

Deploying flexible talent in Belgium: a strategic guide for employers

From freelancers to flexi-jobs:
optimize your HR policy without administrative worries.

TENTOO
Payroll made easy

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The new reality of work

The War for Talent makes it increasingly difficult to quickly find the right expertise. At the same time, companies must remain flexible: scaling up when projects grow and scaling down when the market changes.

Therefore, more and more organizations are operating with a permanent core team, supplemented by flexible talent such as freelancers, temporary employees, or flexi-jobbers. In Belgium, however, this flexibility often clashes with complex regulations and administrative burdens.

How do you deploy talent quickly without legal risks? This whitepaper provides a clear overview of the most important flexible forms of employment. We also show how payrolling helps companies deploy freelancers and experts flexibly, with the security that the law requires.

Let's make doing business simple again.

The landscape of temporary employment

Companies that want to move quickly have various options today to bring in temporary talent. Belgian legislation offers a wide range of employment forms, each with its own rules, costs, and risks. Below you will find an overview of the most commonly used solutions.

Temporary agency work

Temporary agency work operates via a triangular relationship between your company, the temp agency, and the employee. The employee is formally on the payroll of the temp agency, which acts as the legal employer. You manage the employee operationally on the shop floor and retain authority. Whether you found the candidate yourself or the temp agency made the match makes no legal difference. This form can only be used for specific legally defined motives and applies to very short contracts as well as longer assignments. Remuneration follows the rules of your specific joint committee.

Fixed-term employment contract

With a fixed-term contract, you directly hire someone for a predetermined period. This provides clarity regarding the end date, but it also means you take on all administrative obligations yourself: from the mandatory Dimona declaration to payroll administration and employer risks.

Self-employed (freelancers)

Freelancers are often deployed for specialized assignments, for example in IT, marketing, or creative roles. They invoice for their services through their own company or sole proprietorship. While this seems administratively simple, there is a significant hidden risk: false self-employment. If the freelancer effectively operates as an employee in your team under your direct authority, the NSSO (National Social Security Office) can retroactively reclassify this as an employment contract. Furthermore, many freelancers work on a time-and-materials basis, making it important to get a clear time estimate of the project upfront. If not, you might face an unexpectedly high invoice.

Flexi-jobs

This system is intended for people who have a main job or for pensioners (including those on early retirement). While previously strictly limited, as of July 1, 2026, the status has been expanded to almost the entire private and public sector, with the exception of sectors that explicitly opted out. Read all about the current legislation and check if your sector is eligible on our website.

Volunteer compensation and Amateur Arts Compensation

For specific projects, you can look beyond standard payroll and use highly practical compensation schemes outside the traditional employment contract. A volunteer allowance, for example, allows organisations (such as those in the events sector) to reward people for their hard work through an expense allowance, completely bypassing any cumbersome payroll administration. Alongside this, the Amateur Arts Compensation was specifically developed to remunerate small-scale artistic performances simply and with tax advantages. Please note that a maximum amount per day and a maximum of 30 days per year apply here.

Student work

Students can work up to 650 hours per year at a reduced social security contribution rate. Because of this, they are an attractive solution for peak periods or holiday seasons. However, the employer or student must closely monitor the remaining hours and adhere to specific regulations regarding working hours and permitted tasks.



The flexible workforce on the payroll

Imagine this: you have found the perfect candidate for a temporary assignment. That could be a highly educated IT expert brought in to guide a complex data migration, but just as easily a passionate graphic designer, extra waitstaff for a large-scale event, or temporary administrative support during the busy holiday months. Regardless of who you hire, as an employer, you want them to start as quickly as possible without complex administration or legal uncertainty. Payrolling offers a practical solution here.

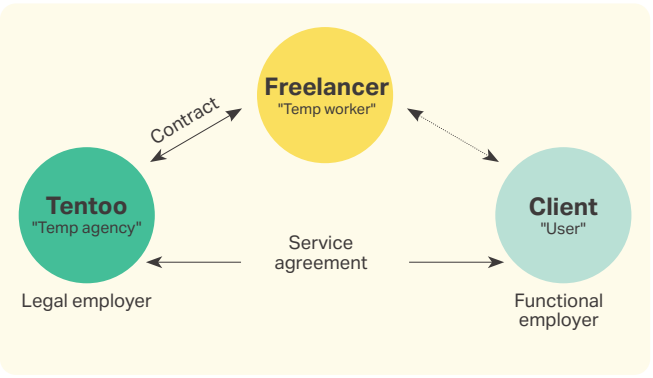
The concept: payrolling via temporary agency work

With payrolling, you remain in control by sourcing and selecting the talent yourself and making the operational agreements. Once you agree on the scope of the assignment and the corresponding remuneration, the employee is placed on the payroll via a payroll partner. Please note: this partner must be an officially recognized temporary employment agency.

