



Relocation and Immigration Guide

by Klipspringer Sourcing Agency bv

We are a dedicated team of recruitment experts, committed to providing top-notch service to both employers and job seekers. Our passion for connecting the right people with the right opportunities, sets us apart in the industry. With a wealth of experience and a thorough understanding of the job market, we strive to make the recruitment and relocation process as seamless and stress-free as possible. We recruit for the top employers in The Netherlands, mainland Europe and South Africa. Driving competitive advantage through Human Capital. That is the common denominator across everything we do. Klipspringers' services are grounded in rigorous research and proven through more than a decade of practical experience. Each is continually adapted to keep pace with the realities of a turbulent, changing world. Klipspringer has facilitated over 200 IT Specialists and their families from South Africa to The Netherlands. We facilitate a smooth transition as much as possible. Our or client's expat lawyer handles all visa(s) and dealings with NL immigration department for you (and family), while our field manager will assist you during the entire process, checking in at least once a week.

1. Purpose of relocation and Immigration Guide (*This document contains links to external websites for additional information – concept status!)
- 1.1 What to expect financially & Costs directly after arriving
2. Prior to your arrival in the Netherlands
 - 2.1 Required Visas
 - 2.2 Highly Skilled Migrant status + MVV + TEV
 - 2.3.1 IND procedure Highly skilled migrant (candidate)
 - 2.3.2 IND procedure spouse (married)
 - 2.3.3 IND procedure partner (not married)
 - 2.3.4 IND procedure children
 - 2.3.5 IMPORTANT – Certificates information
 - 2.3.6 ERIS Expat Lawyer
 - 2.3.6 Embassy appointment
 - 2.3.7 Travelling to the Netherlands
 - 2.3.8 Flights to The Netherlands
 - 2.3.9 Pets
 - 2.4 Moving companies from South Africa
 - 2.4.1. Timelines
3. After your arrival in the Netherlands – practical information
 - 3.1 TB test requirement
 - 3.2 Family support
 - 3.3 Register with your municipality (also see 8.4)
 - 3.3.1 Register your address
 - 3.4 Getting your BSN (Burgerservicenummer)
 - 3.5. Getting your DigiD
 - 3.6. Getting a Dutch bank account & International payments
4. Housing
 - 4.1 Renting a place: where to look
 - 4.2 The rental contract
 - 4.3 Buying a house
 - 4.4 Utilities
 - 4.4.1 Energy
 - 4.4.2 Water
 - 4.4.3 TV, broadband and phone
 - 4.5 Getting a Dutch mobile number
 - 4.6 Wergeversverklaring



- 5 Transportation
 - 5.1 Cycling
 - 5.2 Public transport & OV-chipcard
 - 5.3 Public transport planner in the Netherlands- OV9292
 - 5.4 Travelling by train in the Netherlands- NS
 - 5.5 Taxis
 - 5.6 Renting a car & car lease (and impact of loan on potential bond – financing house)
 - 5.7 Buying a car
 - 5.8 Applying to exchange a foreign driving license for a Dutch license

- 6 Education
 - 6.1 Children aged 5-18
 - 6.2 Dutch or International Schools
 - 6.3 Primary School (basisschool)
 - 6.4 High School (middelbare school):
 - 6.5 Links to some informative videos:
 - 6.7 Studying in the Netherlands:
 - 6.8 Recognition of qualifications or credentials- Legalize your diploma and/or degree
 - 6.9 Exposure to Dutch:

- 7. Healthcare
 - 7.1 Basic healthcare insurance (mandatory)
 - 7.2 Choosing a healthcare provider
 - 7.3 Registering with a General Practitioner
 - 7.5 Childbirth: what you should know if you're expecting a baby
 - 7.6 Childcare facilities in the Netherlands
 - 7.7. Child benefit

- 8 General information:
 - 8.1 Language lessons
 - 8.2 Annual Tax Return
 - 8.3 The 30% ruling
 - 8.4 Partner and the 30% ruling
 - 8.5 Partner and finding work in The Netherlands

- 9 Fraud & Identity Theft
 - 9.1 False debt against your ID number & Southern African Fraud Prevention Service

- 10 Q&A section

All advice from Klipspringer Sourcing Agency bv, content and information (described procedures, rulings and laws, etc.) are subject to change and interpretation!

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– CONCEPT STATUS –

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1. Purpose of relocation and Immigration Guide

Welcome to your new country, “**Welkom in Nederland**” If you are reading this, you are about to go on your journey towards building a new life in The Netherlands. This document will help you, in your first steps to prepare for your visa(s), immigration and relocation. You will have to reinvent life in The Netherlands and quickly “jumpstart” many things, to get up and running in The Netherlands. Much that is needed, prior and after arriving, you can find in this document. At times your transition to The Netherlands will be an overwhelming and challenging experience. This guide will zoom in on a few things, in order to make your life easier in this amazing nice new country. The content of this document is a good tool to help you through the joys of being an Expat and getting the most out of this unique transition. Here you will find basic information, but also many of the things that you will have to arrange prior to (and after) your move. Klipspringer and our clients will support you, in acquiring the necessary visas for your work in the Netherlands, including support for your family if necessary. This guide will explain the steps you should take, and what support you get from us.

