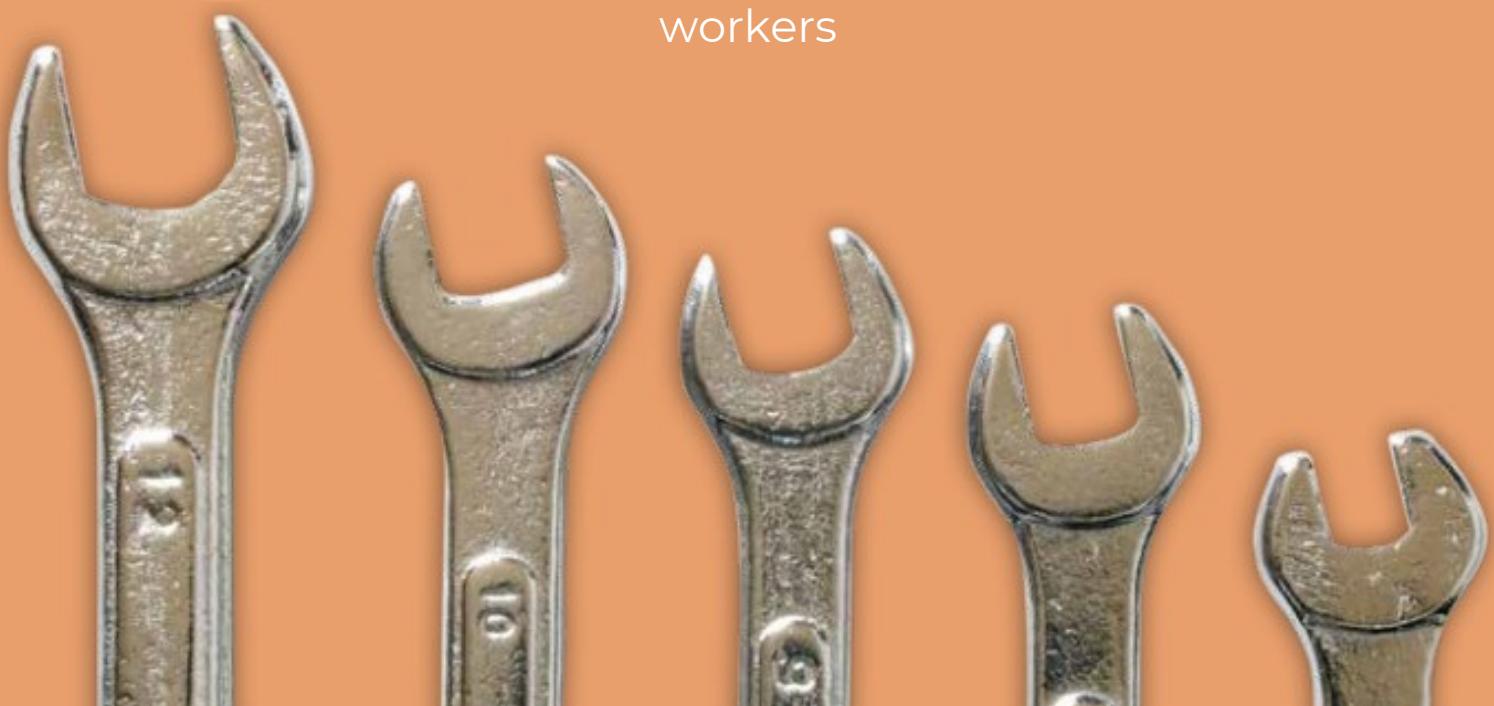


8



THINGS TO CHECK WHEN SEARCHING FOR AN EMPLOYER IN THE NETHERLANDS

A complete checklist specified for technical
workers



WHY YOU SHOULD USE THIS CHECKLIST!

The Netherlands now has more than 22,000 employment agencies, each of which probably pretends to have a unique proposition. They will immediately indicate to get the right person on the right job. However, there is a lot involved in employing staff in a good and reliable manner. This certainly applies to agencies that focus on the employment of international personnel in the Netherlands.

No employee wants to end up with unpleasant surprises, so make the right selection of agencies with which you can work successfully by using this checklist!

**LET'S AIM
HIGHER**

Team TPS

1



Is the employer registered with the KVK?



Any company or person that provides workers for remuneration must be registered with the Chamber of Commerce (KVK). So always check if the employer is registered before you apply.

Why?

Without a legal registration of the agency, there is a high chance that you will get contractual issues and issues with the tax authorities. You don't want to work for fraudulent agencies!

How to check?

Use the following website:

<https://www.kvk.nl/english/>

2



Check if there is a certification by the Labor Standards Foundation (SNA)

The Labor Standards Foundation (SNA) is of great importance to temporary workers. The SNA checks if the certified employer complies with all legal obligations for (wage) taxes and renumeration. For example, this means that you will be ensured that you will earn just as much as others in that particular function profile.

How to check?

Go to <https://www.normeringarbeid.nl/labour-standards-register> and fill in the name of the employer.



TIP: When you sign up for the SNA-alert, you will be informed when something changes in the certification of the employer.

