

Premiums for Sickness and Accident Insurance

1. When do you have to register with the SVB?

When you have established a business or company. There are two kinds of registration:

1. Companies without any employees in their service.
2. Companies with employees in their service.

2. When are employees entitled to Sickness and Accident Insurance by the SVB?

From the moment:

- The employee is hired, including the probation period;
- The employee is hired for an indefinite period.

The gross wages of the employee(including emoluments, etc.) must not exceed the maximum wage limit.

For employees who are already employed by an employer, the gross income is determined on the reference date (November 1st of each year) per that date. If this gross income is less or equal to the wage limit of the subsequent year, the employee will be insured during the whole subsequent year against sickness, irrespective of changes in his wages. These employees contribute a certain percentage of their gross income in order to have members of their family insured.

The wage limit changes every year.

With respect to the Accident Insurance the wage limit is not applicable, so every employee has to be insured against accidents, irrespective of the wage limit.

The premium for the accident Insurance for employees with a gross income exceeding the wage limit is paid by the employers up to the wage limit amount, and not on the actual wage. So no premium need to be paid on the gross income exceeding the wage limit.

3. What is required to register with the SVB?

- A copy of the proof of registration with the Chamber of Commerce and Industry.
- Bank or Giro account number.
- ID number, full name, sex, marital status, occupation/profession, terms of employment and the wages of your employees completed on the summary wage statement.
- A proof of identity of the person who will sign on behalf of the employer (in case of an authorized person, a letter of authority and

- a proof of identity are required).
- Articles of Association in case the firm is a corporate body

4. Who pays the premium for Sickness and Accident Insurance?

The premium for the employee is completely at the employer's expense. The Sickness Insurance premium rate is a certain percentage of the employee's gross income, but is at the employer's expense.

For Accident Insurance the premium rate varies, depending on the classification of the company's accident risk and is at the employer's expense.

The employees who are insured against sickness pay a certain percentage of their gross income up to the wage limit in order to have their family members insured, irrespective of the composition of their family, unless they have been granted an exemption.

5. How is the premium collected?

By means of monthly declarations and payments by the employer. The employer also deducts the employee's share and transfers it to the SVB.

Every year a specific summary wage list has to be submitted, from which per employee is evident:

- the duration of the employment
- the level of the gross income paid
- the premium paid