

DUTCH INSURANCES MADE EASY

Introduction

Since your company has its seat in the Netherlands, you have to deal with Dutch law in relation to risk management. Below you'll find a summary of the risks your company and its employees run and the possibilities of insuring them.

Salarisbalie BV has no interest in the insurance office mentioned below. We only inform you about the possibilities where you're dealing as an employer. Please feel free to contact your own insurance office.

Ziekteverzuimverzekering (Sick Leave Insurance – optional, recommended)

In the event of sick leave every employer has to cope with the obligation to continue to pay wages under the Wet Uitbreiding Loondoorbetalingsverplichting (Continued Payment of Salary Act).

The Sick Leave Insurance covers your obligation to continue paying wages for the first **104** weeks and reimburses you (partly) for the wages. We strongly advise you to realize this insurance.

The employer also have reintegration obligations against the employee.

Mostly this is combined with the Arbo services.

Arbo dienst (assistance on sick employees – obliged per July 1, 2018)

<https://www.arboned.nl/diensten/verzuimabonnementen>

Arbeidsongeschiktheidsverzekeringen (Disability Insurances - optional)

Initially the public Wet werk en Inkomen naar Arbeidsvermogen (WIA = public disability insurance after two year of illness) offered a compensation of 70% of the gross salary up to € 55,927 (2019).

Today this gradually decreases to 70% of the legal minimum wage.

This difference can be mended with a so-called “WIA-gatverzekering” for every employee with a permanent contract. This way the gap which varies depending upon age and salary is insured.

In case of a Collective Labour Agreement (CAO), this is included in the collective insurances.

Excedent Arbeidsongeschiktheidsverzekering (Additional disability insurance - optional)

For all employees with a higher annual salary than € 55,927 (2019). In case of disability the insurance pays 70% or 80% of the part of the annual salary which exceeds the maximum WIA determining the mentioned maximum salary.

Ongevallenverzekering (Accident Insurance - obliged)

For each employee a 24-hours accident insurance can be obtained. The insurance covers:

- 1 x annual salary in case of death caused by an accident;
- 2 or 3 x annual salary in case of permanent disability caused by an accident;
- In case of death, the cause must be reported to the Labour Inspectorate. This should also be reported by hospital visit by an accident within 24 hours. Also for temporary staff.

Ziektekostenverzekering (Health Insurance - optional)

The Netherlands have an obligatory “basis” health insurance covering hospitalization, visits to the GP, medicines etc. In addition to this, insurance companies offer additional coverage in various forms, insurances for dental costs etc., both on an individual and on a collective basis.

This is mostly offered by companies with more than 50 employees.

Pensioen (Pension Scheme - optional)

In case of a Collective Labour Agreement (CAO), this is included in the collective insurances.

Most companies offer a supplementary old-age-pension scheme in addition to the AOW (old age pension covered by the Dutch Government), which amounts to approximately € 10,000 gross p.a. Such a scheme can be arranged for your employees on a collective basis.

The following requirements must be met:

- The old-age-pension scheme must be identical for all employees, any distinction e.g. between men and women or between people employed on a temporary or a permanent basis is forbidden.

- The pension rights are built up starting from the age of 21 until the age of $\pm$ 67
- The pension scheme should comprise an old-age-pension and, if applicable a widow(er)'s pension and/or an orphans' pension
- The system of the scheme may be based on:
 1. a pension income based on the average salary during the period of the pension rights were built up or alternatively the final salary before retirement.
 2. A premium granted by the employer; this system enables accurate budgeting.
- The pension is built up with the employee's gross annual salary as a basis for maximum € 107,593 (2019, this includes the 8% holiday allowance which is standard in the Netherlands). Consequently this amount is decreased with the "AOW franchise". This involves the part of the salary which corresponds with the Dutch State old-age-pension.
- It is customary that the employee contributes to the scheme. By law this contribution is limited to a fixed percentage depending on age.

Aansprakelijkheidsverzekering (Liability Insurance - recommended)

According to Dutch law an employer is liable for the damage done to other persons or objects by his employees. The employer can also be held liable for damage done to his employees even when the employee is driving a car or bike for company business (this does not replace the motor insurance!)

The Dutch insurance companies offer tailor-made solutions for each company. The premium depends on either the total gross annual salary or the turnover of the company.

Inventaris en Goederenverzekering (Property / inventory insurance)

Concerning your building, inventory, computer and consequential loss after damage we can offer you a wide variety of insurance solutions.

Concerning the risks mentioned above you might want to contact us.