

The **reliable**  
**payrolling** and  
**HR specialist** for  
the Hospitality  
Industry in the  
Netherlands



# Welcome to Kolibrie!

You can consider Kolibrie as your **external HR-department** that manages the payroll of your staff on your behalf. Our office may not be around the corner, but we pay you regular visits and are always there for you with all the commitment that you may expect from us.

Kolibrie relieves you of all HR backoffice tasks, such as **payroll**, **HR**, and certain **legal obligations** of your employees. From administration and workplace situations to complex Dutch regulations, we handle it all. This provides you with all the freedom to get the most out of your hospitality business as we become the legal employer of your employees, including carrying the risks of employment.

**Request an  
introductory visit**



### **Your personal HR support desk**

We are your sparring partner for all HR and employment related legal matters and questions. We offer (24/7) support for you and your (payroll) employees via our portal, call center, and via your dedicated contact person and support team.



### **No more risk**

Kolibrie goes beyond payroll. We manage all your administrative and legal responsibilities, including sick pay (occupational health and safety) and severance pay.



### **Save time and money**

Kolibrie makes your entire HR process more efficient and flexible, saving you money and allowing you to focus on the core responsibilities.

# Overview of Kolibrie Services

## Payrolling (Kolibrie as legal employer)



## HRM Services (powered by Happy Talents)



## Payroll (salary administration)



\* Absence management, HR helpdesk, Digital Employee File, On-/Offboarding, connection with staff planning tools for time tracking, (whistleblowing).

## How does payrolling work?

### How does it differ from payroll?

The term payroll refers to the process of managing employee payments. In the usual scenario, an employee is directly employed by a company and is part of that company's payroll.

However, when an employee is legally employed by a payroll company such as Kolibrie, the hirer (the company where the employee works, also named as our client) outsources the payroll management. In this payrolling arrangement, the employee is not formally hired by the company they work for. Instead, it's the payrolling company (like Kolibrie) that becomes the legal employer, and the employee is then assigned to the client or 'hirer'.

[More about Kolibrie](#)



# Kolibrie as your payroller

Together, we take care of your employees. Kolibrie becomes the **formal employer**, and, for a fixed fee, takes over your employer obligations and costs. You maintain control on the work floor, with daily recruitment and management remaining your responsibility. We handle the administrative tasks and cover the risks of leave of absence and disability. This ensures everything is well managed for your employees: from employment contracts, payments, vacation days and pay, pension contributions, and insurance to leave of absence. All this is guaranteed without unexpected costs and fully compliant with your collective labor agreement (CAO).

Kolibrie is a so-called '**payroller**' and it takes on the responsibility of legally employing your staff. This includes tasks such as managing payroll administration, creating contracts, updating employee details, handling sick reports, pay slips and more. This offers significant time savings for you as an employer, especially when dealing with short-term staff.

By transferring your legal employment to us, you reduce your risks. For example, sickness insurance and premiums are fully managed by us. As an employer, you continue to select and manage your workforce, but we are your payroll partner and handle all administrative aspects.

What clients say





# The cost of payrolling

At Kolibrie we usually operate on a **fixed rate**. We bill you for each hour worked by the employee. It's comparable to the labor cost you have as an employer. We multiply the gross hourly wage by an agreed factor: the **conversion factor**. This fee doesn't just cover the employee's salary, but also covers other costs typically carried by the employer, such as holiday pay, vacation days, pension contributions and social charges, and leave of absence risk.

The advantage of using a payroller like Kolibrie is that your company pays a fixed hourly rate which encompasses premiums and payroll taxes. This rate is based on the employee's salary and the employee mix per client. We as payroll company include a small margin for our services, generally around 6-10%.

It's very **transparent**, without unexpected costs, and fully compliant with your collective labor agreement (CAO). It's good to know that each payroll company uses a different factor. When comparing, make sure to check what is and isn't included.

[Request a quote](#)

# Benefits of payrolling

Payrolling offers numerous **advantages** for employers compared to direct hiring, employment agencies, or temporary staffing firms. The most significant benefit is that you are no longer the legal employer for employees and therefore save valuable time on administrative tasks.



