

Highly Skilled Migrants From Turkey and Payroll Solution

There are growing numbers of highly skilled (knowledge) migrants coming from Turkey to European countries. The Netherlands has a special program for this knowledge migrants that makes employing highly skilled migrant (HSM) even attractive for the Dutch companies. In this procedure it will not be necessary to obtain a separate work permit in the Netherlands and further the spouse or partner of de HSM will have work authorisation as well.

The knowledge migrant regulation (KMR) is the fastest immigration procedure.

As a Dutch employer, you can only bring a highly skilled migrant to the Netherlands if you are a recognised sponsor. It means; as an employer you have to be recognised by the Immigration and Naturalisation Service (IND). Please note that the procedure to become a recognized sponsor is time-consuming, expensive and complex.

At this point A recognised payroll company can be a good solution. Recognised payroll companies can offer together with the legal consultants a payroll solutions for HSM and employer with handling all applications, procedures regarding the Entry & Residence Procedure (TEV), employment contracts, salary administration, insurance extra,

In this procedure, there are some requirements applicable to HSM; HSM has to remain and reside in the Netherlands for a period exceeding three months, the remuneration of the employee exceeds the income criteria of the KMR.

income criteria:

1. Employees aged 30 years and older (2019): Eur 4.500 gross per month excluding 8% holiday allowance;
2. Employees younger than 30 years (2019): Eur 3.299 gross per month excluding 8% holiday allowance;
3. For graduates that are employed by a KMR employer after graduation in the Netherlands (search year) (2019): Eur 2.364 gross per month excluding 8% holiday

allowance;

4. For European Bluecard (2019): Eur 5.272 gross per month excluding vacation allowance;

In case that HSM is a shareholder, then please note that HSM is not allowed to have more than 24% of the shares in the company where he wants to work.

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In this procedure, there are some salary requirements applicable to HSM;

income criteria 2022:

2. Employees aged 30 years and older : Eur 4.840 gross per month excluding 8% holiday allowance;
 2. Employees younger than 30 years): Eur 3.549 gross per month excluding 8% holiday allowance;
 3. For graduates that are employed by a KMR employer after graduation in the Netherlands (search year) : Eur 2.543 gross per month excluding 8% holiday allowance;
 4. For European Bluecard (2022
3.): Eur 5.670

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