

Recruitment Information Package

European School The Hague (Primary)



The European School The Hague (ESH) is part of Rijnlands Lyceum Foundation (in Dutch: Stichting het Rijnlands Lyceum). Rijnlands Lyceum Foundation is an ambitious foundation that offers both primary and secondary education and national and international education. The 1100 staff members at eight schools provide innovative quality education to more than 7000 students with a focus on global citizenship.

About The European School The Hague (ESH)

The European School The Hague is a unique school. We were established in 2012 to educate the children of employees of European Union institutions. We provide a multilingual and multicultural education to Early Years, Primary and Secondary school children culminating in the European Baccalaureate. We are an officially Accredited European School, partly administered and financed by the Dutch national education system, and accredited by the Board of Governors of the European Schools since December 2012. We are part of the Rijnlands Lyceum Foundation.

ESH Primary is conveniently situated in between the city centre and the beach of Scheveningen. ESH Secondary is located 4,5 km from ESH Primary and 10 minutes by bike from Central Station.



Our vision is to...

Inspire students to be responsible, future focused, proactive citizens of Europe and the world.

Our mission is to...

Provide a positive, open-minded community that fosters ambition through rich cultural and academic opportunities, inspiring lifelong learning.

Our ESH community is...

Enriched by our multicultural and multilingual staff, students and parents as we connect, collaborate and celebrate a culture of learning.

Our core values

Provide the foundation of how the ESH community, staff, students and families achieve our mission.

RESPECT

We show respect for people, possessions, our planet, protocols and ourselves.

Accept other's differences, strengths and weaknesses.

POSITIVITY

Focus on the positive aspects in situations.

Build a constructive and positive environment from which everyone may benefit.

AMBITION

Strive to reach our full potential.

Accept challenges and have a passion for finding solutions.

Key competences

Our ESH pupils are future citizens of Europe and the world. As such, they need a range of competences to meet the challenges of a rapidly changing world. In 2006 the European Council and European Parliament adopted a European Framework for Key Competences for Lifelong Learning. These competences are incorporated and embedded in the European Schools curriculum. The eight key competences, which all individuals need for personal fulfillment and development, active citizenship, social inclusion and employment are what we aim for our students to achieve.

- Science, technology, engineering, mathematical
- Multilingual
- Literacy
- Cultural awareness and expression
- Entrepreneurship
- Citizenship
- Personal, social and learning
- Digital

Curriculum

ESH uses the European Schools curriculum. The curriculum incorporates the established 8 Key Competences. Learning is planned in a cross-curriculum manner, linking concepts and skills across subject areas. We also strive to include our core values in our teaching.

Early Years involves a cycle of 2 – 2.5 years and the Primary cycle, 5 years. Secondary education in the European Schools lasts for a total of seven years divided into three cycles.

All curriculum documents can be found on the official website of the European Schools - www.eursec.eu. For any further information about our school curriculum: [Primary School Guide 2019-2020](#) and [Secondary School Guide 2019-2020](#)



Living in The Hague

The Hague (in Dutch: Den Haag) is a beautiful city located behind the sand dunes and adjacent to miles of clean and attractive beaches. It is the only major city in the Netherlands that lies directly at the sea, and it is known as 'the largest village in Europe' although it continues to grow in size. It is the seat of Dutch government and home to the Royal Family. It has a beautiful historic city centre and numerous squares where one can sit out and enjoy a drink and a snack. The city has beautiful architecture, numerous canals and an excellent public transport system. One of the particular pleasures of living in The Hague is the opportunity to cycle through the sand dunes alongside the beach. There are also extensive cycling routes to explore. In fact, most of our staff cycle to school. The Hague has an excellent shopping centre and is one of the best cities in Europe for eating out. One of the more noticeable features of The Hague is the profusion of parks in the city. It is one of the greenest cities in Europe as well as being a safe, friendly and relaxing place to live.