1.1 IMPORTANT: What to expect financially / costs directly after arriving

Most our clients offer financial support in making your way from a to b. They often reimburse €750,-- per flight ticket per person and sponsor x% ,-- for the first month accommodation T&C's apply, please ask your employers recruiter for more information! Please note that you will need to front this yourself, and that companies can only reimburse these amounts to you, with the first or second salary payment. Please also take into account that securing a rental often means that you will need to make a (security) deposit of +- 2 months' rent, besides paying for the first month of rent. Please also note that health Insurance is compulsory and that you will have to pay the fees, soon after arriving (+- €125 per adult) **It is your responsibility to have your new employer confirm to you directly what is reimbursed by the company to you, and what not! – To get confirmation please connect to your employers HR or Recruitment department directly and ask for confirmation in writing.**

2. Prior to your arrival in the Netherlands

2.1 Required Visas

Klipspringer and our clients will support you, in acquiring the necessary visas for your work in the Netherlands, including support for your family if necessary. This guide will explain the steps you should take, and what support you get from us.

IMPORTANT: It is crucial that you do not quit your job or make any big decisions, such as selling your house, terminating rental agreements, selling your belongings, etc. prior to The Dutch immigration office (IND) granting you and, if applicable your family members, the required documents and visa(s) which allows you and your family to relocate and work in The Netherlands, etc.



2.2 [Highly Skilled Migrant status](#) + MVV + TEV – (visas)

MVV- Machtiging Voolopig Verblijf. With this temporary visa, you're permitted to travel to the Netherlands and begin working upon your arrival. After the Dutch Immigration Authorities (IND) have approved your application, you can collect your MVV at the Dutch embassy or consulate in your country of residence.

TEV: This type of application is known as an admission and residence application.

Mandatory documents for the procedure to obtain the highly skilled migrant status at IND (Dutch Immigration):

2.3.1 IND procedure Highly skilled migrant (candidate)

- Copy passport (make sure your passport is still valid for at least 16 months)
- [Appendix antecedents' certificate](#) (IND-formulier)
- For registration at municipality in The Netherlands with unabridged birth certificate & passport

2.3.2 IND-procedure spouse (married)

- Copy passport partner / spouse (check validity)
- Unabridged marriage certificate
- [Appendix antecedents certificate partner](#) (IND-formulier)
- [Appendix Authorization and sponsorship declaration](#) (IND-formulier)
- For registration at the municipality in The Netherlands with unabridged birth certificate, Unabridged marriage certificate & passport

2.3.3 IND procedure partner (not married)

- Copy passport (please check that is still is valid for +- 5 years)
- Per person- letter of non-impediment (applied for at the South African Department of Home Affairs)
- [Appendix antecedents certificate partner](#) (IND-formulier)
- [Appendix Authorization and sponsorship declaration](#) (IND-formulier)
- [Declaration of relationship](#) (IND-formulier)
- [Appendix questionnaire for residence with partner](#) (IND-formulier)
- For registration at the municipality in The Netherlands with unabridged birth certificate, Single status certificate & passport

2.3.4 IND procedure children (up to max 17 years old!)

- Copy passport
- Unabridged birth certificate
 - Children 12 years and older = signed [antecedentenverklaring](#) (IND-formulier)
 - Children 15 years and older = [certificate of non-impediment](#) (IND formulier)
- For registration at municipality in The Netherlands with unabridged birth certificate & passport



2.3.5 IMPORTANT – Certificates information

Birth certificates, marriage certificates, letters of non-impediment, single status certificate can't be older than 6 months, and need to be legalized with an Apostille stamps, at DIRCO (South Africa only)

2.3.6 Klipspringer Expat Service, ERIS Expat Lawyer Or SeSe Expat Service

If Klipspringers Expat Service facilitates your IND-procedure, they will help you with preparing and submitting the residence permit application(s) for you (and the family members). They will act as your IND-authorized representative and submit the applications via the IND-Business Portal. They will schedule the IND and MVV appointments, for you and the family members at the Dutch Embassy or Consulate. Besides that, they will send you and the family reminders and information to meet the "TB test requirements" at the [GGD](#) in The Netherlands.

2.3.6 Embassy appointment

After the IND approved your procedure(s), you will be informed and asked to schedule an appointment at the Embassy or Consulate of the Kingdom of the Netherlands in your country of residence to hand in your passport(s). Our ERIS Expat Lawyer will provide you with all the necessary information to schedule the appointment, **and after 5 to 10 days collect them again.**

2.3.7 Travelling to the Netherlands

Flight tickets from your current location to Schiphol Airport will be paid for by your employer. At Schiphol airport our taxi with groceries and sim cards will be waiting for you to take you to your accommodation. *T&C's apply!

2.3.8 Flights to The Netherlands

More information will follow asap. CPT & JHB direct to The Netherlands

2.3.9 Pets

If you plan on bringing a pet into the Netherlands, there are specific regulations to follow. It is recommended that you reach out to the Netherlands Food and Consumer Product Safety Authority (NVWA) to obtain more details. The NVWA can provide guidance on the necessary steps to take when bringing a pet into the country. For additional information on bringing pets to the Netherlands, you can refer to this resource. Your local Veterinarian will be able to assist you in getting the correct vaccinations, etc. For more information please visit: <https://www.government.nl/topics/pets>. (www.animal-travel.com)



2.4 Movers (Natalie Oliver & Schmidt Global Relocations)

"In 2023, my family and I embarked on this incredible journey to the Netherlands, joining the ranks of fellow expats navigating a new chapter in life. The mix of concerns, doubts, and excitement surrounded us as we took our first steps into this adventure. One of our first moves was to connect with Klipspringer, who became our guiding light, helping us untangle the paperwork maze and offering support at every turn. Landing in the Netherlands, we quickly settled into our rental home, and within three months, I found my first job at Schmidt Global Relocations.

At Schmidt, we're more than just a moving company; we're a team dedicated to assisting expats worldwide in transporting not just furniture but the most sentimental pieces of their lives. If only we had known about Schmidt Global Relocations (Schmidt Global Relocations - Guiding your way Home (schmidt-global.nl) when we made our move! We would have definitely opted for a shared container to bring over our most valued items."

