

As an employee you receive a period salary and a salary specification. Below you will find a description and explanation of what is presented on your specification. The specification used in this document is an example and is compiled at the beginning of January 2019 based on the information known at that time. Changes in legislation later this year are not incorporated. No rights can be derived from the content of this explanation.

## 1 - Upper part

### 1a - Salary specification

**Sequence no:** on the top right hand corner you will find the sequence number of the specification. This number increases each next specification.

- Month and Year:** the month and year of your salary calculation.
- Company code:** registration details of your employer at Visma | Raet.
- Employee code:** your personal registration number.
- BSN/soc sec number:** this is your income tax registration number.
- Logo:** on the left you see the Visma | Raet logo or your company logo.

### 1b - Name and address details and general records

On the Left your name and address and the name and address of your employer is printed.

On the Right you will find information about you and your job at your employer, although not every item is mentioned here.

Besides your date of birth and the date you started at your employer, the following is presented on this example specification:

- No. of income relations:** this is a unique number to identify your income tax registration number in combination with your personal registration number.
- Combined income levy:** indication **Yes** means that a tax-free allowance will be deducted from your income tax and national insurance contributions.
- Combined income levy:** indication **White** means that your income tax is calculated according to the White tax rating table. This applies to your current wages.
- Annual pay spec. tax:** on these wages you have paid income tax last year. These wages are used to determine a special rate tax **Rate percentage**. This special rate tax is used to calculate income tax on fees such as holiday allowance, bonuses and overtime.
- Minimum wage parttime:** this is your regulatory minimum wage.
- Part-time factor:** your part-time factor. Your part-time factor is 1 when you work full-time. Your part-time factor is 0,8 when you work 80%.
- Hours periode:** the number of hours you normally work per week.
- Salary hourly rate:** your wage per hour.

### 1c - Transfer details

It is possible to transfer your net salary to several bank accounts. In this example payslip an amount is also transferred to an **Other account**.

**Payslip**  
January 2019

**Sequence no:** 25

Company code: TBJVM  
Employee code: 1234568  
BSN/soc sec number: 111222333

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Testbedrijf, Postbus 1495, 3800 BL Amersfoort

Mr. **R. Raet**  
**Plotterweg 38**  
**3821 BB Amersfoort**

Birth date: 02-10-1973  
Entry date: 01-01-2010  
No. of income relations: 1  
Combined income levy: Yes  
Combined income levy: White  
Annual pay spec. tax: 36,521  
Rate percentage: 49,25  
Rate applied: Yes  
Minimum wage part-time: 1.727,67  
Part-time factor: 1  
Hours period: 40  
Salary hourly rate: 15,00

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Account	Description	Amount
NL13TEST0123456789	Salary account	1.786,42
NL71INGB0009876543	Other account	100,00

**Calculation**

Allow./deduc.	Taxable sal.	Soc.sec.sal.	Description	This period	U/i period
Salary	2.600,00	2.600,00	SV days	23	23
Diploma supplement	36,00	36,00	(A) Hours money/money (Overtime)	12	12
Travel expenses taxed fixed	55,23	55,23			
Fiscal addition (company car)	536,46	536,46			
Fiscal reduction company car contrib	-205,00	-205,00			
Pens. contribution	-165,22	-165,22			
Supp. pens. contribution	-26,50	-26,50			
Fitness Plan gross deduction	-14,20	-14,20			
Combined income levy	-614,42	-614,42			
<b>Sub-total Fixed allowances</b>	<b>1.870,89</b>	<b>2.816,77</b>			
Overtime A	224,64	224,64			
Combined income levy	-110,63	-110,63			
<b>Sub-total One-off allowances</b>	<b>114,01</b>	<b>224,64</b>			
Expenses allowance tax-free	42,50	42,50			
Travel expenses tax-free fixed	67,77	67,77			
Staff association contribution	-3,75	-3,75			
Own contr. private use (company)	-205,00	-205,00			
<b>Sub-total Tax-free allowances</b>	<b>-98,48</b>	<b>-98,48</b>			

**2a** To be paid: 1.886,42    Taxable sal.: 3.041,41    Soc.sec.sal.: 3.041,41

**Amounts**

Description	This period	U/i period
Fiscal pay	3.041,41	3.041,41
Combined income levy	725,05	725,05
SV pay	3.041,41	3.041,41
Employment credit	283,25	283,25
Holiday pay - Reservation cumulate	208,00	1.248,00
Salary	2.600,00	2.600,00

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## 2 - Calculation and Totals