Some facts about The Hague

The Hague is the largest Dutch city on the North Sea in the Netherlands. The Hague counts 539,000 residents¹, making it the third largest city of the Netherlands.



- 11 km of coastline
- Surface area close to 100 km²: approx. one third of the city is green (parks. etc.)
- Seat of Dutch government
- Residency of King Willem Alexander

¹ Reference date: 01-01-2020



ESH for staff

The ESH has favourable Dutch social and working conditions, and offers a fantastic working environment, located in the international zone of The Hague. As a successful applicant, you will be warmly welcomed by a professional, sociable and very international team. In addition, in certain circumstances for teachers hired from abroad and subject to the 30% rule, we can provide free education for up to two eldest dependents.

All appointments are subject to the successful completion of an interview, (trial lessons), identity checks, criminal record checks, and references. Furthermore, applicants must be EU citizens or have a valid permit to work in the Netherlands. For any further information, please visit the [Government website](#).

Unless stated otherwise in the job advertisement, initial employment is for one year, followed by a permanent contract subject to satisfactory appraisal and completion of paperwork, and acceptance and approval of your qualifications by the Dutch Government.

Requirements for teaching positions

If you are appointed as a teacher, you must bring original diplomas and qualifications to the interview with your HR advisor in which the terms and conditions of employment will be explained to you. Requirements for teaching positions are:

- Fully qualified teacher status for primary education in the country the qualification is obtained (for UK/Ireland/Scotland: you have been awarded QTS and have successfully completed - or are exempt from - the statutory induction period)
- Additional qualifications (e.g. CELTA, FLE, etc.) if required for the position applied for
- Successful teaching experience
- Knowledge of international curricula
- Experience teaching pupils in their second language

- Fluent in the language in which you teach
- Knowledge of two or more European Union languages preferred
- Experience working collaboratively in an international environment

Certificate of good conduct (VOG)

Aligned with the recommendations of the International Task Force on Child Protection, we hold ourselves to a high standard of effective recruiting practices with specific attention to child protection. To this end, all those appointed at ESH are required to obtain a Certificate of good conduct (in Dutch: VOG). The decision to issue this certificate lies with the Ministry of Justice (in Dutch: Dienst Justis). Your appointment with ESH takes place on condition that you obtain a VOG. This procedure will be explained in further detail by your HR advisor. Needless to say, ESH will reimburse the costs in relation to the above.

Recruitment Code

Our recruitment procedure is subject to the Recruitment Code of Rijnlands Lyceum Foundation. The purpose of the code is to provide a standard for a transparent and fair recruitment and selection procedure.

The Recruitment Code is drawn up in accordance with the Rijnlands Lyceum Foundation Privacy Policy, the Privacy Rules of Procedure for the Processing of Personal Data of Staff in primary and secondary education and the regulations of the General Data Protection Regulation, GDPR, (in Dutch" AVG"). Chapter 15 outlines the Privacy Statement for applicants.

Privacy Statement for Applicants

ESH attaches considerable importance to the privacy and the protection of the personal data of applicants. The processing of the personal data takes place in a manner that is in line with the statutory requirements in accordance with the **General Data Protection Regulation, (GDPR)**. The **privacy statement** contains information about how we handle applicants' personal data, how we record this and on what basis.

Please visit our [website](#) to download the Recruitment Code. The privacy regulations are to be found under the Foundation's website, [here](#).

Terms and conditions of employment

If your application for a position at the school is successful, our HR department will help you with your relocation and settling in. An additional service provided by the school is a comprehensive relocation package with relevant information regarding your relocation.

Collective Labour Agreement (CLA)

A good Collective Labour Agreement for education enables teachers, school management and support staff to do their job well and thus ensures that students receive quality education. Click [here](#) for the CLA for Primary Education. Please note that the CLA is only available in digital form and in Dutch. The English version will be provided upon appointment.