Now, as a part of the Schmidt family, I'm here to extend a helping hand to anyone considering a move. If you're relocating soon and want a smooth and cost-effective transition, reach out to me at Natalie@schmidt-global.nl. Whether you need a quote for a full container, shared container, or just some friendly advice, I'm here to make your journey as seamless as possible.

When securing your reservation well in advance, we are pleased to offer the opportunity to avail of an exclusive discounted rate. Utilize the promotional code **#EXPAT2024** during the booking process to ensure you benefit from this special offer. Looking forward to connecting and being a part of your exciting new chapter!

2.4.1. Timelines

Below is a simple and high over schedule that can assist you, prior to your arrival in the Netherlands.

1. Recruitment procedure +- 3 weeks
2. Certificates at Home Affairs (directly mail copies to expat lawyer) +- 2 weeks
3. Legalization at Dirco (directly mail copies to expat lawyer) +- 2 weeks
4. IND procedure +- 4 weeks
5. IND approved, Embassy appointment sticker passports +- 1 week
6. Fast is +- 8 weeks, normal from signing the offer to boots on the ground in Holland +- 12 weeks

*The above turnaround times are per d.d. Oktober 2023

3 After your arrival in The Netherlands – practical information

3.1 TB test requirement

After you arrive in the Netherlands, **you must take TB (tuberculosis) tests**. For more information please visit: <https://ind.nl/en/requirements-that-apply-to-everyone> at the [GGD](https://www.ggd.nl) in The Netherlands *Visa requirement!

3.2 Family support

Given that families play a crucial role in our personal growth, it's essential to pay attention to certain details. If you require any assistance with family-related matters, such as helping your partner find a job in the Netherlands, please feel free to stay connected with our recruiters. We'll do our best to provide support and guidance wherever possible.



3.3 Register with your municipality (also see 8.4)

You must register with your (address) municipality [within five days](#) of arriving in the Netherlands. To register, make an appointment with your municipality. Your family members can register at the same time. After you have registered, your municipality will provide you with a citizen service number (BSN). You'll need this number for your dealings with the Dutch authorities. Register you in the Personal Records Database (BRP), which contains the personal data of people who live in the Netherlands (residents). Your employers also need your BSN number, in order to pay your salary.

3.3.1 Register your address

In case you're unable to register at a Dutch address yet, you're often permitted to register your employers address for mail delivery purposes. To do this, you'll need to complete a form that will be signed by you and the HR department. However, it's mandatory to update your address within three months after finding a permanent home. If you move to a different house within the same municipality, you must notify the municipality within five working days of relocation. If you relocate to a different municipality in the Netherlands, you should notify the new municipality of your change of address within five working days of moving. This will result in your registration as a new resident and de-registration from your former municipality simultaneously.

3.4 Getting your BSN (Burgerservicenummer)

The BSN, or Burgerservicenummer, is a unique identification number that confirms your registration in the Netherlands. You will need this number for all your interactions with government agencies during your stay in the country. It is crucial for your employer in regards to salary payment! If you have a partner and/or children, they will also need their own BSN numbers. Our expat lawyer or our client will schedule an appointment for you at the Expat Center or municipality, where you will be issued your BSN

3.5 Getting your DigiD

DigiD (short for Digital Identification) is an online ID, that allows you to access many services and government websites in the Netherlands. It's like a digital version of your passport or driving license. The DigiD consists of a username and password that are linked to your personal public service number (BSN). To access numerous Dutch government websites, you need your DigiD, which includes a user name and password of your choice. For example, you'll need this ID to file your tax return. You must be registered in the municipality where you live to obtain your DigiD.

Please keep in mind that your DigiD is strictly personal, so we cannot apply for one on your behalf. To apply for your DigiD, please visit the website www.digid.nl. Once you've applied, you'll receive a letter containing an activation code at the address you provided. You must use the code within 20 days. If you have any questions, please don't hesitate to contact us.



3.6. Getting a Dutch bank account & International payments

Before you open a Dutch bank account, you should have no problem obtaining cash from an overseas account at Dutch ATM machines. They dispense money and accept a wide range of debit and credit cards. There should be no extra charges if you're using a card from one of the 17 Eurozone countries. If you want to exchange cash, good rates can usually be found at GWK exchange office. After obtaining your BSN, you can get a bank account. The Netherlands is home to some of the world's banking giants (ie: Rabobank, ABN AMRO, ING, and so on). If you choose one of these banks, most (but not all) documentation is provided in English. Some banks will allow you to open an account prior to obtaining your BSN number. (ABN & BUNQ)

- Kindly also see <https://getshyft.co.za/> for Payments from South Africa to The Netherlands (low fees!).
- More info can be found via: <https://www.iamexpat.nl/banks>

4 Housing

4.1 Renting a place:

To get acquainted with the Dutch housing market, you can visit several websites such as marktplaats.nl, funda.nl, pararius.nl, and jaap.nl. Despite The Netherlands being one of the best Countries in Europe to live in, finding a suitable home in a densely populated country like the Netherlands can be challenging. The majority of the rental market, about 75%, is dedicated to social housing, which can lead to a limited rental supply and increased rental prices. Therefore, when looking for a new home, it is important to consider the following criteria:

- Your budget
- Your preferred location (closer to the city centre, on the outskirts, etc.)
- The number of bedrooms needed
- Your preferences regarding the type of home (apartment/house) and furnishing (unfurnished or furnished).

