

# The WTTA: dates and practical considerations



The Dutch Admission of Personnel Supply Act (WTTA) introduces a mandatory admission system for businesses supplying personnel to another party.

The law enters into force on January 1, 2027, with enforcement of the admission requirement starting on January 1, 2028. Organizations supplying personnel and those engaging external workers should assess how the new framework may affect them.

## Timeline

| Date                            | Milestone                                                                                                                                                |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| November 1 to December 31, 2026 | Registration for the transitional arrangement for eligible existing labor suppliers                                                                      |
| January 1, 2027                 | WTTA enters into force. New notification and record-keeping obligations apply to suppliers and hirers. Hirers must retain their records for seven years. |
| By June 30, 2027                | Application period for admission or, where applicable, an exemption                                                                                      |
| During 2027                     | NAU begins assessing applications and the public register becomes available                                                                              |
| January 1, 2028                 | Supply and hiring prohibitions take effect; the Netherlands Labor Authority begins enforcement                                                           |

## Who may be affected?

The WTTA is relevant to businesses that supply workers to another party, including temporary employment agencies and secondment providers.

Other arrangements, including certain payroll, Employer of Record (EoR), consultancy or service arrangements, may also require assessment. Whether the receiving party exercises supervision and direction, including through the way the work process is organized, is relevant when assessing whether an arrangement falls within the scope of the WAADI and WTTA.

The admission requirement applies to labor suppliers. Hirers must check whether relevant suppliers have the required status and may no longer obtain supplied workers from a supplier that does not have that status once the hiring prohibition takes effect.

Not every arrangement falls within scope. The specific circumstances should be assessed.

## What should organizations do now?

- Assess whether relevant workforce arrangements may fall within the scope of the WAADI and WTTA.
- Identify relevant suppliers, intermediaries and external personnel arrangements.
- Determine which registration, admission or exemption requirements may apply.
- Prepare for the notification and record-keeping obligations taking effect on January 1, 2027.
- Prepare processes to check whether labor suppliers have the required status.
- Review relevant contracts and responsibilities where necessary.

The WTTA does not affect every organization in the same way. Reviewing your arrangements now can clarify which requirements may apply and whether action is needed before the relevant deadlines.

Questions about the potential implications for your organization? Contact our Employment Law team.