Attractive package of terms and conditions of employment

Besides a meaningful job, Rijnlands offers attractive terms and conditions of employment determined by the primary and secondary education collective labour agreements, as well as Rijnlands specific benefits. This includes (but is not limited to) 8% holiday allowance, a year-end bonus, an extra year-end bonus for educational support staff (OOP), a contribution towards travel expenses and the ABP pension scheme. Salary elements include:

- 8% holiday allowance (paid out in May)
- a year-end bonus (6.3 %, paid out in December)
- an extra year-end bonus paid in December for educational support staff (OOP);
scale 1-5 € 1.219,30,- gross & scale 6-8: € 1.168,03 ,- gross
- an annual payment for “Teachers day” in October: € 200,- gross
- a monthly contribution towards travel expenses (if applicable)
- a collective/group occupational disability insurance
- the ABP Pension scheme

The holiday allowance and the year-end bonus are based on a whole year in service. Payment is reduced proportionately according to months in service. The total annual salary, including the year-end bonus and holiday allowance, is almost equal to 14 months payment.

Please note all amounts mentioned above are gross and calculated pro rata.

Relocation Package

All new staff *moving to the Netherlands* (with at least a one year contract) is entitled to a relocation compensation consisting of:

- a compensation (tax free) for expenses incurred for the transportation of luggage and household effects of the employee and the members of his family to the new house with a maximum of € 2.188,- (based on receipts);
- an agreed amount for all remaining expenses that ensue directly from the relocation, set at 12% of the annual salary with a minimum of € 1.820,- and a maximum of €5.445,- (tax free).

If you and your partner are entitled to the removal costs (bullet 1 and 2), then each receive only half of these amounts.

- hotel costs reimbursement, with a max. of € 1.400,- net (based on receipts). This amount is a total per family;

- basic settling in service and local registration (HR relocation services); HR will help you with: work-and residence permits (IND Immigration Service), registration at the municipality of The Hague, apply for a Dutch certificate of good conduct (VOG), opening a Dutch bank account (ABN AMRO), apply for a Dutch Teaching Certificate;
- housing support: HR will inform you about the possibilities;
- HR assistance with the application of the 30% ruling (tax benefit) if you meet the required conditions. More information can be found under the heading “30% ruling”;
- Dutch Tax application Support (reimbursed by Rijnlands for 1st year expat staff). Rijnlands has an agreement with a tax consultancy that will help with the tax refund for all new staff hired from abroad;
- an OV Chip card with € 20,- credit to travel within the Netherlands by public transportation.

Repayment obligation

A descending repayment obligation is applicable for the compensation as described in bullets 1 and 2 for three years after reimbursement.

30% ruling

Under the 30% ruling, international staff can receive tax exemption for a maximum of 30% of their annual gross salary².

The 30% ruling is meant as a compensation for the extraterritorial costs that expats incur while living abroad. The 30% ruling applies to staff that have been recruited from abroad. The rule can only be applied if income tax is paid in the Netherlands. The duration of the 30% ruling is currently subject to political decision-making and is decreased to a 5 year period.

You are eligible for this allowance if you meet a number of [conditions](#):

- Specific expertise; the applicant must possess specific expertise which is not or hardly available on the Dutch Labour market.
- Salary criteria; your annual gross salary has to be at least € € 38.347,- (fiscal wage 2020)

or

² A minimum fiscal salary of euro 38.347,- (or euro 29.149,-) is required after reduction of the 30% ruling is applied. This means that the percentage for your tax advantage is not necessarily 30 % but can be lower in order to ensure that the 30% ruling (gross) deduction does not lower the salary to below the required minimum.

- if you are aged below 30 and you are awarded a Dutch Master's qualification in university education or an equivalent foreign qualification, and your annual gross salary wage exceeds € 29.149- (fiscal wage 2020) *and*

150 km distance; In the 24 months prior to your 1st day of work in the Netherlands you live at more than [150 kilometers in a straight line from the Dutch border](#).