Please connect with owners directly using funda.nl/huur or [Pararius](https://pararius.nl) (website like property24, Please note that many "realtors, also the ones we will connect you with, will use funda.nl to find apartments and "sell" them to their clients. Be smart, do your own searches and connect with owners directly. If you do want to make use of a realtor, ask them about the properties they have that are not on funda.nl

<https://www.funda.nl/huur/> - [Search "Utrecht + 30 KM radius 700 to 2k p/m"](#)

Klipspringer will connect you to 5 trusted realtors that our candidates worked with in the past. They will also fully facilitate you, in finding suitable accommodation. They often have accommodations that are not published on the above-mentioned websites! Please expect to make a security deposit of +- 2 months' rent to secure the accommodation. **Please see chapter 9 Q&A, for the realtors details.**



4.2 The rental contract

When you've found the ideal rental property, it's essential to ensure that your rental contract covers all the necessary details. Here are some things to keep in mind:

- **A verbal agreement is binding in the Netherlands. It's fine to request for an option or extra time, but don't agree to anything during the viewing!**
- Clarify whether the property is furnished or unfurnished
- Determine the duration of the contract
- Specify the notice period
- Understand the service charges, including which portion is allocated for rent, especially if it's an all-inclusive agreement
- Include a diplomatic clause that allows you to terminate the contract if your employer relocates you elsewhere
- Request a letter of reference or employment confirmation from your employer, which you can obtain from the HR department.

4.3 Buying a house

If you plan to stay in the Netherlands for more than a few years, buying a house may be a good option to consider. However, it's important to seek advice from an independent mortgage adviser who specializes in advising Expats to ensure that you are aware of all the steps and costs involved in the process. One advantage of buying a house in the Netherlands is that paid interest on your mortgage for your main residence is still tax-deductible for a maximum of 30 years.

For more information please see: <https://www.expatica.com/buyingahouse>

4.4 Utilities (Gas, water, internet Elektra)

4.4.1 Energy

Since the privatization of the energy market in 2004, consumers in the Netherlands have the freedom to choose their own energy supplier. There are numerous comparison websites available, such as Pricewise, to help you find an energy provider that suits your requirements. Alternatively, you can use a service like EasyNuts to manage all your utilities, including energy, internet, water, and mobile, online. Below are some of the biggest energy providers in the Netherlands: <https://www.independer.nl/energie>

4.4.2 Water

In the Netherlands, the water grid is not privatized unlike the energy market, so residents are not able to choose their own water supplier. The company that supplies your water depends on your location. If you are moving, it is important to inform your water supplier about your new address. If your landlord has already made arrangements, you may not need to do so. However, if they haven't, you should notify the water supplier in your new region. In most cases, this can be done conveniently online.



4.4.3 TV, broadband and phone

In addition to providing mobile services, the telecommunication providers mentioned earlier also offer internet, calls, and TV packages for home use. If you're unsure about which option is best for you or want to check if the service is available at your address, you can start by visiting the websites below:

- <http://www.aanbiedercheck.nl/>
- <http://www.internetten.nl/>
- <https://www.prijsvergelijken.nl/>

Fiber optic networks are rapidly expanding in The Netherlands, so you can expect a fast internet connection. However, by visiting the above-mentioned websites, you can get information on pricing, speed, and the price-to-speed ratio for each package available in the market.

4.5 Getting a Dutch mobile number

In the Netherlands, you have the option to choose from popular telecommunication companies like Vodafone, T-Mobile, and KPN. You can either opt for a prepaid card and pay as you go or get a mobile service subscription, which can be more cost-effective if you use your mobile frequently and plan to stay in the country for at least a year. To subscribe, you will be required to provide the following information:

- Passport;
- BSN;
- Dutch bank account number IBAN
- Proof of registration in the Netherlands;
- Copy Employment contract or pay slip.

More information can be found here: <https://www.independen.nl/telecom>

4.6 Werkgeversverklaring (employer's statement)

Securing an accommodation is a significant milestone in the journey to living (renting or buying a property) in The Netherlands. The “werkgeversverklaring” provides essential information about your employment status and income and is often requested by realtors, rental agencies, etc. in the Netherlands

- Please connect with your HR department, they can provide you with the “werkgeversverklaring”

5 Transportation

5.1 Cycling

Cycling is a way of life in the Netherlands, with around 22 million bicycles in the country. The cycling infrastructure is well developed, boasting 37,000 kilometres of bicycle paths that are mostly flat with no mountains to pose any significant challenges. It is recommended that you consider purchasing a second-hand bike instead of a brand new one, as new bikes are more likely to be stolen and the quality of used bikes is often adequate. Marktplaats (www.marktplaats.nl) is the Dutch equivalent of eBay / Gumtree and worth checking out for bike deals.



5.2 Public transport & OV-chipcard

It is recommended that in addition to using a bicycle, you may also need to utilize the tram, bus, and/or train system. To make your travels easier and more cost-effective, it is advised that you purchase an anonymous OV-chipcard upon your arrival in Amsterdam. The cost of the card is €7.50 and you can load it with credit or add a "travel product" such as a single journey. Buying separate tickets every time you travel is more expensive. Once you have a BSN number, you can apply for a personal OV-chipcard and buy monthly tickets. Depending on the distance you wish to travel, you will need to purchase monthly tickets for one or two zones.

Your employer can assist you in selecting a train/bus/metro subscription that best suits your needs. Remember, you must register your card at <https://www.ov-chipkaart.nl/> in order to view your travel history and receive reimbursement for your travel expenses by your employer. Load your OV-chipcard You can load your OV-chipcard in various ways. Order credit online or load your card by purchasing credit at a ticket machine in the station. For more information please visit: www.ov-chipkaart.nl/en/purchase-an-ov-chipkaart

5. 3 Public transport planner in the Netherlands- OV9292

You can plan your travels within the Netherlands using the website 9292.nl/ or the mobile 9292 app. This resource not only provides travel itineraries and schedules but also indicates the cost of your trip.

