

Explanation salary specification

Sequence no: 25

<p>Payslip January 2019</p>	Formatted name Street / House number Postcode / Town BSN/soc sec number Company name Employee code Company code R. Raet Plotterweg 38 3821 BB Amersfoort 111222333 Testbedrijf 1234568 TBJVM	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Account</th> <th style="text-align: left;">Description</th> <th style="text-align: right;">Amounts</th> </tr> </thead> <tbody> <tr> <td>NL13TEST0123456789</td> <td>Salary account</td> <td style="text-align: right;">1.786,42</td> </tr> <tr> <td>NL71INGB0009876543</td> <td>Other account</td> <td style="text-align: right;">100,00</td> </tr> </tbody> </table>	Account	Description	Amounts	NL13TEST0123456789	Salary account	1.786,42	NL71INGB0009876543	Other account	100,00
Account	Description	Amounts									
NL13TEST0123456789	Salary account	1.786,42									
NL71INGB0009876543	Other account	100,00									

Calculation				
Salary component	Fiscal	GROSS	TAX	NET
Salary		2.600,00	-521,00	2.079,00
Diploma supplement		36,00	-16,96	19,04
Travel expenses taxed fixed		55,23	-26,02	29,21
Fiscal addition (company car)			-252,69	-252,69
Fiscal reduction cmprny car contributn privat	536,46	-205,00	100,90	100,90
Pens. contribution		-165,22	81,32	-83,90
Supp. pens. contribution		-26,50	13,04	-13,46
Fitness Plan gross deduction		-14,20	6,99	-7,21
Overtime A		224,64	-110,63	114,01
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 car)		-205,00		-205,00
Period total		2.611,47	-725,05	1.886,42

General		Numbers			Amounts		
Description	Value	Description	This period	U/i this period	Description	This period	U/i this period
Birth date	02-10-1973	SV days	23	23	Fiscal pay	3.041,41	3.041,41
Entry date	01-01-2010	(A) Hours money/money (Overtime)	12	12	Combined income levy	725,05	725,05
No. of income relationship	1				SV pay	3.041,41	3.041,41
Combined income levy discou	Yes				Employment credit	283,25	283,25
Combined income levy table	White				Salary	2.600,00	2.600,00
Rate percentage	49,25				Holiday pay - Reservation cumulated gen.	208,00	1.248,00
Rate applied	Yes						
Annual pay spec. tax	36,521						
Minimum wage part-time	1.727,67						
Part-time factor	1						
Hours per week	40						
Salary hourly rate	15,00						

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1b - Address and contract details

Here your name, address and some administrative data are printed:

- **BSN/soc sec number:** this is your income tax registration number.
- **Company name:** the name of your employer.
- **Employee code:** your personal registration number.
- **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

2a - Calculation

Here the actual salary calculations are presented and you will find all fees and deductions. Depending on the type of payment/deduction the amount is placed in the column **Fiscal** or **GROSS**.

In the column **TAX** you see the amounts calculated for income tax and national insurance contributions for the Dutch legislations AOW, ANW and WLZ. On the right in the column **NET** you will find the amounts which are added to or deducted from your salary.

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 cmprny car contributn privat.:** 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 compensation.
- Overtime A:** payment of your overtime hours.

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 2018 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.
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.

2a - continuation Calculation

Calculation	2a	Fiscal	GROSS	TAX	NET
Salary			2.600,00	-521,00	2.079,00
Diploma supplement			36,00	-16,96	19,04
Travel expenses taxed fixed			55,23	-26,02	29,21
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Expenses allowance tax-free: net expense allowance. **Travel expenses tax-free fixed:** net travel allowance.

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.

2b - Period total

Period total	2b	2.611,47	-725,05	1.886,42
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Here you will find the total amount of the columns which will give your net salary result this period. The **Fiscal** column does not mention any amounts because they are not part of the net salary.

In the **GROSS** column you will find your total gross payments. The **TAX** column presents the amount you paid for income tax and national insurance contributions for the Dutch legislations AOW, ANW and WLZ. The amount at the bottom of the **NET** column is your finally net salary transferred to your account.

3 - Lower part

General	3a	Numbers	3b	This period	U/i this period	Amounts	3c	This period	U/i this period
Birth date	02-10-1973	SV days		23	23	Fiscal pay		3.041,41	3.041,41
Entry date	01-01-2010	(A) Hours money/money (Overtime)		12	12	Combined income levy		725,05	725,05
No. of income relationship	1					SV pay		3.041,41	3.041,41
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Rate percentage	49,25					Holiday pay - Reservation cumulated gen.		208,00	1.248,00
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Annual pay spec. tax	36,521								
Minimum wage part-time	1.727,67								
Part-time factor	1								
Hours per week	40								
Salary hourly rate	15,00								

3a - 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.

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.

3a - continuation General

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.

3b - Numbers

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

3c - Amounts

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.

3d - 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