HR assistance

HR will assist you in the application process and will send the completed application form to the Dutch Tax Authorities. The content of the application itself is your responsibility.

Further information regarding the 30% ruling are to be found on the website of the [Dutch Tax Authorities](#).

Please bear in mind that the school fee waiver applies as long as you have the 30% ruling; when the 30% ruling expires, so will the school fee waiver. Any staff who do not qualify for the 30% are unfortunately not entitled to this due to Dutch tax law.



Additional Rijnlans terms and conditions of employment

In addition to the above benefits, staff are given a number of options for tax advantage under the so called “cafeteria scheme”.

Cafeteria scheme

Rijnlands staff can participate in the “cafeteria scheme”. This is a scheme that provides you a tax benefit on your salary, because part of your gross earnings can be used as a tax free allowance.

The scheme consists of a bicycle plan (up to € 1250,- and one bike per 5 years only), sport subscription plan (up to € 270,- per year), union membership scheme and a tax benefit on your commuting expenses.

Medical Insurance

In The Netherlands, it is compulsory to have medical insurance. Basic costs are around € 100 per month per adult. Children are included into their parent’s insurance without any additional costs until they reach the age of 18. There is also the option to take out additional medical insurance (e.g. dentist) to individual needs and requirements. For further information, please click [here](#).

Discount on insurances through Rijnlands Lyceum Foundation

Rijnlands Lyceum Foundation offers all employees various discounts on collective insurances, including; healthcare, car, legal aid, home contents, accident, liability insurance and disability insurance.

Professional Development

The school has a very generous staff development budget and, having identified specific needs during their goal setting; it is possible that members of staff can attend appropriate courses overseas or at home. However, the majority of the professional development is organised through the school.

ABP Pension

As of the commencement of your employment, you will accrue pension with **Algemeen Burgerlijk Pensioenfonds (ABP)**. ABP is the pension fund for employees working within the educational sectors. ABP provides income security for old age retirement (not state pension), in the event of death or occupational disability.

You can find more information at www.abp.nl/english. We organise annual ABP presentation at the schools.



Questions?

If you have questions regarding relocation, finances, professional development etc. please contact your HR advisor upon appointment.

For questions regarding the recruitment procedure, please contact Ms. S. Bosari at recruitment@eshthehague.nl.

Frequently Asked Questions

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Cafeteria scheme

Stichting Het Rijnlands Lyceum staff may participate in the “cafeteria scheme”. The scheme offers staff a tax benefit (within tax legislation) since part of gross earnings can be used as a tax-free allowance. This means that when participating in this scheme, taxed salary is converted into a tax-free allowance. The allowance is paid net to the staff.

The cafeteria scheme consists of four possibilities. It is possible to participate in all four.

1. Tax benefit scheme(for commuting expenses)
- 2.Trade union benefit(dues for one trade union membership)
- 3.Bicycle scheme(costs for purchase of a bicycle for commuting)
- 4.Sports scheme(costs of one sports/ fitness membership)

Verklaring Omtrent Gedrag (VOG) /Certificate of Good Conduct

Your appointment with Rijnlands Lyceum Foundation takes place on condition that you obtain a Dutch Certificate of Good Conduct; a Verklaring Omtrent Gedrag (“VOG”). The Ministry of Justice will issue this certificate if it is clear that the applicant has not committed any criminal offence which might be relevant in the context of the job to which the “VOG” relates (working with children). Please note, the Dutch authorities do check the authorities in the country of nationality before a Dutch VOG is issued.

Application

HR will arrange an appointment at the Municipality desk for your Dutch VOG application.

Contract type

Your first contract of employment at Rijnlands Lyceum Foundation will be a temporary contract of one year. This is according to the Collective Labour Agreement Primary and Secondary.

After a positive appraisal and after your Dutch teaching certificate has been granted by DUO, your temporary contract will be changed into a contract for an indefinite period of time.

If your appraisal is not positive enough or DUO does not award you a Dutch Teaching Certificate (yet), you will be given a second temporary contract.