	Allow./deduc.	Taxable sal.	Soc.sec.sal.
Salary	2.600,00	2.600,00	2.600,00
Diploma supplement	36,00	36,00	36,00
Travel expenses taxed fixed	55,23	55,23	55,23
Fiscal addition (company car)		536,46	536,46
Fiscal reduction compny car contrib		-205,00	-205,00
Pens. contribution	-165,22	-165,22	-165,22
Supp. pens. contribution	-26,50	-26,50	-26,50
Fitness Plan gross deduction	-14,20	-14,20	-14,20
Combined income levy	-614,42		
<b>Sub-total Fixed allowances</b>	<b>1.870,89</b>	<b>2.816,77</b>	<b>2.816,77</b>
Overtime A	224,64	224,64	224,64
Combined income levy	-110,63		
<b>Sub-total One-off allowances</b>	<b>114,01</b>	<b>224,64</b>	<b>224,64</b>
Expenses allowance tax-free	42,50		
Travel expenses tax-free fixed	67,77		
Staff association contribution	-3,75		
Own contr. private use (company)	-205,00		
<b>Sub-total Tax-free allowances</b>	<b>-98,48</b>		

Here you can see how the net salary is calculated (column **Allow./deduc.**). The amounts in the **Taxable sal.** and **Soc. sec. sal.** columns show whether a certain wage type is part of the wage on which you pay payroll taxes or on which your employer has to pay social insurance contributions for the Dutch legislations WIA, WW, ZW.

The indication \* (star) means that this amount is calculated with retroactive effect, because of a legislation change or a change in your personal records.

**Salary:** your gross monthly salary. **Diploma supplement:** supplementary gross payment for your education certificate. **Travel expenses taxed fixed:** travel expenses compensation. **Fiscal addition (company car):** this amount is an extra tax for the private use of your lease car. This is added to the basis for the calculation of contributions for the Health Insurance (ZVW), the income tax and the social and national insurances. **Fiscal reduction compny car contrib.:** the deduction of your own contribution for the private use of your lease car. **Pens. contribution:** deduction for your old age pension, bereaved pension and (if applicable) supplementary pension. **Fitness plan gross deduction:** gross deduction. **Combined income levy:** deduction for income tax and national insurance contributions.

**Sub-total Fixed allowances:** these are subtotals of your regular wages. Also mentioned here are the basis for calculating income tax and social insurance contributions. **Overtime A:** here you will find the payment of your overtime hours and below at **Combined income levy** the income tax paid on these hours.

**Sub-total One-off allowances:** the subtotal amount of your one-time wages, in this example overtime hours.

**Staff association contribution:** net deduction for your employees' association. **Own contr. private use (company car):** net deduction for the private use of your lease car.

**Sub-total Tax-free allowances:** the subtotal amount of net payments and deductions.

2a -Totalen	To be paid	Taxable sal.	Soc.sec.sal.
2a	1.886,42	3.041,41	3.041,41

These are the totals of several columns. Also presented is your net salary (**To be paid**), paid to you this period. The amount **Taxable sal.** is your total amount on which you have to pay income tax and national insurance contributions. The amount **Soc.sec.sal.** is your total amount.

## 3 - Numbers

Numbers		
Description	This period	U/i period
SV days	23	23
(A) Hours money/money (Overtime)	12	12

Here you will find the number of days (**SV days**) used for the calculation of your wages. Also your overtime hours and the paid leave days can be mentioned here.

Your employer can choose to show different kinds of days or hours here, in this case overtime. This can for example also be paid leave days or sick days, etc.

## 4 - Amounts

Amounts		
Description	This period	U/i period
Fiscal pay	3.041,41	3.041,41
Combined income levy	725,05	725,05
SV pay	3.041,41	3.041,41
Employment credit	283,25	283,25
Holiday pay - Reservation cumulate	208,00	1.248,00
Salary	2.600,00	2.600,00

Here you will find the basis amounts for the calculation of income tax, social and national insurance contributions, tax reductions, the reservation of your holiday allowance and your salary.

These are both the amounts of this period and the cumulatives (U/i period), here only of January.

## 5 - Technical registration details

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Bottom right is a series of numbers that characterize the specification. These are technical numbers with which Raet can identify the specification.

## Examples of Dutch legislations

ANW = Algemene nabestaandenwet  
 AOW = Algemene ouderdomswet  
 WLZ = Wet langdurige zorg  
 WIA = Wet werk en inkomen naar arbeidsvermogen  
 WW = Werkloosheidswet  
 ZVW = Zorgverzekeringswet  
 ZW = Ziektewet