The difference compared to a traditional temp agency is that a payroll partner does not handle recruitment and selection. This partner acts as the legal employer and takes over all administrative and legal obligations. In the eyes of the law, your new employee is considered a temp worker at that point, which immediately spares you, as the entrepreneur, a multitude of employer risks. Meanwhile, on the shop floor, it simply feels like you are working with a flexible, external employee who integrates seamlessly into your team.

Operational authority as a user

As the 'user' (the official legal term) of a temp worker, you retain daily authority over the employee. You determine the tasks, priorities, working hours, and the practical execution of the work. This allows you to pivot quickly and fully integrate the employee into your operations. At the same time, the legal employer status remains with the payroll partner. They are responsible for contracts, salary payments, and social security obligations.



What should you pay attention to as a user?



Clear agreements upfront

Clearly define tasks, working hours, rates, and the duration of the assignment with both your payroll partner and the employee.



Respect the division of roles

You provide operational direction, but avoid actions that belong exclusively to the legal employer (such as changing the contract without involving the payroll partner).



Well-being and safety

You are responsible for providing a safe workplace and proper working conditions, just as you are for your own permanent employees.



Accurate timesheets

Ensure the precise tracking and approval of all hours worked. This careful record-keeping forms the essential foundation for correct remuneration and transparent invoicing.



Equal treatment

Treat your payroll staff on the shop floor as fully fledged members of your permanent team. This goes beyond providing equal working conditions and a smooth integration process; it also means ensuring equivalent remuneration. Legally, they are entitled to the exact same pay conditions and fringe benefits as your permanent employees, including perks such as meal vouchers.

Why this works for you

By choosing payrolling, you embrace a model that is fundamentally built on efficiency, scalability, and absolute peace of mind. This offers clear advantages:

Undivided focus on results	You bring people on board for their specific skills and dedication, not to increase your internal paperwork. Because we cut away the entire administrative burden, all your attention can go to the job that actually needs to be done.
Grip on your costs	With this system, you transform what could be a heavy, fixed personnel cost into a 100% variable expense. You only pay for the hours effectively worked via a single, transparent invoice. Furthermore, you know exactly what the deployment of this employee will cost you in advance, making unpleasant surprises afterwards a thing of the past.
A strong magnet for diverse talent	In a tight labour market, security makes all the difference. Whether it is a creative freelancer who wants to be freed from doing their own accounting or a temporary event worker who simply wants to be paid correctly and on time, everyone values solid social protection. Through payrolling, your flexible employees build up crucial social rights, or they retain their existing rights as permanent employees. They contribute to their pension, are entitled to holiday pay and are fully insured against workplace accidents from the very first minute they start work.

By offering them this safe haven, you position your company as a modern and caring employer. That is an undeniable asset for attracting the very best people.



Maximum peace of mind with Tentoo

Who is Tentoo?

Tentoo is much more than a temporary employment agency. We are your strategic HR partner for flexible talent.

For thirty years, we have passionately built the bridge between companies seeking agility and professionals looking for secure employment. As a recognised temporary employment agency across Flanders, Wallonia and Brussels, we have amassed decades of expertise in payroll administration and comprehensive HR management. What makes us exceptionally strong in this field is our absolute versatility. We are fully equipped to manage every single employment status. Whether you wish to deploy blue collar workers, white collar workers, flexi jobbers or student workers, we always have the appropriate legal framework ready and waiting for you.

Furthermore, we are deeply rooted in the creative sector. As a recognised Social Bureau for Artists (SBA), we can seamlessly employ artists as well as artistic technical and support staff, ensuring the correct and compliant remuneration of copyright and neighbouring rights.

Our mission is simple: we take the entire administrative and legal complexity off your shoulders, allowing you to focus purely on growing your business.

One partner, complete unburdening

After all, your time is your most scarce asset. Every minute that you or your business spends on forms, contract management, or figuring out a new legal regulation is a minute not spent on your clients.