5.4 Travelling by train in the Netherlands- NS

In case you plan to travel by train, you can refer to the NS website or mobile app for information about your journey. Moreover, if you want to find out which travel subscription would suit you the best, you can use the Subscription Advisor tool available on the website to get instant recommendations on monthly/annual subscriptions that match your travel profile. The link to the NS website is: www.ns.nl/. Additionally, you can rent an OV bike before or after you reach your destination from one of the 300 train stations where bike rental is available. To get an estimate, you can visit this link: www.ov-fiets.nl/.

5.5 Taxis

In the Netherlands, you can hail a cab like in other European cities. Alternatively, you need to request one by phone or through Uber's website or mobile app. If you have an NS smart card, you can also book an NS Zone taxi online through their website or mobile app. This option has a fixed rate per zone, allows payment by debit card, and permits up to three passengers for the same fare. With 370 stations providing taxi services, visit the NS website for more information on their door-to-door solutions.



5.6 Renting a car & car lease*

Renting a car in the Netherlands is made easy with well-known companies like Sixt, Europcar, and Avis having their offices in the country. You can easily rent a car through their user-friendly websites. Another option for NS card holders is "Green Wheels," which offers a one-time driving credit of €25. They have over 2.600 locations across the Netherlands, including 150 train stations, with a variety of cars available such as city cars, station wagons, and small vans at rates starting from €1 per hour. To learn more about their tariffs and registration process, please visit their website at <https://www.greenwheels.com/nl-en>. There are many alternatives available like short private lease, etc. Lease is not cheap, please do your homework! [Google example new cars](#) and [used cars](#)

- <https://www.autoscout24.nl/auto-abonnement/lst>
- <https://www.yourlease.nl/auto-abonnement/>
- <https://www.yourlease.nl/auto-abonnement/>
- <https://www.leaseplan.com/nl-nl/free-auto-abonnement/-> (Short lease contracts are always advised! *)

***Important: Signing a long-term car lease contract will impact your ability to secure a bond / loan for a house. Or your 30% tax-ruling.**

Think twice before signing a long-term lease contract!

Private lease might not affect bonds / 30% ruling, etc. Your HR business partner or bank can share more information about the do's and don'ts

5.7 Your own car

After becoming a resident of the Netherlands, driving a car that is still registered abroad is no longer allowed. Bringing your own car into the Netherlands entails paying various taxes, so it's important to refer to the official website of the Dutch Customs (Belastingdienst) for the most recent and comprehensive information on the process: <http://www.belastingdienst.nl/>. If you are thinking of buying a car, bear in mind that you need to meet the following requirements:

- Hold a valid driving license (see the Driving License section below).
- Know the rules of the road.
- Arrange for regular car check-ups ([APK Keuring](#)) (road worthy certificate)
- Register the car in your name.
- *Often employers reimburse €0.21 cent per km when you travel for work using your car



5.8 Applying to exchange a foreign driving license for a Dutch license

If you're moving to the Netherlands, it's important to check how long you can use your existing driving license from your home country. The duration of validity varies depending on the country where it was issued. For EU/EEA citizens with licenses issued before January 19th, 2013, their license remains valid for 10 years from the date of issue. For licenses issued on or after January 19th, 2013, the validity period is 15 years as long as it's still valid. Once your foreign license has expired, you will need to apply for a Dutch driving license.

For non-EU/EEA (including Switzerland) license holders, their license is valid for six months from the date of registration at the local municipality. After that, you must obtain a Dutch driving license. For further information on this matter, you can visit the website <http://www.iamExpat.nl/> for the most up-to-date and relevant information.

To exchange your driving license, you must visit the Department of Public Service counter at City Hall. You can make an appointment to do this. **Please note: When you apply for a Dutch driving license you will need to turn in your foreign driving license.** For more information please visit: www.government.nl

6 Education

6.1 Children aged 5-18

In the Netherlands, it's mandatory for children aged 5-18 to attend school. You can opt for either an international or local school, with the latter offering Dutch language learning opportunities for your children. Children typically start with primary school before transitioning to secondary school around the age of 12.

6.2 Dutch or International Schools

The two education options when relocating to the Netherlands: Dutch schools (with a final exam in Dutch) or International schools (with a final exam in English). Dutch International Schools, which follow the International Baccalaureate (IB) curriculum, offer subsidized high-quality education to expat children aged 4 to 18. Dutch is taught as a second language at these schools, and the Diploma Programme (DP) is equivalent to the Dutch VWO diploma. Tuition fees for Dutch International Schools usually range from €6,000 to €10,000 per child per year, depending on the grade and school. On the other hand, Dutch education, including the Taalschool, is typically free, with only a nominal annual parental contribution of around €50 for primary school and around €250 for high school, depending on the school.



6.3 Primary School (basisschool)

In the Netherlands, most areas have several schools to choose from, and the majority of these provide a high-quality education. Children typically start Groep 1 of basisschool at the age of four, although they are only legally required to attend school from the age of five (leerplichtig). Groep 1 & Groep 2 are similar to Grade RR and Grade R in South Africa. The Dutch primary school system is similar to the Foundation Phase in South Africa, with one or two teachers instructing most subjects (excluding music or PT) and children staying in one classroom for all their classes. The amount of homework and at-home projects is kept to a minimum. Depending on the Gemeente where you reside, primary school children may need to attend a taalschool before enrolling in a regular Dutch basisschool or may be able to receive necessary Dutch assistance at a Dutch primary school. It is crucial to determine beforehand whether your child should first attend a taalschool or go straight into a Dutch school, as once you have found a house in a Gemeente, you must adhere to that Gemeente's regulations. For working parents, children up to the age of 12 may be placed in a BSO (Buitenschoolse opvang) or Gastouder (day mother) for after-school and holiday care. As waiting lists for BSOs can be lengthy, early registration is critical.

