Your assessment · Office or professional job

Based on the form you confirmed on 16 November 2026. Every figure is calculated.

This offer is in the lower half of the range for comparable roles. Ask for €4,500 gross a month.

Net a month	Middle half of comparable jobs	Ask for
€3,100	this offer €4,000	€4,500
Plus €1,902 net holiday allowance in May	€3,580 – €5,702	Gross a month, +€238 net a month, about +€3,090 net a year
	In the lower half of the range for comparable roles	

Position	Type of assessment	Employer
Software Engineer, Utrecht	New offer	Dutch SME

Example – fictional data

In short

1. You keep **€3,100 net a month** from €4,000 gross, and €1,902 net holiday allowance in May.
2. The salary is in the lower half of the range for comparable roles. Ask for **€4,500 gross a month**; it adds €238 net a month, about €3,090 net a year including the holiday allowance in May.
3. Not met: **holiday leave**. Section 3 shows the calculation.

Please read first. This assessment is information and preparation, calculated from the details you confirmed in our form. It does not review your contract clauses. **Have the contract clauses checked by a lawyer or the Juridisch Loket before you sign.** What you do with it is your own decision, taken at your own risk and responsibility. BetterTerms is not a law firm, tax adviser or immigration adviser. The small print is on the last page.

1 · Your real numbers

	Per year	Per month
Base salary (12 × €4,000)	€48,000	€4,000
Holiday allowance 8%, paid in May	€3,840	
Gross total	€51,840	
Pension, your own share of 4%	−€1,920	−€160
Pension, the employer's share (not in your pay)	€3,840	
Taxable wage	€49,920	

	Per year	Per month
Tax and contributions together, before tax credits (35.75% up to €38,883, 37.56% up to €78,426, 49.50% above)	−€18,045	
General tax credit	+€1,824	
Labour tax credit	+€5,404	
Tax due	−€10,817	
Net per year	**€39,103**	
Net, 12 monthly payments		**€3,100**
Net holiday allowance in May, on top	€1,902	

Holiday allowance is taxed at the special rate for one-off payments, 50.47% at your taxable wage; that is why it nets less than a monthly payment. The year's tax is settled through the tax return.

Assumptions: the pay figures exactly as you confirmed them in the form; no other income.

2 · Where you sit in the market

Software development, medior, Utrecht region, 2026

	Per month	Per year
Half of comparable jobs pay between	€3,580 and €5,702	€46,400 and €73,900
This offer, in the same unit	**€4,000**	**€51,840**

A guide: fewer comparable figures exist for this field and region, so read the range as a guide, not a target.

All market figures are gross and full-time, a year including 8% holiday allowance, a month without it; no bonus or 13th month.

3 · Three legal minimums

Legal minimum	The law	Yours	Result
Minimum wage	€14.99 an hour (21 and over), from 1 July 2026	€23.08 an hour	Met
Holiday leave	4 × your week: 20 days (160 hours) a year	18 days (144 hours)	**Below the minimum**
Holiday allowance	at least 8% of the gross pay	8%	Met

Holiday leave: 18 days (144 hours) a year against the legal 20 days (160 hours) (4 × 40 hours): about 2 days of 8 hours (16 hours) short.

Days of holiday leave are counted at a five-day week: a day is 8 hours.

Minimum wage: the statutory hourly minimum on your start date (Wet minimumloon en minimumvakantiebijslag, art. 8); holiday leave: four times your weekly hours (Burgerlijk Wetboek 7:634); holiday allowance: 8% of the gross wage for pay up to three times the minimum wage (Wet minimumloon en minimumvakantiebijslag, art. 15 and 16).

Example — fictional data

4 · What to ask for

	Gross a month	Extra net a month	Extra net in May
Ask for	€4,500	+€238	+€238
Halfway point	€4,250	+€119	+€119
The offer now	€4,000		

The ask is a step towards the middle of the range. If they can't meet €4,500, the halfway point of €4,250 is a step in between. Net figures are counted as your payslip shows them; the extra holiday allowance comes in May.

If the salary is fixed, other things you can ask about:

- one extra day of leave a year, worth about €185 gross at this salary
- a bonus (your form shows none)
- an agreed date for a salary review
- a training budget

Separately from the ask: holiday leave of at least 20 days (160 hours) a year (section 3).

5 · The words

A fixed template with your figures filled in. Change the words where yours fit better; keep the figures.

Example email

To [the person who made the offer]
Subject: **The offer for Software Engineer**

Dear [name],

Thank you for the offer for the Software Engineer position. I'm keen to join the team.

Before I sign, I'd like to agree on a base salary of €4,500 gross a month and holiday leave of at least 20 days (160 hours) a year, the legal minimum. That brings the salary closer to the middle of what comparable roles pay in the Utrecht region. Could you confirm this in the updated offer?

Kind regards,
[your name]

The same email in Dutch

Aan [degene die het aanbod deed]
Onderwerp: **Het aanbod voor Software Engineer**

Beste [naam],

Dank voor het aanbod voor de functie Software Engineer. Ik heb er veel zin in.

Voordat ik teken, wil ik graag afspreken: een basissalaris van € 4.500 bruto per maand en vakantieverlof van minstens 20 dagen (160 uur) per jaar, het wettelijk minimum. Daarmee komt het salaris dichter bij het midden van wat vergelijkbare functies in de regio Utrecht betalen. Kun je dit in het aangepaste aanbod bevestigen?

Met vriendelijke groet,
[je naam]

Example – fictional data

Example call script

Open. Thank them for the offer and say you want to make it work.

The ask. "I'd like to ask for €4,500 gross a month. That brings my salary closer to the middle of what comparable roles pay in the Utrecht region."

If they offer less. Your halfway point is €4,250. Above it, you can agree; below it, ask what would make the ask possible, or for a pay review date in writing.

Holiday leave. "The holiday leave is below the legal four weeks. Can you put it at 20 days (160 hours) a year or more?"

Close. Ask them to send the changes in writing.

If they say

"The budget is fixed." Ask whether €4,250 is possible, the halfway point between the offer and your ask. If it is not, ask about one extra day of leave a year.

"This is our standard offer." Say that €4,500 brings the salary closer to the middle of what comparable roles pay in the Utrecht region, and ask whether there is room within the standard.

Based on what you confirmed

Job, level and place	Software Engineer, medior, Utrecht		
Gross pay	€4,000 a month	Hours a week	40
Holiday allowance	8% on top, paid in May	Pension	your share 4%, employer 8%
Age	34	Start	December 2026
Holiday leave a year	18 days (144 hours)		

Sources

Dutch tax and payroll rules for 2026 (Belastingdienst), the statutory minimum wage and holiday allowance (Wet minimumloon en minimumvakantiebijslag), the holiday minimum (Burgerlijk Wetboek 7:634) and our own market model. Our model uses, among other sources, data from CBS (CC BY 4.0).

The small print

What this assessment is. It was prepared from the details you typed into our form, with our own tax engine, the legal minimum amounts and our market model. The figures use the rules and amounts in force on the date of preparation. It does not review or judge the clauses of your contract.

Your information and your decisions. Every figure depends on what you confirmed in the form. Whether to negotiate, what to ask and whether to sign are your decisions alone.

This result was produced automatically. It may contain mistakes. It is general information and preparation, not legal, tax, financial or immigration advice. Check important points before you act on them. Our general terms apply: betterterms.eu/legal.html#terms.

Example — fictional data