

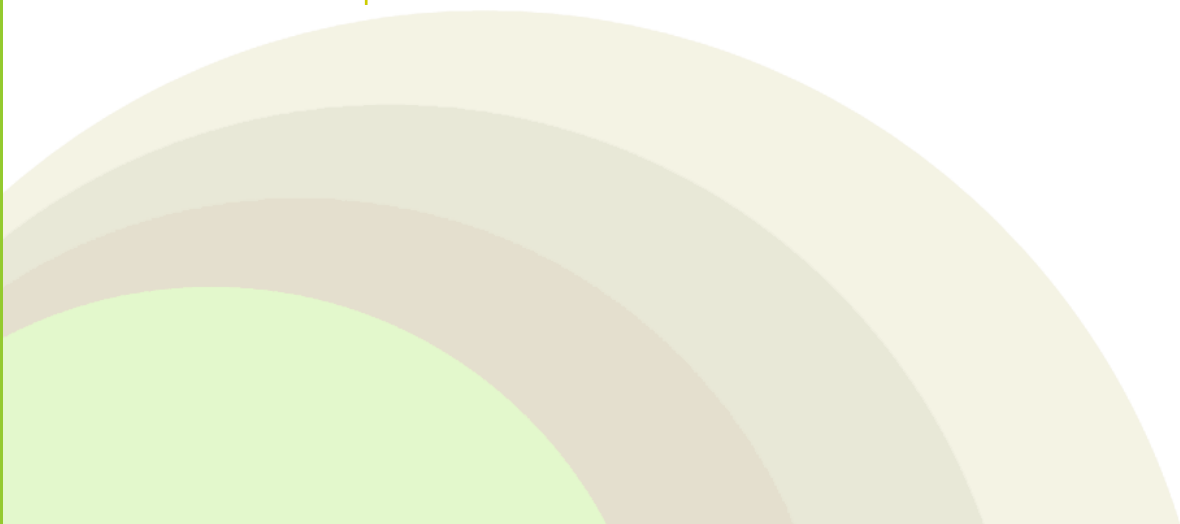


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NEW SALARY CRITERIA - KNOWLEDGE MIGRANTS (HIGHLY SKILLED MIGRANT) VISA - JANUARY 2021

SALARY STANDARDS - KNOWLEDGE MIGRANTS RULING 2021 AND KEY PERSONNEL

Knowledge migrants (i.e. highly educated or skilled personnel) are permitted to live and work in the Netherlands on the basis of their residence permit. Knowledge migrants are employees who are paid a certain minimum gross salary. The employer must also be registered with the Immigration and Naturalisation Service (IND) as a recognized sponsor.

The salary criteria for 2021 are the following:

	Gross monthly earnings exclusive holiday allowance
Knowledge migrant 30 years and older	€4,752
Knowledge migrant younger than 30 years	€3,484
Reduced Salary Criterion - Knowledge Migrants	€2,497
Intra corporate transferee (key personnel)	€4,752
Intra corporate transferee (trainees)	€3,484
European Blue Card	€5,567

Note: ICT, Blue Card Visa: it is not necessary that the sponsor is a recognized sponsor but the processing time is shorter for recognized sponsors

Reduced salary criterion

The reduced salary criterion applies if you meet the conditions for the orientation year for highly educated persons and the residence permit for employment as a highly skilled worker is applied for within 3 years of the graduation date, the date on which the doctorate was awarded, or the date on which the residence permit for scientific research expired. So the reduced salary criterion also applies if you never had a residence permit for the orientation year for highly educated persons, but you do meet the conditions for this residence purpose.

Applying the correct criterion for a highly skilled migrant in this table.

WHAT SALARY COMPONENTS QUALIFY?

The IND counts the reimbursements of expenses and fixed allowances (such as a thirteenth month) in the salary criterion. For this the following conditions apply:

- The reimbursements and allowances are in the contract.
- The reimbursements and allowances are transferred each month to a bank account in name of the highly skilled migrant or holder of the European blue card.

The following pay elements are not included in the salary criterion:

- Vacation allowance.
- The value of payment made in kind.
- Uncertain, non-regular pay elements (for example overtime allowances, tips and payments from funds).

More information: www.ind.nl