

FAMILIARISATION

Pre visit

A pre visit or a familiarisation visits to the BSN are important to getting a good start.

Newly appointed employees who have returned their signed contract of employment are invited to visit their workplace (where feasible), at the BSN's expense, between accepting the position and taking up appointment.

RELOCATION & SETTLING IN SUPPORT

Settling in allowance

If you are eligible for this benefit you will receive a settling in allowance of 12% of your annual gross income to be paid out net (up to a maximum of €5,445)

You can use a part of the settling in allowance for relocation assistance, they will help you find a house / apartment and help you with registration, opening a bank account, arranging the utilities etc..

Removal costs

If you are eligible for this benefit the removal costs will be reimbursed to a maximum of €3,500.

Free travel costs

If you are eligible for this benefit your travel costs to come to The Netherlands will be reimbursed.

COMPENSATION & BENEFITS

Pensions

If you are enrolled in the TP scheme with your current employer, then you can continue to be a TP scheme member whilst employed at the BSN. Please note that due to Dutch regulations you are only allowed to be enrolled with the TP scheme for a maximum of 5 years while employed at the BSN. (The BSN also offers the Aegon Pension Scheme as another pension scheme for staff to join.)

30% ruling

The 30% is special tax facility for employees who are hired from abroad, if this ruling is granted; the BSN is able to grant you a tax free allowance to cover extra-territorial costs up to an amount of 30% of the total taxable wage. **This is a very attractive tax benefit.** It has a validity of 5 years and may be extended for a further 5 year period. After 10 years, the employee in all cases loses the benefit of the 30% ruling.

The BSN will file a request for granting the 30% ruling if you meet the following criteria, but there is still no guarantee:

- The employee was recruited from outside The Netherlands
- He/She has a minimum of 2½ years of work experience in a similar position
- He/She has skills or expertise that is unavailable or scarce on the Dutch labour market
- He/She has no intention of settling in The Netherlands permanently

Free education of children

If you meet the criteria for the 30% ruling you will be eligible for being exempted from having to pay tuition fees for the period you have been granted the 30% ruling. This means that your children can be educated at the British School in The Netherlands. You would be expected to pay for the additional costs such as school bus service, uniforms, SEN and EAL support.

Tax advice

All the employees of the BSN have access to a Taxation professional who will advise and help with completing the tax forms

Insurance broker services

The BSN insurance broker can advise you on the insurances that you need to have while you live in The Netherlands.