

Wtta: dates, conditions and what to arrange now

THE DATES

1 Nov – 31 Dec 2026	Register for the transitional arrangement
1 January 2027	The Wtta takes effect
1 May – 30 June 2027	Apply for the licence
From 1 July 2027	Assessment and public register
From 1 January 2028	Enforcement

THE CONDITIONS FOR A LICENCE

01 An inspection report based on the standards framework (normenkader), drawn up by an inspection body designated by the NAU. After the licence, you have a new inspection report drawn up every 12 months.

02 A certificate of conduct for the legal entity (VOG RP), at most 3 months old; for a sole proprietorship, a VOG for a natural person.

03 A deposit (waarborgsom) of €100,000 (€50,000 for a new agency on its first application), unless you get an exemption.

04 Pay the application fee, which is the same for every agency. After (provisional) admission or an exemption you also pay a yearly fee for the register, based on your turnover. The NAU gives €3,611 as the maximum costs for 2027; it expects to set the final amounts in January 2027.

05 Registration in the KVK Business Register.

CHECKLIST: WHAT YOU CAN DO NOW

- ☐ Get eHerkenning level 3 and ask your provider for access to the NAU services.
- ☐ Activate the Berichtenbox voor Bedrijven and register its name in the KVK Business Register.
- ☐ Check that your details in the KVK Business Register are correct and complete.
- ☐ Register for the transitional arrangement between 1 November and 31 December 2026, with your expected 2026 turnover.
- ☐ Do you hold an SNA certificate? Check that it includes the module 'ter beschikking stellen van arbeidskrachten' and is valid until 30 June 2027.
- ☐ Without an SNA certificate: ask an inspection body designated by the NAU when it can draw up the inspection report.
- ☐ Plan the deposit (€100,000, or €50,000 for a new agency), or check whether you qualify for an exemption.
- ☐ Request the VOG only shortly before you apply (spring 2027): it may be at most 3 months old.
- ☐ Apply for the licence between 1 May and 30 June 2027.
- ☐ Get your records in order: per worker identity and documents, hours worked, pay and invoices, complete and easy to find.
- ☐ Tell your clients: they will ask for your licence.

Explanation and sources: atherium.nl/en/wtta/ · atherium.nl/en/wtta/hirers/toelatinguitleenmarkt.nl · toelatinguitleenmarkt.nl/uitleners/welke-soorten-aanvraag-zijn-er/aanmelden-voor-de-overgangsregeling · toelatinguitleenmarkt.nl/uitleners/welke-soorten-aanvraag-zijn-er/toelating-met-inspectierapport · toelatinguitleenmarkt.nl/uitleners/welke-soorten-aanvraag-zijn-er/toelating-met-sna-keurmerk · toelatinguitleenmarkt.nl/uitleners/wat-zijn-de-eisen-voor-toelating/waarborgsom · toelatinguitleenmarkt.nl/uitleners/wat-kost-een-aanvraag-en-toelating · toelatinguitleenmarkt.nl/uitleners/moet-u-toelating-aanvragen · toelatinguitleenmarkt.nl/inleners-rijksoverheid.nl/actueel/nieuws/2026/10/08/internetconsultatie-wijziging-eisen-wanneer-bedrijven-personeel-mogen-uitlenen

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Wtta for hirers: how to check your agency

HOW TO CHECK WHETHER YOUR AGENCY IS LICENSED

From 1 July 2027 hirers are expected to be able to check in the NAU public register whether an agency is licensed, exempt or covered by the transitional arrangement. On 1 January 2028 the KVK Waadi register moves into the NAU public Wtta register.

Until the register opens, you only have your agency's word. So ask now for written confirmation of its registration for the transitional arrangement, and later of its application to the NAU.

QUESTIONS TO ASK YOUR AGENCY NOW

- 01 Do you register for the transitional arrangement between 1 November and 31 December 2026? Can you send me the confirmation?
- 02 Will you apply to the NAU for the licence between 1 May and 30 June 2027?
- 03 Is the deposit arranged (€100,000, or €50,000 for a new agency), or will you be exempt?
- 04 Is your inspection against the standards framework planned yet, with an inspection body appointed by the NAU?
- 05 What happens to the people on my project if your licence is not ready in time?
- 06 Will you tell me in writing straight away if your application is refused or your licence ends?

CHECKLIST FOR HIRERS

- ☐ List every agency you hire people from: staffing agencies, secondment firms and payroll companies.
- ☐ Send each agency the questions above and keep the answers.
- ☐ Agree in writing that the agency must hold a licence and tells you at once if that changes.
- ☐ Check every agency in the NAU public register as soon as it opens (expected from 1 July 2027), and again for every new assignment.
- ☐ Does an agency have no licence or exemption on 1 January 2028? End the cooperation and switch in time.

FINES AND RESPONSIBILITY

From 1 January 2028 the Netherlands Labour Authority can fine agencies without a licence and the hirers who work with them. The Wtta fine amounts have not been published yet; the law sets the maximum at a fifth-category fine.

Explanation and sources: atherium.nl/en/wtta/ · atherium.nl/en/wtta/hirers/toelatinguitleenmarkt.nl · toelatinguitleenmarkt.nl/uitleners/welke-soorten-aanvraag-zijn-er/aanmelden-voor-de-overgangsregeling · toelatinguitleenmarkt.nl/uitleners/welke-soorten-aanvraag-zijn-er/toelating-met-inspectierapport · toelatinguitleenmarkt.nl/uitleners/welke-soorten-aanvraag-zijn-er/toelating-met-sna-keurmerk · toelatinguitleenmarkt.nl/uitleners/wat-zijn-de-eisen-voor-toelating/waarborgsom · toelatinguitleenmarkt.nl/uitleners/wat-kost-een-aanvraag-en-toelating · toelatinguitleenmarkt.nl/uitleners/moet-u-toelating-aanvragen · toelatinguitleenmarkt.nl/inleners · rijksoverheid.nl/actueel/nieuws/2026/10/08/internetconsultatie-wijziging-eisen-wanneer-bedrijven-personeel-mogen-uitlenen

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