

Voluntarily participation in the retraining scheme for dancers (ODN)

Since 1 January 2022 there is a separate Collective Labor Agreement for the Dutch retraining program for dancers (Omscholingsregeling, ODN). Employers and employees have made an agreement about the ins and outs of the scheme, including who can participate. The difference with the regular collective labor agreement (Theatre and Dance) is that it only concerns the retraining scheme and that it has been agreed for a longer period, namely until 1 January 2027. This was done because both the employers organization and the trade union consider the scheme so important that they do not have to make new agreements about it every one or two years.

In the collective labor agreement ODN, it says who can participate in the retraining scheme. That's dancers only. Teachers, ballet masters and choreographers cannot join the program.

A dancer with an employment contract at a dance company to which the collective labor agreement applies* automatically participates. They are obliged to do so. If you work as a self-employed person (freelancer), you can participate voluntarily. Although this is not mandatory; it is smart to participate.

How do you participate?

You do this by paying premiums. A premium is a percentage of the gross monthly income. The companies to which the collective labor agreement applies are obliged to pay premiums for their dancers. These companies take out the employee's part of the premium every month from the dancers' salary and they pay the employer's part themselves. The total premium is paid by them to the retraining program.

It is also possible to participate voluntarily in the retraining scheme. For example, if you are self-employed. In those cases, as a dancer, you pay both the employer and the employee share of the premium. The good news is that in a situation like that the company or choreographer that commissions is obliged to (!) reimburse you the employer's part of the premium. The only condition is that you demonstrate that you actually participate in the retraining scheme.

Premium amount

The height of a premium is 9.25% of the gross monthly salary, including holiday allowance. The employer pays 6.93% and the employee 2.32%, respectively 2/3 and 1/3 of the premium. In principle, the independently participating dancer pays the full premium himself and receives two thirds of it back from their 'employer'. In those cases, the amount of the premium is calculated on the gross fee, i.e. the fee without the 50% surcharge. According to the collective labor agreement for theatre and dance, the fee of a self-employed dancer must at least correspond to the corresponding salary level in the cao, increased with a surcharge of at least 50%.

Accruing premiums

You accrue one premium per month that you have been working. Twenty days of work (rehearsals and/or performances) are counted as one month. By adding up all the days worked in a year and dividing that number by twenty, you calculate the number of premiums for that year. A year in which you have paid at least one premium counts as one year.

As a self-employed dancer, you must declare the number of days you have worked. It is necessary to send a rehearsal schedule and a playlist of the performances.

If you have not worked the entire year in a particular year, but have worked for at least three months, you can double the number of premiums. Suppose you have worked for four months in any year, you may pay contributions for eight months. You can therefore meet the conditions for financial support more quickly. You do not need to do anything to use this option. The Office of ODN will automatically inform you on this matter. It is not possible to pay more than twelve premiums per year.

You must have paid a minimum number of premiums to be eligible for financial support from the Omscholingsregeling.

The more premiums, the larger the retraining budget you can use.

With a minimum of 48 premiums in five years, a retraining budget of €20,000 is available. If you have paid 96 premiums in ten years, the retraining budget is € 55,000 and after 12 years and 115 premiums you can submit plans for an amount of € 75,000.

The retraining budget is for the reimbursement of study costs and a contribution to the cost of living during the study. See also the website for all possibilities www.omscholingdansers.nl

Do you want to participate in the scheme?

Send an email to: info@omscholingdansers.nl

We will then contact you. If you want to know more first, you can make an appointment. Send an email or call 06 22 100 177

If you are going to participate voluntarily, we want to keep the administration to a minimum. The most convenient thing is that you request us to charge the premium directly to your client. We can then invoice the employer's part and your part in one go. This saves work and it is also clear that you want to participate in the scheme.

As a dancer, you submit a statement of the activities and associated fee to the retraining scheme. The amount of the total premium is calculated on this basis. We send the invoice to the client and keep you informed of the state of affairs and accrued rights.

To avoid misunderstandings, the arrangements with you will be documented by ODN .

* The overview of dance companies that automatically pay premiums towards the scheme can be found [here](#)

Paying premiums from abroad

Under certain conditions it is also possible to (continue to) participate in the retraining scheme from abroad.

1. You live in the Netherlands and do projects at home and abroad.

If you live in the Netherlands and do short-term projects abroad, it is possible to pay premiums for those periods as well. You also pay 9.25% of the gross salary, including holiday allowance. If you are self-employed, you owe 9.25% of your fee.

2. You are going to live and work abroad.

If you are going to work outside the Netherlands for a longer period of time, you can only participate voluntarily if you have already paid at least 60 premiums in the Netherlands. Only then can you voluntarily continue the premium payments. Even then you pay both the employee's part and the employer's part. Please note: the 9.25% premium in this case is based on your last gross salary, which you earned in the Netherlands!

Do you want to pay independently for your work abroad? Send an email to: info@omopleidingdansers.nl

In doing so, conclude the contracts on which you will pay premiums. The Omscholingsregeling will then send you an invoice for the premiums owed. You are obliged to declare all your activities as a dancer. Every time you have a new contract, you send it to the Omscholingsregeling so that premiums can be calculated for it.

Please note: you can only pay premiums if you work as a dancer. If you live in the Netherlands, you can make premium payments with retroactive effect for up to 36 consecutive months. If you live abroad, this period is a maximum of 12 consecutive months.

If you have any questions, please contact the Omscholingsregeling office. This can be done by sending an email to: info@omscholingdansers.nl or by calling +31 (0)6 22 100 177