After successfully completing their language course at the taalschool/taalklas, children will be placed in a regular Dutch primary school. The duration of this language course varies based on individual factors and can take an average of one year. However, teachers are highly trained to customize the course to fit each child's needs and will keep parents informed of their child's progress and suggest which groep (grade) their child should be placed in when joining a regular Dutch school.

It is common for children to walk or cycle to school by themselves starting around the age of ten, so it is recommended to live near your child's Dutch primary school. Children often play at each other's houses after school, making living near the school beneficial for their social interactions.

6.4 High School (middelbare school):

High school-age children who opt to follow the Dutch curriculum upon arriving in the Netherlands must attend an ISK (Internationale Schakelklas) until their Dutch language skills are at an appropriate level for them to continue in a Dutch middelbare school. The learners will first undergo an assessment to determine their current level of Dutch, non-verbal reasoning skills, and learning potential.

They will then be placed in a class based on their Dutch proficiency. The ISK's main focus is on teaching Dutch while also aiding the students in gradually adapting and settling into life in the Netherlands. The Dutch High School system offers various academic levels, ranging from a primarily practical curriculum (VMBO) to a very academically challenging one (VWO). The level of Dutch proficiency required will be determined by the Dutch educational pathway they will be placed in after completing the ISK (i.e. VMBO-basis, VMBO-kader/gl/t, HAVO, or VWO).

VMBO (Voorbereidend middelbaar beroepsonderwijs) takes four years to complete (if starting in Year 1 at age 12) and combines theoretical and practical learning. The final exam comprises six subjects, one of which



is a practical subject. Dutch and English are compulsory, and a child's Dutch proficiency should be at an A2 level to cope with the VMBO stream. Upon completing VMBO, children can progress to an MBO college.

HAVO (Hoger Algemeen Voortgezet Onderwijs) takes five years to complete (if starting in Year 1 at age 12). A HAVO diploma is equivalent to a Matric, with matriculation exemption. HAVO students typically take theoretical subjects like Physics, History, and French. The final exam is based on six subjects, with Dutch and English being compulsory. A child's Dutch proficiency should be at a B1 level to cope with the HAVO stream. HAVO prepares students for higher professional education at universities of applied sciences (Hogescholen), where they can obtain a bachelor's degree in applied sciences (HBO).

VWO (Voorbereidend Wetenschappelijk Onderwijs) takes six years to complete (if starting in Year 1 at age 12). VWO students mostly take theoretical subjects like French, Chemistry, and Economics. The final exam is based on seven subjects, with Dutch and English being compulsory. A child's Dutch proficiency should ideally be at a B1+/B2 level to cope with the VWO stream. VWO is the most academically challenging stream and prepares students for a bachelor's degree (WO) at a Research University.

6.5 Links to some informative videos:

The educational pathway in the Dutch education system, from primary school through to tertiary education: <https://www.youtube.com/watch?v=uwJ82w2CnJk>.

Educational philosophies in different Dutch schools: <https://youtu.be/CMP7Yv1UNIU>

Overview of ISK's and Dutch education: www.youtube.com/watch?v=hatFhErbvcv

6.7 Studying in the Netherlands:

- The website StudyinNL gives an overview of all the English-taught study programmes, as well as a wealth of other information.
- A minimum of a HAVO diploma is needed to study at a University of Applied Sciences (*Hogeschool*). There are 242 English bachelor's programmes offered at Hogescholen across the Netherlands.
- A minimum of a VWO diploma is needed to study at a Research University. There are 211 English bachelor's programmes offered at Universities across the Netherlands.
- For study options available in Dutch, please consult: <https://www.studiekeuze123.nl/wat-ga-jij-kiezen/profiel-kiezen>

6.8 Recognition of qualifications or credentials- Legalize your diploma and/or degree

for recognition If you possess a foreign qualification and wish to obtain a Dutch academic title, you must first have your qualification recognized. The Education Executive Agency (DUO) provides a platform for applying for such recognition and obtaining an academic title. You can initiate the application process here: DUO

6.9 Exposure to Dutch:

The Duo Lingo app and Learn Dutch with Bart de Pau (<https://www.learn dutch.org/>) are good options for the basics. If you combine that with watching Dutch TV or movies (channel BVN on DSTV) or watching the Dutch news (<https://nos.nl/uitzendingen/>), it would help you to get used to the Dutch accent. If you have Netflix, you can set the language to Dutch and watch some of your favourite films or series in Dutch.

For young children

- Watching programmes [like Nijntje, Sesamstraat, Dora, Pieter Konijn](#) or [Brandweerman Sam](#) would expose him to Dutch in an informal way.



- Dinolingo app: <https://dinolingo.com/learn-dutch-for-kids>
- Educational series (to expand vocabulary): [Huisje Boompje Beestje](#)
- Children can join the library for free- once you're in the Netherlands, visit your [local library](#) to join. Once you've joined, De Bibliotheek Online also has some nice [audio book options](#).

For 5 to 12 years old children

- Educational series: [Het Klokhuis](#) & [SchoolTV](#)
- Popular Dutch YouTubers: [MeisjeDjamila](#) & [Jill](#)

7. Healthcare

7.1 Basic healthcare insurance (Compulsory)

According to Dutch law, it is mandatory for all residents in the Netherlands to have their own Basisverzekering (Basic Healthcare Insurance). Regardless of the applicant's age or medical history, insurance companies must offer the same basic policy to everyone. If you have a European Health Insurance Card (EHIC), you already have access to medically necessary, state-provided healthcare during a temporary stay in any of the 28 EU countries, Iceland, Lichtenstein, Norway, and Switzerland, at the same cost as those insured in that country. However, within four months of arriving in the Netherlands, you must still take out your own basic health insurance. The local provider you choose will replace the card you had from your country of origin. Zilveren Kruis provides an example of the card in the image below.