Cost of living

As with many other European countries, the cost of living in the Netherlands has gone up with the introduction of the euro. Wages in the Netherlands are average compared to the rest of Europe. They're certainly higher than in Spain and Italy, but lower than England and Germany.

The house prices vary per city and area. Click [here](#) for more information on cost of living in The Netherlands.

Cycling in the Netherlands

The Hague is one of the best cities for cycling. Almost every main street has dedicated cycle paths. There are numerous bicycle lock-ups, plenty of bicycles for hire, and a good repair shop is never far away. Click [here](#) for more information about cycling in The Hague.

(Dutch) Bank account

You are free to choose any Dutch bank, but Rijnlands Lyceum has great experience with [ABN AMRO](#); a well-known bank with an international client service desk (all communication in English). It's easy to apply for a Dutch bank account. For more information, please contact the International Clients Department or watch the [instruction video](#).

What is document legalisation?

A document that is legally valid and official in one country is not always automatically recognised in another. If you want to use a document like a birth certificate or diploma in another country, you will probably have to legalise it first. To legalise a document, the competent authorities sign and stamp it. Several different steps may be needed to complete the process. Most countries have agreements for this.

Before coming to the Netherlands: original document such as a birth, marriage or divorce certificates must be legalised or bear a special stamp, an apostille (not older than 6 months!!), *in the country of origin*. [Here](#) you will find a link of government bodies and their addresses that are able to provide the legalisation.

Birth certificates important for the registration of children at the Dutch school: All certificates must be legalised as well and be with full parent's details (detailed information can be found in the relocation information package which will be provided to you upon appointment).

The Dutch government will only accept documents in Dutch, English, German or French. You may also need to collect some extra stamps or signatures to legalise your documents. You can read more about legalising documents on the website of the [Ministry of Foreign Affairs](#). The municipality where you live can also provide information.

Health Insurance in the Netherlands

The Dutch health system is a private health insurance and operated by private health insurance companies. The insurers are obliged to accept every resident in their area of activity. It is compulsory to have a medical insurance. The costs are approximately € 100 to 150,- per month depending on your personal situation. For children younger than 18 years old the insurance is free of charge. Additional insurance (i.e. dentist) can be purchased according to individual needs and requirements.

Health insurance comprises a standard package of essential health care. As of 1 January 2018 the compulsory own-risk amount is € 385,-. Since insurers may alter their individual supplementary cover conditions, it is advisable to study these conditions carefully.

More information can be found in the relocation package (which will be provided to you upon appointment) and the [Access Guide](#). This guide answers most of the questions on health care in the Netherlands.

Rijnlands Collective health care insurance

Rijnlands Lyceum Foundation has a collective contract with 'Zorg en Zekerheid' (Z&Z) and "Zilveren Kruis Achmea". As a member of staff you will receive discounts on your health insurance.

Zorg en Zekerheid (Z&Z)



Employees receive 5% discount on the basic insurance and 10% on the supplementary insurance and a further 3% discount on the supplementary insurance if you arrange your insurance online.

This discount also applies to your family members! Upon appointment, please ask your HR advisor for the collective insurance code for international employees. For the website, please click [here](#).

