

First hires

In the event that a new employee is hired, the employer will enjoy an NSSO reduction for the first through sixth employees.

Since 1 January 2022, new employers hiring first employees have been defined as:

(1) never having been liable to social security legislation for the hiring of employees (with the exception of certain categories), nor any longer liable to such legislation for the 12 months preceding such hires;

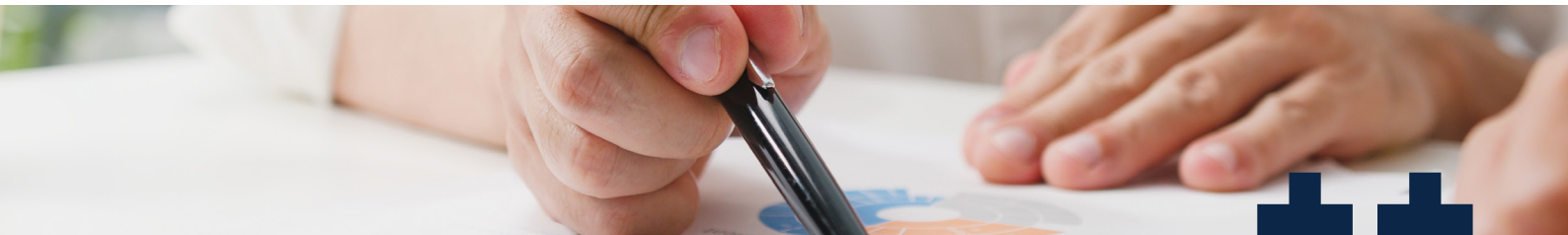
(2) not being part of any simultaneous 'technical business units' (TBEs) where an employee may already be employed. By simultaneous TBE, we are referring to instances of two or more companies that are linked for both social security reasons or at a socio-economic level (i.e. closely linked entities that essentially operate as a single unit) at the time of hiring.

For such companies, classification is determined at TBE level. In practical terms, if an employer with no employees wants to proceed with recruiting a first employee, but finds themselves part of a simultaneous TBE that already employs six employees, they will no longer be able to benefit from any target group reduction.

In the case of historical TBEs (these are legal entities succeeding one another and/or resulting from demergers but where, at the time of hiring a new employee, the two legal entities no longer have

anything to do with one another), classification is determined on the basis of legal entity. In the case of historical TBEs, it will be possible to apply the target group deduction for, say, a third employee twice, providing new jobs are created and the other conditions are met.

As far as the recruitment of employees 2-6 is concerned, the same conditions, as stipulated above, also apply. However, as far as requirement (1) is concerned, maximum 1,2,3,4 and 5 employees will be subjects to the social security legislation.



Starting 01/01/2022	Quarters 1-5	Quarters 6-9	Quarters 10-13	Quarters 14 onwards
Employee 1	The amount exempted from basic employer social security contributions is capped at EUR 4,000 per quarter. This means that, for a monthly salary of EUR 5,330 (or an hourly rate of EUR 32.29), employers can benefit from complete exemption from basic social security contributions (25%). For higher salaries, basic social security contributions exceed EUR 4,000 and will therefore need to be adjusted (applies to new first hires from both before and after 2022).			
Employee 2	EUR 1,550	EUR 1,050	EUR 450	EUR 0
Employee 3	EUR 1,050	EUR 1,050	EUR 450	EUR 0
Employee 4	EUR 1,050	EUR 1,050	EUR 450	EUR 0
Employee 5	EUR 1,050	EUR 1,050	EUR 450	EUR 0
Employee 6	EUR 1,050	EUR 1,050	EUR 450	EUR 0

Voor meer informatie, contacteer uw accountmanager of één van onze specialisten via contact@vdl.be.