

Mobility: Immigration alert

March 2024



The Netherlands

Stricter document retention rules for accredited sponsors employing certain highly skilled workers

Executive summary

Effective 1 April 2024, accredited sponsors in the Netherlands will be required to retain additional documents for certain highly skilled workers after the end of their employment.

Key developments

Effective 1 April 2024, accredited sponsors will be required to retain the following documents for highly skilled workers who are subject to reduced salary thresholds, for five years after their employment with the sponsor ends:

- ▶ A copy of their diploma or certificate
- ▶ A copy of a credential evaluation issued by [Nuffic](#) of the worker's diploma or certificate
- ▶ Documents confirming that on the date of the worker's graduation or dissertation defense, their educational institute ranked in the top 200 in rankings issued by at least two publishers included in Article 3.23 of the Aliens Regulations
- ▶ Documents confirming that the worker meets English or Dutch language requirements

These documents will need to be retained in addition to the documents that must be stored under the current regulations (e.g., passports, payslips, employment contracts). Some exemptions will apply:

- ▶ Accredited sponsors that employ highly skilled workers who previously held a residence permit for study, orientation year or research will not be required to retain any of these additional documents.

- ▶ Accredited sponsors that employ highly skilled workers who obtained a "(post) master's doctorate" (e.g., PhD or postdoc) in a country where English is the national language, or completed their course in English or Dutch, will not be required to retain information on their English language skills.

Impact on employers

Accredited sponsors may update their document retention policy to ensure compliance with the new rules.

Key steps

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

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