



VRIJE  
UNIVERSITEIT  
AMSTERDAM

Human  
Resource  
Management

## Remuneration of removal expenses *Verhuiskostenvergoeding*

Additional rules of VU University Amsterdam for Article 3.20 of the Collective Labour Agreement of the Dutch Universities.

The additional rules are based on Article 1.4.4 of the Collective Labour Agreement.

### Removal from abroad

Foreign and Dutch employees are eligible for a standard remuneration of removal expenses if their move from abroad to the Netherlands is related to their work at the Vrije Universiteit Amsterdam. The remuneration amounts to €2,500 net and is intended as an allowance for the costs of home redecoration and transportation, travel expenses of the employee and his family to the Netherlands and any accommodation costs.

After approval by the director of the unit, a remuneration of more than €2,500 may be granted up to the maximum untaxed amount to be reimbursed due to labour market problems.

For removals abroad, the tax-free maximum amount is:

- the costs of transferring the household effects (up to the actual amount), and
- other costs, including redecoration costs, up to a maximum of €7,750.

### Domestic removal

For domestic removals, a remuneration of removal expenses may be granted if the removal is sufficiently related to the employment at the Vrije Universiteit Amsterdam and the director of the unit agrees to the remuneration because of labour market problems. The maximum remuneration for a move within the Netherlands is €2,500 net, provided that this remuneration can be granted untaxed.

For domestic removals, relocation expenses may be reimbursed tax-free if the following two cumulative requirements are met:

- the employee relocates within two years after the commencement of new employment or transfer and
- the employee lives more than 25 kilometres from work and the relocation will reduce the distance between his new home and work by at least 60%.

### Repayment

The employee shall repay the remuneration of removal expenses in full if:

- the employee resigns at his own request within 12 months of the move, or
- the employee is fired for something that is his own fault within 12 months of the move.