

Information for Intermediaries, Temporary employment agencies and recruitment firms



Why payroll at 'One'?

Your core business is recruiting and making the perfect match. A profession in itself, just like handling the payroll and employer liabilities. You make the match, we are the employer.

Dutch law and regulations

Making your business successful in a legal environment that is not your own, is hard enough as it is. But Dutch turns out to be one of the hardest languages in the world to master. Seemingly minor (law) changes can make a huge difference, increasing what is required from employers all the time. One Payroll is a Dutch company and uniquely provides payroll services in the Netherlands for international entrepreneurs that aim to conquer the Dutch market. Above and beyond that, there is your duty of properly informing your employees. For this you may rely on us because we are there to take over that responsibility. Our helpdesk is in place to help out clients and employees in English or Dutch.

Specifically for Intermediaries

Payroll information can be found in our brochure as a rule, we offer to take over all employer liabilities. You communicate the agreed pay and conditions and we provide the employment contract to the worker, we check the employment history of the candidate, we have them fill out the income tax declaration form and we inform the employee about his or her position. We then charge you the agreed rate. So you can concentrate on making your next match.

Invoice schedule 1



We specialize in Payroll for Intermediaries. It is convenient that you can even choose to let us invoice your client. In this case we will invoice them our fees plus your margin as one rate. Subsequently you will invoice us your margin. That way, your credit risk is also insured!

Invoice schedule 2



Fast payment

In case you let 'One' take care of your billing you are assured of prompt payment. Within 3 working days after receiving the payment from your client we will settle your account for your margin. Should your debtor meet the requirements of our insurance company we will release your margin upfront, weekly. Your candidate will never have to wait for his or her salary. We have weekly or four weekly payments in a fixed pattern. It is of the utmost importance that your candidate is paid on time.

Debtor Risk insurance

Should payment of your client be late or absent you will still receive your margin. Your candidate and your margin will always be paid, aswell as the compulsory contributions and taxes.

Your own back office

'One' acts as your own back office would. Your client (directly or through you) and your candidate (our employees) can come to us with questions about billing, salary (-slips) taxes, vacation and holiday pay, sick leave, retirement or pension, education, etc. You do not need to have a HR department or personnel department. Because we fulfill that role for you. Naturally, we offer your candidate and your client, or you, all possible online facilities and management information like timesheets, salaryslips and profiling.

Working online through 'My One'

Through our online system 'My One' you can record hours and for your candidate, salary slips and annual statements can be retrieved. We continue to build this> system in order to arrange many things online.

'You make the match, we are the employer.'

Rates

Tariffs are custom made. How much an employee costs depends on the gross salary, pension, age, etc. We would be happy to calculate this for you for free, no strings attached. Please refer to our leaflet '*Payroll Rates*' to get an indication. Our rates are competitive. You do not want to overpay. We understand this. It is equally important that your client and candidate are in good hands. They must be handled in a professional manner and so we must act quickly and accurately. The employment has to be carried out responsibly. It is also important to know that our fees are ALL-IN. During sick leave 'One' pays all expenses aswell as employer liability fees concerning pension, holidays, etc. No extra invoices or costs in arrears, and your client will not be involved should your candidate fall ill.

How does it work?

Step 1 Rate Determination

We calculate the rate for you without obligation. We work with a cost factor that you multiply by the gross hourly wage. If you at least adhere to the scaling of the collective agreement that is applicable to your client (our borrower) we agree.

The cost factor includes all employer liabilities, without unpleasant surprises. The leaflet '*Payroll Rates*', summarizes this precisely and explains it clearly.

Step 2 Contract of hire

When we have determined the rate we will send you a contract of hire which will apply for the candidate, for each subsequent candidate you subscribe with us you needn't resign such a contract. Once the signed contract of hire has been received by us you will receive a unique access code for 'My One'.

Step 3 Log employees

Through 'My One' you may add your new employees and any agreement you made with your client (if necessary). From this notification, we further processing within 1 working day. (Should we be confronted with over 50 employees in one day, the 24-hour deadline may be extended) each time you wish to consolidate a new employee, please repeat step 3. ■



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