Zilveren Kruis Achmea



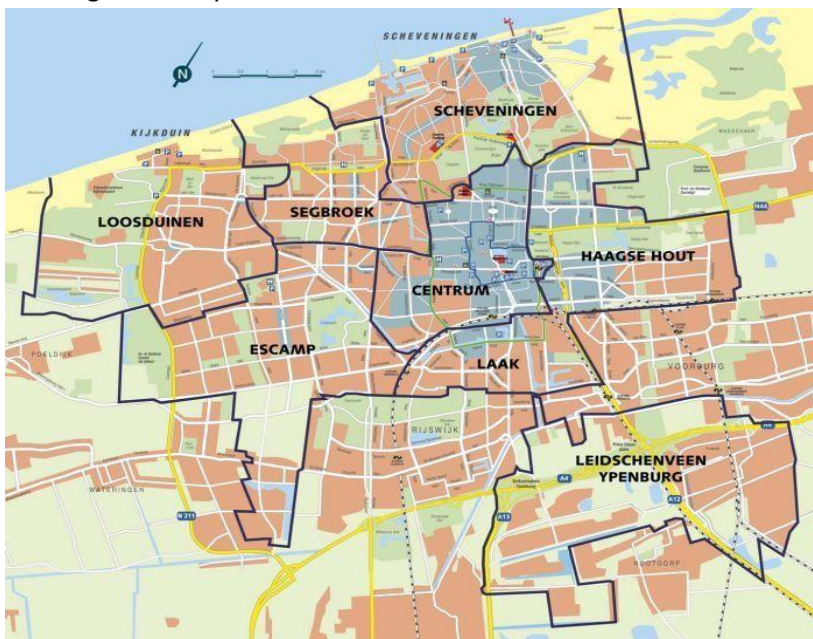
Zilveren kruis gives everyone working in education a large discount on healthcare insurance. You receive 10% discount on the basic insurance and 15% discount on all supplementary insurance and dental insurance. For the website, please click [here](#).

There are also other different health insurance companies available in the Netherlands who all offer their own packages. The costs differ per company as do the options for extra packages (such as physio therapy, dental etc.). In order to get a good overview of these differences, we recommend the below websites which give extensive information about health insurances: [Independer](#)

Housing; where to live in The Hague?

Den Haag (The Hague) is the third most populated Dutch city, and has a lively expat population due to a lot of international organisations, schools and embassies. Den Haag is a mixture of modern skylines with a historic city centre, and the scenery and activities are as diverse as its mix of residents. Den Haag is the capital of South Holland, the seat of government, and home to the Dutch royal family.

The Hague is comprised of 8 districts:



- Centrum
- Escamp
- Haagse Hout
- Laak
- Leidschenveen-Ypenburg
- Loosduinen
- Scheveningen
- Segbroek

Centrum (centre)

The area defined by the Archipel, Statenkwartier and Duinoord areas is an extremely desirable and central place to live. Embassies, luxury villas, apartments and mansions are nestled amongst shops, restaurants and cafes, resulting in an exciting urban atmosphere.

The Archipel neighbourhood in the Centrum district is close to the town centre, museums and parks. The beautifully renovated, old style houses found here are full of character and historic atmosphere. It's an embassy land and a top location where prices are premium and parking space problematic.

Scheveningen

Located in the city centre, the Statenkwartier neighbourhood in the Scheveningen district is filled with beautiful homes built in the early 1900s. The area's plentiful Art Nouveau architecture, specialty shops and cafes make it a popular destination.

Homes in the Duinoord neighbourhood of Scheveningen district are typically smaller than those found in the Statenkwartier, but are charming and full of character. Much of the architecture dates from the late 19th century and today the area is known for its somewhat bohemian atmosphere. Those looking for a less urban environment can find larger living spaces and more 'green' within the Haagse Hout district. This area is typically popular amongst families with children, as it provides easy access to downtown amenities while offering a quieter, more natural setting.

Haagse Hout

The Benoordenhout neighbourhood in the Haagse Hout district is a quiet mixture between urbanity and nature. It's woodland setting on the north and east sides belie its close proximity to the city centre and easy access to the motorways. Parking is plentiful. The houses are spacious and comfortable and include numerous large villas as well as single-family dwellings and apartments. Considering the space and environs, it is a good option for young families with children.

The Mariahoeve neighbourhood is also located in the Haagse Hout district and offers a similar set of 1930s architecture, green surroundings and easy parking. The railway station is nearby.

