Managing the changes to the Belgian Special Tax Status

Our approach

Impact Assessment
- We can help assessing the impact of the new rules by segmentation of impacted individuals (active or new joiners either or not able to OPT-IN or OPT-OUT) as well as immediately prepare clear comparative simulations.

Review Legal aspects
- For each type of impacted population (active of new joiners) it should be determined whether compensation is to be provided, transition measures are to be written down and/or contractual terms are to be amended. Based on such assessment, we will determine with you the best approach (e.g., annex to employment contract, policy review, etc.).

Review Strategy
- The envisaged changes will be a gamechanger in attracting and retaining talent. Not only will companies need to decide whether (and/or how) they want to compensate impacted individuals. The way the new benefits are applied will impact the total Reward Strategy impacting the way benefits (pension, insurances) and incentives are determined. We can support you in reviewing your Reward and Talent Strategy to align this with the new rules or explore alternative incentives.

Implementation
- We can support you in bringing it all together: general or individual communication sessions explaining the financial, legal, talent and reward implications as well as implementing it accordingly in contracts, payroll, and/or policies ensuring compliance.

Communication