



Global Immigration alert

December 2024

Netherlands

Netherlands announces new salary requirements for highly skilled workers

Executive summary

On 3 December 2024, the Dutch Ministry of Social Affairs and Employment published new salary requirements for knowledge migrants (i.e., highly skilled workers) who seek to work in the Netherlands. The revised thresholds will go into effect on 1 January 2025.

Key developments

The following revised thresholds will apply for calendar year 2025:

- ▶ *Highly Skilled Migrants/Intra-Corporate Transferees (ICT)*
 - ▶ Employees aged 30 or above: EUR 5,688
 - ▶ Employees aged below 30: EUR 4,171
 - ▶ Reduced salary threshold: EUR 2,989
- ▶ *EU Blue Cards*
 - ▶ Employees of all ages: EUR 5,688
 - ▶ Reduced salary threshold: EUR 4,551

The given amounts are monthly gross thresholds, excluding an 8% holiday allowance, which is a statutory requirement in the Netherlands. Reduced salary thresholds apply to those who apply for any of the permits above within three years of completing their graduation and other qualifying individuals.

The new salary requirements will impact:

- ▶ Applications submitted to the IND (Dutch immigration authorities) on or after 1 January 2025 by individuals who seek residence authorization (i.e., individuals who intend to stay in the Netherlands for 90 days or more)

- ▶ Applications submitted to the UWV (Dutch labor authorities), regardless of application submission date, by individuals who do not seek residence authorization (i.e., individuals who intend to stay in the Netherlands for less than 90 days) and intend to begin work on or after 1 January 2025

Impact on employers

Employers who intend to hire knowledge migrants in 2025 may take the new salary requirements into account and update their internal policies as required.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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Natasha Doerga-Misier

Executive Director - People Advisory Services, Global Immigration
Tel: +31 88 40 78307
Email: natasha.doerga-misier@nl.ey.com

Charlotte de Heer

Manager - People Advisory Services, Global Immigration
Tel: +31 6 21252163
Email: charlotte.de.heer@ey.com

Tijn Emmer

Consultant - People Advisory Services, Global Immigration
Tel: +31 6 2908 4775
Email: tijn.emmer@nl.ey.com

Ben Willis

Partner - People Advisory Services, EMEA Immigration Leader
Tel: +44 20 7951 9589
Email: ben.willis@uk.ey.com

Seema Farazi

Partner - People Advisory Services, EMEA Immigration Leader
Tel: +44 20 7951 7122
Email: seema.farazi@uk.ey.com