Other neighbourhoods popular with expats include Bezuidenhout (Haagse Hout), Marlot (Haagse Hout), Vogelwijk (Segbroek), the beach resort areas of Kijkduin and Scheveningen Van Stolkpark (Scheveningen), Westbroekpark/Duttendel (Scheveningen), Belgisch Park (Scheveningen) and Zeeheldenkwartier (Centrum). More information about the districts can be found at:

[Den Haag City areas](#)

[Live webcams shots from various streets throughout The Hague](#)

Housing Assistance

Finding appropriate housing should be your very first priority. Besides the fact that you need a place to stay, your relocation in the Netherlands starts with registration at the Municipality. A signed rental agreement is preferred for the registration appointment. In case you don't have this yet, we will use the school address as a temporary registration address.

Infinitas Real Estate

Infinitas Real Estate is known as the expat brokerage in the The Hague area, providing guidance from A to Z for you (and your family). Let Infinitas take away the hassle in your relocation.

Infinitas Real Estate offers guidance on housing and relocation with the following customised packages;

1. housing (either long term or short stay);
2. home search tour (Infinitas tour);
3. orientation tour area;
4. settling in service;
5. tenancy management.

New in town? Give Infinitas Real Estate a call! Let our preferred estate agents know how to assist you in your search for your home in The Hague. If you wish to make use of their special offers, please indicate that you are a (future) employee of Rijnlands Lyceum Foundation.

Contact details:

Tel: +31(0)70 711 38 11

E-mail: info@i-re.nl

Website: www.infinitasrealestate.nl



Parking

In most parts of The Hague, you have to pay for on-street parking. [Read more about parking rules, park-and-ride facilities, parking permits and parking fines](#)

Relocation allowance Primary

According to the CLA

An employee is entitled to the reimbursement of relocation costs, when

- the move is related to the employee's job at or working relationship with Rijnlands Lyceum Foundation and
- the agreement was discussed and approved by the employer in advance of the move.

Reimbursement Relocation costs

All new staff *moving to the Netherlands* (with at least a one year contract) is entitled to a relocation compensation consisting of:

- a compensation (tax free) for expenses incurred for the transportation of luggage and household effects of the employee and the members of his family to the new house with a maximum of € 2.188,- for primary (based on receipts);
- an agreed amount for all remaining expenses that ensue directly from the relocation, set at 12% of the annual salary with a minimum of € 1.820 and a maximum of € 5.445 (tax free);

Repayment obligation

A descending repayment obligation is applicable for the compensation as described in bullets 1 and 2 for three years after reimbursement.

Reimbursement of the relocation allowance

The relocation allowance will be paid out as soon as you have filled in the expense claim forms and collected all proof of payments. Usually, it will be paid out with your first salary (end of August) around the 25th of August.

Salary payment

Salaries are paid out on a monthly basis, at the end of the month; usually around the 25th of each month.

Salary slips, AFAS

AFAS is our digital personnel and salary system. As a new employee you'll receive a registration link for the AFAS portal. You will be able to view your salary slips in AFAS insite. If you have not received a link after the first salary payment in August, you can request one via:

salarisadministratie@rijnlandslyceum-csb.nl.

Storage household goods at school?

It is not permitted to store household goods at the school (unless it is one box). You can arrange storage yourself, for instance at: <https://www.shurgard.nl/en/self-storage-in-the-netherlands/den-haag>

Tax: how much tax do I pay in the Netherlands?

The Netherlands has a progressive tax rate. Furthermore, there is taxation on substantial interest, savings and investments. Do not forget that there are also many tax credits and benefits for certain groups of people, including: (single) parents, house owners, workers, nonworking spouses, etc. When you have the 30% tax facility, you will pay significantly less tax because part of your remuneration will be paid as a tax-free expense allowance.

For more information, please click [here](#).

Tax advantage, the 30% ruling

Under the 30% ruling, international staff can receive tax exemption for a ³maximum of 30% of their annual gross salary.