3



Make sure that the agency is certified by the NBBU or ABU

A good agency is not only a member of those branch organizations, but also certified by them. In order to get certified, an agency is checked continuously on the following aspects:



If their administration is complete



If the agency complies with Dutch laws and regulations



If the company complies with the collective labour agreement



If the quality of their service is good

How to check?

Check if the employer is a member of one of those organizations and if it's also certified by them.

www.abu.nl/

www.nbbu.nl/nl

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✓ Check the core business of the agency?

Large employment agencies that have a wide range of different vacancies in different industries are not always advantageous. This is due to the fact that large employment agencies have several candidates per vacancy, so there is more competition for you as a job seeker and there is also a lot more administrative work to process.

So what should you look for?

- Quick follow-up after application (preferably 2 working days)
- Extensive application procedure with video or real-life interviews
- The interviewer needs to have expertise with the job profile

5



Check if housing is arranged and if it meets housing standards

You can assume that an employment agency meets the housing standards if it has the SNF-certificate, but a good employment agency offers more than only the SNF-certificate:

- | | |
|--|--|
| | Not just a WIFI-connection, but a fast and stable one |
| | Each person has his/her own private room |
| | Functional household appliances |
| | Housing addresses are easily accessible with comfortable travel distance to projects |
| | Quality assessments of the housing by the agency before and during the contract |

How to check?

Fill in the name of the agency on:
www.normeringflexwonen.nl/information-for-residents



6

✓ Check if the company offers the right tools, work clothing and personal protective equipment

A distinguished professional employer takes responsibility for the complete operational coordination of all of your projects, so that you can completely focus yourself on your job.



A company car, including fuel, is arranged and paid by the agency



Extensive work descriptions and safety instructions are communicated before each project



The agency arranges all the work clothing and protective equipment you need



How to check?

Ask the agency during your application if the aspects mentioned above are guaranteed.

TIP

Possessing a VCA certification is increasingly required by clients.

What is a VCA?

A VCA is intended employees of companies that carry out risky work. The purpose of a VCA is to work safely, healthily and environmentally friendly in order to prevent accidents.

Why is it necessary?

A good employer is VCA certified. This means that every (new) employee must have a VCA certification. Check if the agency organizes the exam and if they arrange your study material. Also ask if they pay the exam for you.





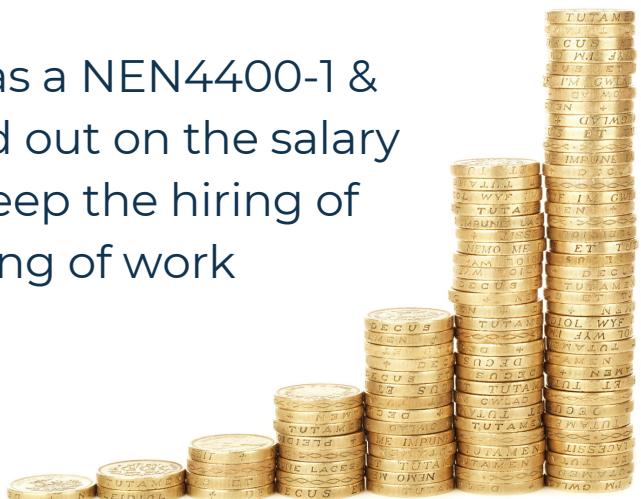
Check if the employer uses their own payrolling system

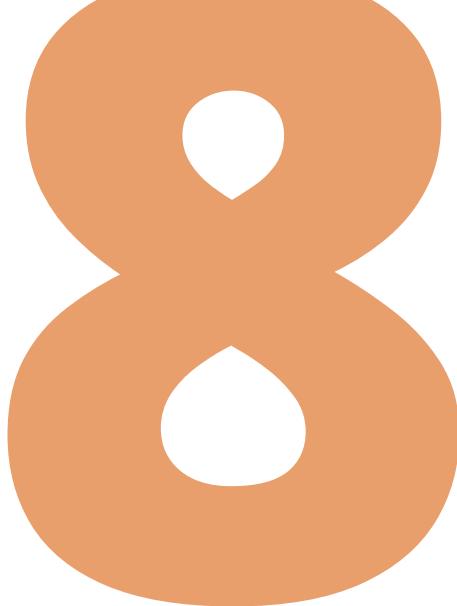
Dutch employers that contract labor migrants on their own payroll can make use of tax benefits.

These benefits have a positive influence on the wage tax for labor migrants, because it ensures that they have more net balance than Dutch employees. However, this must be used completely in accordance with Dutch laws and regulations.

How to check?

Ask if the agency has a NEN4400-1 & NBBU check carried out on the salary administration to keep the hiring of labor and outsourcing of work fraud-proof.





- ✓ Check if the employer facilitates professional development

If the agency is a member of the ABU or NBBU, it is possible to follow courses and training to develop yourself and reach a higher level of craftsmanship. Usually, this is partly or fully payed by the agency.

You can think of language courses, forklift courses, digital skill development and much more!

How to check?

Inform your contact person at the agency



NOW, WHAT IS NEXT?

This checklist will guide you in the selection of a good employer in The Netherlands. The value offered in here is created by TPS.

TPS is specialized in recruiting and placing high-quality technicians on industrial, maritime, construction and offshore projects. We are the connection between projects in Europe and professional technicians from the new European countries.

Interested in the vacancies that we have available? Check out our details below

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