

Payslip		Formatted name		Account		Description		Amounts						
 January 2020		V Visma-RAET Teststraat 2 1111 VV Amsterdam Testbedrijf 20 TBJVM		NL13TEST0123456789		Salary account		2.341,75						
1a		1b		1c										
Calculation														
Salary component	GROSS	TAX	NET											
Salary	2.700,00	-522,92	2.177,08											
Pens. contribution	-185,48	78,25	-107,23											
Overtime 150%	233,70	-96,68	137,02											
Bonus	100,00	-41,37	58,63											
Commuting allowance	80,00		80,00											
Staff association contribution	-3,75		-3,75											
2a														
2b		-582,72		2.341,75										
General		Numbers			Amounts									
		Description			This period		U/i this period		Description		This period		U/i this period	
Birth date		01-01-1978			10		10		Fiscal pay		2.848,22		2.848,22	
Entry date		01-01-2020			23		23		Combined income levy		582,72		582,72	
No. of income relationship		1,912							SV pay		2.848,22		2.848,22	
Combined income levy discou		Yes							Employment credit		311,67		311,67	
Combined income levy table		White							Salary		2.700,00		2.700,00	
Rate percentage		41,37												
Rate applied		Yes												
Annual pay spec. tax		30,174												
Minimum wage		1.653,60												
Part-time factor		1												
Hours per week		40												
Contract unlim. / ltd. time		Indefinitely												
Written labor agreement		Ja												
On call agreement		Nee												
Salary hourly rate		15,58												
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1b - Address and contract details

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

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

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.

2 - Middle part

2a - Calculation

Here the actual salary calculations are presented and you will find all fees and deductions.

The **Salary component** column lists the components that play a role in the Gross Net calculation.

The **GROSS** column shows the gross wage components starting with the Salary and ending with net (tax-free) wage components; in this example Commuting allowance and Staff association contribution.

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

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.

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

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.

2b - Period total


Period total	2b	2.924,47	-582,72	2.341,75
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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		Numbers			Amounts				
3a		Description	3b	This period	U/i this period	Description	3c	This period	U/i this period
Birth date	01-01-1978	Overtime hours 150%		10	10	Fiscal pay		2.848,22	2.848,22
Entry date	01-01-2020	SV days period		23	23	Combined income levy		582,72	582,72
No. of income relationship	1.912					SV pay		2.848,22	2.848,22
Combined income levy discou	Yes					Employment credit		311,67	311,67
Combined income levy table	White					Salary		2.700,00	2.700,00
Rate percentage	41,37								
Rate applied	Yes								
Annual pay spec. tax	30.174								
Minimum wage	1.653,60								
Part-time factor	1								
Hours per week	40								
Contract unlim. / ltd. time	Indefinitely								
Written labor agreement	Ja								
On call agreement	Nee								
Salary hourly rate	15,58								
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3d

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 discou:** indication **Yes** means that a tax-free allowance will be deducted from your income tax and national insurance contributions.
- **Combined income levy table:** 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:** 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.
- **Contract unlim. / ltd. time:** if you have a permanent contract, then it says Indefinitely; for a temporary contract, it says limited time.
- **Written labor agreement:** 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.

3b - Numbers

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 and SV days period.


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 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 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