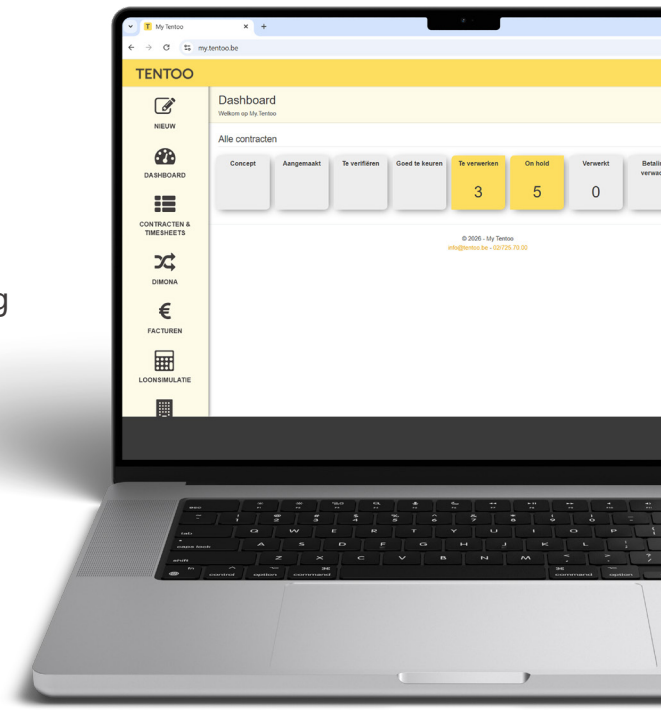
From the moment the collaboration begins, the employee is put on the Tentoo payroll. We act as the official employer. In concrete terms, this means we bear the social legal risks. We are responsible for the correct Dimona declaration, salary payouts, and the remittance of withholding tax. You reap all the rewards of the talent, without bearing the legal burdens or employer contributions.

Transparent and digital

HR administration doesn't have to be a burden. We have fully digitized the process, offering a transparent solution for companies that still want to maintain an overview.

Through our 'My Tentoo' platform, you manage everything in one place: within your personal company profile, you manage your employees, create contracts, submit timesheets, and consult invoices.

In addition, it is perfectly possible to link My Tentoo via an API to your own planning tool or other software. Everything is done electronically and in real-time, with complete transparency.



Security and protection

Working involves risks. A workplace accident can happen quickly. That is why we attach great importance to safety.

All your temporary employees via Tentoo are fully insured against workplace accidents. We can also neatly arrange any mandatory prior medical examinations. We handle the entire file in the event of an incident. You don't have to worry about medical costs or the administrative handling of the insurance.

Personalized, tailored advice

Belgian legislation never stands still. Indexations, new Collective Labor Agreement rules, and changes in social legislation follow one another in rapid succession. It is nearly impossible to flawlessly keep track of all this yourself if it is not your core business.

We monitor this for you daily. We are your reliable knowledge partner, where personal contact is always central and you are never just a number. If something changes that directly impacts your temporary workforce, we will notify you. Do you have a specific question about social law? Our experts are immediately ready to provide you with tailored advice.

Doing business without borders

Your projects don't stop at the national border. Sometimes your team has to get a job done in France, the Netherlands, or further afield.

Working internationally entails extra obligations, and every country has its own specific requirements regarding declarations. We ensure that your Belgian employees can work abroad correctly and in compliance with local regulations. You focus on the success of the cross-border project, and we make sure that you have all the necessary documents in your possession on time. With Tentoo, you choose a single partner that brings together flexibility, compliance, and ease of use.



Strategic HR as a lever for growth

HR has evolved from an administrative function into a strategic role. It's about culture, retention, and attracting the right people to realize the company strategy.

Yet, many HR professionals still lose valuable time on operational paperwork. Payrolling helps to free up that time and acts as a tool to make your company financially healthier and operationally sharper.

From fixed to variable cost

Fixed personnel costs are heavy and weigh on your balance sheet, regardless of your revenue. In uncertain times, that is a risk. With payrolling, you convert those fixed costs into variable costs: you only pay for the hours worked. This way, your personnel costs fluctuate with your business volume, helping you avoid financial risks during uncertain periods.

Transparency in costs

With a clear coefficient model, you know exactly what an employee costs. At Tentoo, we work with a multiplier applied to the gross hourly wage, which includes everything: social security contributions, holiday pay, insurance, and our services. This makes budgeting and project calculations simple and predictable.

Focus on the core business

By outsourcing administrative tasks, you create breathing room within your organization:

Room for talent development

Your HR team can focus on training programs and performance reviews.

Room for culture

You can work on work-place atmosphere and team spirit.

Room for strategy

You can think about the long term instead of putting out daily fires.

This allows HR to evolve from operational support into a true growth engine.

Payrolling makes your organization more agile, more efficient, and better prepared for change; exactly what is needed for growth.



Ready to release the administrative parking break?

Every company is different. Every project requires a different approach. Perhaps payrolling is the solution. Perhaps a flexi-jobber is the quick win you are looking for. Let's stop guessing and start calculating.

Do you want to know which form of collaboration best suits your situation?

Request a free simulation or schedule a conversation with our experts.

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