To learn more about the EHIC card, you can download the app created by the European Union, which is available on the App Store, Google Play, and Windows Marketplace. The app offers helpful information about the card, emergency phone numbers, covered treatments and costs, how to claim reimbursements, and whom to contact if you lose your card. It is available in 25 languages and allows for easy switching between them. If you are not covered by the EHIC, you must ensure that you backdate your insurance to the date of your registration in the Netherlands. Failure to obtain insurance can result in a fine equivalent to 130% of the premium health package. The basic insurance policy covers general medical care such as appointments with your general practitioner, hospital stays, maternity care, and prescription medicine. The monthly premium for basic insurance varies depending on the insurance company you choose, but you can expect to pay around €120 per month. Dental care is not covered by basic insurance, except for children under 18 and specialist dental care, such as surgery. Children under 18 who live with their parents are covered by their parents' basic insurance policy. Please visit: <https://www.independen.nl/health-insurance>

7.2 Choosing a healthcare provider

Some of the major insurance companies in the Netherlands include Nationale Nederlanden, Zilveren Kruis, VGZ, and CZ. While you have the freedom to choose any provider for basic insurance, it can be challenging



to navigate the Dutch-only websites. We recommend checking out comparison websites to find the best option for you and your family, considering factors such as price, coverage, and excess payment (the amount you need to pay for certain treatments). To calculate your premium, you can visit the website below and enter your birthdate, gender, and postal code. This will give you an estimate of your premium for the current year. Please visit: <https://www.independ.nl/zorgverzekering/>

7.3 Registering with a General Practitioner

The Netherlands has a wide variety of hospitals, including non-profit institutions and two university hospitals. It's important to note that before you can be referred to a Dutch hospital for anything other than emergencies, you must first register with a general practitioner (GP). **To register, visit <https://www.kiesuwhuisarts.nl>**

Once registered with a GP, you'll need to locate a pharmacy to fill any prescriptions you may require. Pharmacies, known as 'Apotheek', dispense prescription medicines, while 'Drogisterij' establishments sell only non-prescription, over-the-counter drugs. Many pharmacies are open from Monday to Friday, usually between 08:30h and 17:30h (sometimes until 18:00h), and some also operate for half a day on Saturdays. In the event of an emergency, a local pharmacy is always on call during weekends, nights, and holidays.

7.4 Additional health packages (optional)

In addition to the basic insurance package, it's recommended to consider supplementary packages that can provide additional coverage. You can find more information about this topic at <http://www.iamExpat.nl/>. Here, you can find tips and suggestions to help you choose the most appropriate package for your needs.

7.5 Childbirth: what you should know if you're expecting a baby

Childbirth is an exceptional event that occurs every day and in every corner of the world. However, the circumstances surrounding this miracle may differ from one country to another. Here, we will highlight some aspects that may be different from your home country, specifically regarding childbirth in the Netherlands.

Expectant mothers in the Netherlands are generally referred to a local midwife by their family doctor, and medical doctors intervene only in high-risk cases or if complications arise during pregnancy. Women in the Netherlands have the option to choose between a home or hospital delivery.

Basic health insurance covers obstetric care, including midwifery, the first two echo scans, home birth (pre- and post-care), and necessary maternity care at the hospital/clinic. However, it does not cover hospital birth without medical necessity. If a woman wants to be insured for this, she can add an insurance package to fully cover the costs. There is no grace period for reimbursement; from the first day of insurance coverage, additional package fees are covered.

After giving birth, the unique Dutch system of Kraamhulp (Postnatal care) is put into action. Immediately after birth, a nurse is present in the newborn's home, a benefit covered by insurance for up to X hours spread over eight days, with a minimum of X hours. If you would like to learn more about this system, please visit the website: <https://www.iamexpat.nl/kids/pregnancy/>

7.6 Childcare facilities in the Netherlands



If you plan to bring your family along with you, this information might come in handy. If you are a parent living or working in the Netherlands, you may be eligible for childcare and allowance. for children under 12. For more information please visit: <https://www.iamexpat.nl/childcare-netherlands>

7.7. Child benefit

The kinderbijslag (child benefit) is a government allowance towards the expenses of raising a child. You are eligible for this allowance if you live and/or work in the Netherlands (or abroad but employed by a Dutch employer) and have a child or children under 18 years of age. There are no income or asset criteria. The procedure to claim child benefits is:

- Following the registration of your child's birth at your gemeente (municipality), your data will be forwarded to the Social Security Office (Sociale Verzekeringbank – SVB)
- Within two to four weeks, the SVB will contact you about applying for the child benefit by mail or by submitting your application online using your DigiD (your digital identification code giving access to hundreds of Dutch Government websites).
- After you have requested the child benefit, the SVB will send you its decision, stating the amount you will receive per child and the starting date for your child benefit.
- The amount that you will receive is based upon the age of your child, number of children you have, and whether there are any special needs.
- A quarterly payment is made into your bank account until your child reaches age 18. When your child is older than 16, you will only continue receiving the child benefit if he/she goes to school and receives an income of no more than an annually fixed amount.

