
- Documentation and registration assistance for secondments and temporary assignments.

Implementation and ongoing support

We go beyond set-up. Payrollminds provides long-term partnership and operational continuity.

Onboarding Process

- Full audit of the current payroll setup.
- Secure data migration and shadow payroll testing.

Ongoing Partnership

- Dedicated account manager with knowledge of your structure.
- Quarterly performance reviews and strategic updates.

Your trusted payroll partner in the Netherlands

Let Payrollminds take responsibility for your Dutch payroll, so your teams can stay focused on business growth.

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