

Sequence no: 25

Payslip
January 2019

General

BSN/soc sec number 111222333
 Company name Testbedrijf
 Employee code 1234568
 Birth date 02-10-1973
 Entry date 01-01-2010
 No. of income relations 1
 Combined income levy Yes
 Combined income levy White
 Rate percentage 49,25
 Rate applied Yes
 Annual pay spec. tax 36.521
 Minimum wage part-tim 1.727,67
 Part-time factor 1
 Hours per week 40
 Salary hourly rate 15,00
 Company code TB,JVM

Mr. R. Raet
 Plotterweg 38
 3821 BB Amersfoort

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

Calculation

Wage component	Gross	Taxable sal.	NHS 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 company car contributr private use		-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			
Sub-total Fixed allowances	1.870,89	2.816,77		2.816,77
Overtime A	224,64	224,64		224,64
Combined income levy	-110,63			
Sub-total One-off allowances	114,01	224,64		224,64
Expenses allowance tax-free	42,50			
Travel expenses tax-free fixed	67,77			
Staff association contribution	-3,75			
Own contr. private use (company car)	-205,00			
Sub-total Tax-free allowances	-98,48			
Period total	1.886,42	3.041,41		3.041,41

Numbers	This period	U/i this period	Amounts	This period	U/i this period
SV days	23	23	Fiscal pay	3.041,41	3.041,41
(A) Hours money/money (Over	12	12	Combined income levy	725,05	725,05
			SV pay	3.041,41	3.041,41
			Employment credit	283,25	283,25
			Salary	2.600,00	2.600,00
			Holiday pay - Reservation cum	208,00	1.248,00

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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 - Payslip

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

Logo: on the left you see the Visma | Raet logo or your company logo.

Month and Year: the month and year of your salary calculation. Below your name and address is printed.

1b - General

Here you will find information about you and your job at your employer, although not every item is mentioned. Besides your date of birth and the date you started at your employer, the following is presented on this example explanation.

- **BSN/soc sec number:** this is your income tax registration number.
- **Company name:** the name of your company.
- **Employee code:** your personal registration number.
- **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 the White tax rating table. This applies to your current wages.
- **Rate percentage.** this special rate tax is used to calculate income tax on fees such as holiday allowance, bonuses and overtime.
- **Rate applied:** in this example payslip the special rate has been applied.
- **Annual pay spec. tax:** on these wages you have paid income tax last year. These wages are used to determine a special rate tax.
- **Minimum wage part-time:** 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 per week:** the number of hours you normally work per week.
- **Salary hourly rate:** your wage per hour.
- **Company code:** registration details of your employer at Raet.

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**.

2 - Middle part - Calculation and Totals

Calculation				
Wage component	Gross	Taxable sal.	NHS 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 cmpny car contributn private use		-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			
Sub-total Fixed allowances	1.870,89	2.816,77		2.816,77
Overtime A	224,64	224,64		224,64
Combined income levy	-110,63			
Sub-total One-off allowances	114,01	224,64		224,64
Expenses allowance tax-free	42,50			
Travel expenses tax-free fixed	67,77			
Staff association contribution	-3,75			
Own contr. private use (company car)	-205,00			
Sub-total Tax-free allowances	-98,48			

2a - Calculation

Here you can see how the net salary is calculated. In the **Gross** column you see the amounts that are added or deducted in order to come to the net salary result. The **Taxable sal.** column shows the amounts on which you have to pay income tax and national insurance contributions for the Dutch legislations AOW, ANW, WLZ.

The column **NHS sal.** is only applicable if you pay for the Health Insurance (ZVW). In the **Soc. sec.sal.** column you see the amounts 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 period salary. **Diploma supplement:** supplementary gross payment for your education certificate. **Travel expenses taxed fixed:** travel expenses compensation. **Fiscal addition (company car):** this 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 cmpny car contributn private use:** 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 compensation. **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. **Expenses allowance tax-free** and **Travel expenses tax-free fixed:** net fees. **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.

2b -Totals

	2b	To be paid	Taxable sal.	Soc.sec.sal.
		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 - Bottom part - Numbers ,Amounts and Registration details

3a - Numbers

3a Numbers			
Description	This period	U/i this period	
SV days	23	23	
(A) Hours money/money (Over)	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.

3b - Amounts

3b Amounts		
Description	This period	U/i this 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
Salary	2.600,00	2.600,00
Holiday pay - Reservation cum	208,00	1.248,00

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.

3c -Totals

3c		
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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