NANNY'S

Working a flexi-job

Since 1 July 2026 you can also join Nanny's on a flexi-job — as a nanny, family assistant or care assistant. This sheet explains whether you qualify, and what it means for you.

What is a flexi-job?

A flexi-job is an attractive way to earn extra alongside your main job or your pension. The big difference with ordinary extra work: on your flexi-wage you pay **no ordinary employee social security contributions**, and up to a certain ceiling **no tax either**. Far more of your gross pay stays with you than you are used to.

In return, the rules are strict. Not everyone qualifies, and everything has to be on paper before your first working day.

Do I qualify?

There are two routes to a flexi-job. One of them has to apply to you.

ROUTE 1 · YOU ALREADY WORK AT LEAST 4/5 ELSEWHERE

You must work at least 80% of a full-time job for **another employer**. That is not measured today, but in a reference quarter: **three quarters before you start**. Think of a nurse or a teacher working 4/5, or someone employed full-time elsewhere.

ROUTE 2 · YOU ARE RETIRED

If you draw a statutory pension, you do **not** have to meet the 4/5 rule. That makes a flexi-job considerably more accessible for pensioners — certainly if you have a background in care.

WHICH QUARTER COUNTS?

If you start in one of these periods, we look at your work in the quarter beside it.

YOU START AT NANNY'S IN	YOU MUST HAVE WORKED 4/5 IN
January – March 2027	April – June 2026
April – June 2027	July – September 2026
July – September 2027	October – December 2026
October – December 2027	January – March 2027

When is it not possible?

YOUR SITUATION	FLEXI-JOB AT NANNY'S?
You work full-time for another employer	**Yes**
You work 4/5 for another employer	**Yes**
You draw a statutory pension	**Yes**
You work half-time (1/2) for another employer	**Normally not**
You already have an ordinary contract with Nanny's	**Not with the same employer**
You deliberately drop from full-time to 4/5 to take a flexi-job	**Blocked for two quarters**
You retire at Nanny's and want to return straight away	**Only from the next quarter**

Retired? Keep two things apart

For pensioners there are two separate rules that are often confused: how much you may earn *without affecting your pension*, and how much you earn *tax-free*. The two are unrelated.

YOUR SITUATION	EARNING ALONGSIDE YOUR PENSION
You have reached the statutory pension age, or you had 45 career years when your pension started	**In principle unlimited.** No income ceiling for your pension.
You took early retirement	**Capped at € 8,121 per year** (2026 figure). Earn more and your pension may be reduced proportionally.

So there is no general maximum number of hours per week simply because you are retired. Anyone who has reached the statutory pension age can in principle work considerably more.

What do you keep?

- **Tax-free up to € 18,440 per year** (2026 figure) if you are not retired. Anything above that is taxed.

- **Retired?** Then your flexi-wage is tax-free without a ceiling. Do mind the pension limit above — that is a different rule.
- **On top of your hourly wage you receive 7.67% flexi holiday pay**, paid out together with your wage. You do not have to wait for it.
- **Your hourly wage is never below the sector scale** for your role within joint committee 318.02. A flexi-job does not mean you earn less per hour.

What do we arrange together?

A flexi-job cannot be arranged afterwards. Everything has to be in order **before your first working day** — we take care of the paperwork, you sign in time:

- **A framework agreement**, before your very first working day.
- **A flexi-job employment contract** for each period you work.
- **A Dimona declaration** before every shift, filed by us.

Ready to start?

Have a look at our current vacancies at **www.nannys.be/en/vacatures** and mention in your application that you would like to work on a flexi-job. We will then look together at whether you qualify and which hours suit you. Questions? Email us at **info@nannys.be**.

Good to know. This sheet summarises the flexi-job rules as they apply in September 2026, based on the FPS Employment, the NSSO, the Federal Pension Service and the FPS Finance. It is not legal or tax advice. Amounts and rules change regularly, and much depends on your personal situation. We always have your specific case confirmed by our payroll office before you start.

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