The 30% ruling is meant as a compensation for the extraterritorial costs that expats incur while living abroad. The 30% ruling applies to staff that have been recruited from abroad. The rule can only be applied if income tax is paid in the Netherlands. The ⁴% ruling can be received for a maximum period of 5 years.

You are eligible for this allowance if you meet a number of [conditions](#):

- Specific expertise; the applicant must possess specific expertise which is not or hardly available on the Dutch Labour market.
- Salary criteria; your annual gross salary has to be at least €38.347, - (fiscal wage 2020)

or

if you are aged below 30 and you are awarded a Dutch Master's qualification in university education or an [equivalent foreign qualification](#), and your annual gross salary wage exceeds €29.149,- (fiscal wage 2020) and

- 150 km distance; In the 24 months prior to your 1st day of work in the Netherlands you live at more than [150 kilometers in a straight line from the Dutch border](#).

³ A minimum fiscal salary of euro 38.347,- (or euro 29.149,-) is required after reduction of the 30% ruling is applied. This means that the percentage for your tax advantage is not necessarily 30 % but can be lower in order to ensure that the

⁴ % ruling (gross) deduction does not lower the salary to below the required minimum

HR assistance

HR will assist you in the application process and will send the completed application form to the Dutch Tax Authorities. The content of the application itself is your responsibility. Please note that it is at the discretion of the tax department only to award the 30% rule or not.

More information can be found on the [website of the Dutch Tax Authorities](#):

School fees

It is Rijnlands' policy to waive the school fees for children of international staff recruited from abroad on the condition that the 30% ruling is granted. School fees are waived for the two eldest children only. All additional costs, such as examination fees, MYP Diploma fees, books, IT devices etc., are for your own account.

Please bear in mind that the school fee waiver applies as long as you have the 30% ruling; when the 30% ruling expires, so will the school fee waiver.

Travel allowance

Within Rijnlands every member of staff is entitled to an allowance for commuting costs, are location expense allowance and an allowance for travel and accommodation expenses incurred on behalf of the employer. It will be automatically calculated for all employees and paid out with your monthly salary. More information about these allowances can be found in the collective labour agreement (CLA).

Commuting allowance (CLA Primary)

If the distance between your home and the school is at least 7.1 kilometers single way with a maximum of 21.5 kilometers, single way, you are entitled to a fixed allowance for the costs of travel between the home and the workplace in compliance with the CLA Primary education. The commuting allowance for different commuting distances and number of working days per week.

What is the definition of business travel?

Travel for work related purposes to a location other than the school

How much is the business travel allowance? €

0,28 per driven kilometer

Flights will be reimbursed according to receipt at economy class rates.

How do I get reimbursed for business travel?

You need to complete a [declaration form](#) and send it to the pa of the deputy director.

VISA

If you are *not* a European Union National then you will require a work permit. The requirements for this often differ depending on your Nationality. For the latest up to date information for entry please visit [The Government of the Netherlands](https://www.government.nl/topics/immigration-and-asylum/immigration-policy/entry-and-residence-permits) website.

Fun Facts

Weather

In general, the climate in the Netherlands is slightly warmer with drier summers, and colder with slightly drier winters than we experience in the south east of England. The winter season can be fairly cold and temperatures often fall below zero. Rainfall is always a possibility in this region, so it is advisable to go equipped with waterproofs when visiting the country. More information about the Netherlands and the Dutch weather, can be found on the following websites: [Metoffice](https://www.metoffice.com) or [Holland.com](https://www.holland.com)

Typical Dutch food

There's much more to Dutch food than raw herring and smashed potatoes, like "Pannenkoeken" and "Appeltaart". Learn more about Dutch food [here](#).

Learning the Dutch language?

Here you will find more information about learning Dutch for expats: [Kickstart School](#) or [Language partners](#)

Dutch for special occasions

Like any language, Dutch has a range of set phrases people use to mark life events and celebrations. Here's a list of the most common ones, including some of the specifically Dutch customs and vocabulary surrounding these events. [Learn more about Dutch for special occasions](#).