Payrolling ensures **thorough management** of your complex administration. Specialised payroll companies use advanced personnel and payroll administration **software**.



The **risks** associated with being a legal employer are shifted to the payroll company, providing upfront **clarity** about wage costs.



Employers using payrolling no longer bear the **costs** of leave of absence, incapacity, severance payments or compensation for dismissal.



**Flexibility:** employers can easily bring in new employees on both temporary and permanent contracts.

# Why Kolibrie?

As an entrepreneur, it's important that you can trust the payroll company. After all, the payroller becomes responsible for the employees and all the associated employer obligations. Therefore, partnering with a **professional** and **financially reliable payroll organization** is crucial.

**We have over 30 years of experience with payrolling and the hospitality sector.**

We currently employ over **7000 people** in sectors such as hospitality and catering. With Kolibrie, your fee is based on your team of employees. The quotation you receive is without unexpected costs. The **Kolibrie Online** Employee and Client Portal App is included with many other benefits. We stand for **digital innovation** and **professional service**.

- > Payrolling specialist for over 30 years
- > Fixed tailored fee, without unexpected costs
- > Free connections to most Staff Planning Tools
- > Excellent support desk service for both you as your employees
- > A variety of payment cashout periods to choose from
- > Quickly payroll large numbers of employees through automated processes
- > Access to additional HR services and Employee Benefits

**Call me back**

A woman with long brown hair, wearing a white button-down shirt and light-colored trousers, is smiling and looking towards the camera. She is standing in front of a wall with various green plants and foliage. The background is slightly blurred, focusing attention on her.

## What our payrolling clients say

“Kolibríe has **exceeded our expectations** in several ways. Firstly, the **speed** and **friendliness** with which we are assisted; in the world of business, time is extremely valuable. Secondly, the **professionalism** with which the entire team is always ready to help us. They understand the complexity of the hospitality sector and have truly delved into our specific situation. Particularly, we greatly appreciate this aspect of **proactive thinking!**”

Maud van Asch, Van Asch Horeca Beheer

All client referrals

# What are the advantages of payrolling for employers

Payrolling offers numerous **advantages for employers** compared to hiring through employment agencies or temporary staffing firms. A significant benefit is that you are no longer the legal employer for employees hired through a payroll company which means you save valuable time on administrative tasks, moreover; you avoid risk.

- ✔ Payrolling ensures thorough management of your complex administration. Specialised payroll companies use advanced personnel and payroll administration software.
- ✔ The risks associated with being a legal employer are shifted to the payroll company, providing upfront clarity about wage costs.
- ✔ Employers using payrolling no longer bear the costs of leave of absence, incapacity, or severance payments.
- ✔ Flexibility: employers can easily bring in new employees on both temporary and permanent contracts.

[Book a free consultation](#)





## What our payrolling employees say

“Everything works super easy and convenient for what I need as an employee. I find the help desk very friendly, they pick up everything quickly, the contact is informal, and it feels like I have a colleague on the phone.”

Anne Vries, Regional Manager  
at De Huismeester

# What are the advantages of payrolling for your employees

Despite the change of legal employer, the daily supervision will remain the same, meaning that employees still see you as their main employer. However, with Kolibrie as their legal employer, administrative tasks are seamlessly managed in the background. The employee can rely on Kolibrie that we are compliant with regulations, guaranteeing them, as employees, to receive their entitled wages and benefits, potentially even more. In essence, this transition is designed to benefit your employees.

## Additional advantages for employees

- ✔ Access to GoodHabitZ, an online portal where employees can participate in various classes to support their development as young professionals
- ✔ Access to Benefits by Kolibrie, a website where they can find many different exclusive discount codes for a variety of stores, services, entertainment tickets, holidays, and much more!
- ✔ Optionally make use of add-on insurances via CZ



## Contact us

**Kolibrie HRM**

Ellen Pankhurststraat 1  
5032 MD Tilburg

013 54 99 102  
[info@kolibrie.nl](mailto:info@kolibrie.nl)

[Call me back](#)