The child benefit is not exclusively for bringing up and caring of your own children; it also applies to adopted children, foster children, stepchildren or other children you bring up and care for as if they were your own. In this case, you must contact the SVB yourself to ask them to send you an application form. It is the same procedure if you arrive in the Netherlands with children who were born abroad. You can find the forms and further information at: www.svb.nl/en/child-benefit

8 General information:

8.1 Language lessons

Often Klipspringer offers an introductory course in Dutch lessons (A2 level). If you're interested, please tell recruiter at your employer that you would like to join Klipspringers Taalklas: Dutch for Afrikaans speakers. If you feel like you want to take a glimpse at what Dutch language looks like in the meantime, take a look at the websites below. They are language-learning websites that provide free online Dutch courses.

- <https://nl-nl.duolingo.com>
- <https://www.taalthuis.com>
- <https://www.amsterdam.nl/onderwijs-jeugd/de-nederlandse-taal/>

8.2 Annual Tax Return



If you work in the Netherlands, you are required to file a yearly tax return typically due in April or May. For more information, please connect with employers HR department and see: <https://www.belastingdienst.nl>. Its highly advised to consult a financial specialist in your country of origin and in The Netherlands when also financially migrating.

8.3 The 30% tax ruling (important)

The 30% reimbursement ruling (also known as the 30% facility) is a tax advantage for highly skilled migrants moving to the Netherlands for a specific employment role. When the necessary conditions are met, the employer can grant a tax-free allowance equivalent to 30%/20%/10% of the gross salary subject to Dutch payroll tax. The first 20 months – 30%, the second 20 months 20% and the third 20 months 10%. It is an ongoing discussion. **The final and exact amount ⇔ X% out of the 30%/20%.10% granted to you in the 30% tax ruling, is always calculated and “dictated” by the Dutch tax office.** Our website is always updated as soon as there are changes.

8.4 Your Partner and the 30% ruling

If your part secures a job prior to arriving, your partner might also [qualify for the 30% tax ruling](#). This depends on certain criteria ([Deskundigheidsvereiste](#)) The moment your partner is in The Netherlands and registered at the municipality (Gemeentelijke Basis Administratie) your partner is not alliable for the 30% tax ruling anymore, because one can't state the highly skilled migrant was recruited from abroad. More T&C's apply!

8.5 Partner and finding work in The Netherlands

In the below you will find a selection of some of the bigger job boards and agencies.

Job Boards:

- [Yacht.nl](#)
- [Randstad.nl](#)
- [Addeco.nl](#)
- [Brunel.nl](#)
- [Tempo-team.nl](#)
- [Timing.nl](#)
- [Youngcapital.nl](#)
- [Manpower.nl](#)
- [Pagepersonel.nl](#)
- [Startpeople.nl](#)
- [Walterpeople.nl](#)
- [List of agency 's / vergelijkuitzendbureaus](#)

Agencies:

- [Indeed.nl](#)
- [Monsterboard.nl](#)
- [Nationalevacaturebank.nl](#)
- [Glassdoor.nl](#)
- [Vacant.nl](#)
- [Jobbird.nl](#)
- [Vacatureplaats.nl](#)
- [Jobsonline.nl](#)
- [List of job boards / vacaturebanken](#)

9 Fraud & Identity Theft

It has happened in the past, that our candidate's identity details have been “leaked” in South Africa by “parties” involved. We are not sure exactly where it occurred (DHA, DIRCO, Hight Courts, etc.).



9.1 False debt against your ID number

To prevent someone opening debt against your ID number, you can register your ID number with Southern African Fraud Prevention Service: www.safps.org.za/. The Southern African Fraud Prevention Service will provide you with a letter, that only you can use. If anybody wants to open debt against your ID number, they need to provide this letter.

10 Q&A / FAQ

Q: Will Klipspringer assist me in obtaining my work permits?

A: Klipspringer's or clients expat lawyer will provide assistance in obtaining the necessary permits for working in the Netherlands and also offers support for your family if required.

Q: What documents do I need to provide for my relocation?

The documents required vary based on your country of origin, marital status, and whether or not you are travelling with your family.

Q: Will I be responsible for purchasing my flight tickets?

A: Yes you will buy the flight tickets for you from your current location to The Netherlands. Your Employer will reimburse xyz to you

Q: Will Klipspringer be at the Airport?

A: Our Taxi will collect you with groceries and sim cards and bring you to your destination (T&C's apply)

Q: The 30% tax ruling, will change?

A: The 30% tax ruling might/will change to 20 months 30%, 20 month 20% and 20 month 10%-
ask your employers HR about the details, they need to confirm the ruling and setup!

Q: What is most important after arriving in The Netherlands?

A: finding permanent accommodation and obtain your BSN number. BSN appointment should be scheduled prior to arriving so you can collect the BSN in the days after the first few days after arriving in The Netherlands – important!

Q: Can Klipspringer recommend realtors?

A: Yes, but first check the Dutch "property24" funda.nl or pararius.nl yourself. Realtors often will try to "sell" accommodation they found on the above-mentioned websites. If you do decide to deal with a realtor, please ask them specifically about their offering that is not listed on funda and Pararius.

Our candidates have worked with the below mentioned realtors and gave them a positive Recommendation:

- **Expat Rental Solutions** jenny@expatrentalsolutions.nl +31 62 919 3580
Exclusive discounted rate, please utilize the promotional code #EXPAT2024

Q: The in past children or young adults could come with on the Highly Skilled Migrant Visa, why is this not possible anymore?

A: The actual legislation has not changed, but the way in which the IND assesses accompanying young adults has. The difference is that in the past the "family interest" (keeping families together) was leading, now the economic impact on the Netherlands (of young adults traveling with) is



KLIPSPRINGER SOURCING AGENCY bv

leading. The change in how IND assesses young adults traveling with, makes it practically impossible for children over 17 years old, to travel with on a Highly Skilled Migrants visa as a dependant.

Will Klipspringer ...

A: We will do our very very best to assist you, in whatever it is you need!

Klipspringer