

Payslip
January 2020

Sequence no: 1

Company code: TBJVM
Employee code: 20

Testbedrijf, Postbus 1495, 3800 BL Amersfoort

Mr.
V Visma-RAET
Teststraat 2
1111 VV Amsterdam

Birth date: 01-01-1978
Entry date: 01-01-2020
No. of income relations: 1,912
Combined income levy: Yes
Combined income levy: White
Annual pay spec. tax: 30,174
Rate percentage: 41,37
Rate applied: Yes
Minimum wage: 1.653,60
Part-time factor: 1
Hours period: 40
Contract unlim. / ltd. tim: Indefinitely
Written labor agreemen: Ja
On call agreement: Nee
Salary hourly rate: 15,58

Account	Description	Amount
NL13TEST0123456789	Salary account	2.341,75

Calculation			Numbers		
Allow./deduc.	Taxable sal.	Soc.sec.sal.	Description	This period	U/i period
Salary	2.700,00	2.700,00	Overtime hours 150%	10	10
Pens. contribution	-185,48	-185,48	SV days period	23	23
Combined income levy	-444,67				
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Sub-total Fixed allowances	2.069,85	2.514,52			
Overtime 150%	233,70	233,70			
Bonus	100,00	100,00			
Combined income levy	-138,05				
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Sub-total One-off allowances	195,65	333,70			
Commuting allowance	80,00				
Staff association contribution	-3,75				
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Sub-total Tax-free allowances	76,25				

Amounts		
Description	This period	U/i period
Fiscal pay	2.848,22	2.848,22
Combined income levy	582,72	582,72
SV pay	2.848,22	2.848,22
Employment credit	311,67	311,67
Salary	2.700,00	2.700,00

	To be paid	Taxable sal.	Soc.sec.sal.
2a	2.341,75	2.848,22	2.848,22

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 2020 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.

Company code: registration details of your employer at Visma | Raet.
Employee code: your personal registration number.

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 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.
- **Rate applied:** in this example the special rate is applied.
- **Minimum wage:** 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 period:** the number of hours you normally work per week.
- **Contract unlim. / ltd. tim:** if you have a permanent contract, then it says Indefinitely; for a temporary contract, it says limited time.
- **Written labor agreemen:** indicates how your employment contract is recorded. If this is in writing, the indication is Yes, otherwise it is No.
- **On call agreement:** if the number of hours that you work per period (week or month) is not recorded in your employment contract, then there is a on call agreement and it says Yes. Otherwise it says No.
- **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, the employee has the entire amount transferred to his salary account each period.

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2 - Calculation and Totals

	Calculation		
	Allow./deduc.	Taxable sal.	Soc.sec.sal.
Salary	2.700,00	2.700,00	2.700,00
Pens. contribution	-185,48	-185,48	-185,48
Combined income levy	-444,67		
Sub-total Fixed allowances	2.069,85	2.514,52	2.514,52
Overtime 150%	233,70	233,70	233,70
Bonus	100,00	100,00	100,00
Combined income levy	-138,05		
Sub-total One-off allowances	195,65	333,70	333,70
Commuting allowance	80,00		
Staff association contribution	-3,75		
Sub-total Tax-free allowances	76,25		

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.

Pens. contribution: deduction for your old age pension, bereaved pension.

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 150%: one-off payment of your overtime hours calculated as a percentage of your Salary hourly rate.

Bonus: one-off payment for a special achievement.

Combined income levy: income tax paid on the one-off payments.

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

Commuting allowance: net allowance.

Staff association contribution: net deduction for your employees' association.

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

2a -Totalen				
	2a	To be paid	Taxable sal.	Soc.sec.sal.
		2.341,75	2.848,22	2.848,22

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
Overtime hours 150%	10	10
SV days period	23	23

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 hours and days here, in this case overtime and SV days period. This can for example also be paid leave days or sick days, etc.

4 - Amounts

Amounts		
Description	This period	U/i period
Fiscal pay	2.848,22	2.848,22
Combined income levy	582,72	582,72
SV pay	2.848,22	2.848,22
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Salary	2.700,00	2.700,00

Here you will find the basis amounts for the calculation of income tax, social and national insurance contributions, tax reductions 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 Visma | 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