

Sequence no: 1

 <b>Payslip</b> January 2020	<b>General</b> Company name Testbedrijf Employee code 20 Birth date 01-01-1978 Entry date 01-01-2020 No. of income relations 1,912 Combined income levy Yes Combined income levy White 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. tim Indefinitely Written labor agreemen Ja On call agreement Nee Salary hourly rate 15,58 Company code TBJVM
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1a
1b

Mr.		
V Visma-RAET		
Teststraat 2		
1111 VV Amsterdam		

Account	Description	Amounts
NL13TEST0123456789	Salary account	2.341,75

1c

Wage component	Gross	Taxable sal.	NHS 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			
<b>Sub-total Fixed allowances</b>	<b>2.069,85</b>	<b>2.514,52</b>		<b>2.514,52</b>
Overtime 150%	233,70	233,70		233,70
Bonus	100,00	100,00		100,00
Combined income levy	-138,05			
<b>Sub-total One-off allowances</b>	<b>195,65</b>	<b>333,70</b>		<b>333,70</b>
Commuting allowance	80,00			
Staff association contribution	-3,75			
<b>Sub-total Tax-free allowances</b>	<b>76,25</b>			
<b>Period total</b>	<b>2.341,75</b>	<b>2.848,22</b>		<b>2.848,22</b>

Numbers	This period	U/i this period	Amounts	This period	U/i this period
Overtime hours 150%	10	10	Fiscal pay	2.848,22	2.848,22
SV days period	23	23	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

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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 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 - 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.

- **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:** 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. 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.
- **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, the employee has the entire amount transferred to his salary account each period.

## 2 - Middle part - Calculation and Totals

Calculation				
Wage component	Gross	Taxable sal.	NHS 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			

### 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.

**Pens. contribution:** deduction for your old age pension, bereaved pension and (if applicable) supplementary 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** 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.

**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.

### 2b -Period total

Period total	2.341,75	2.848,22		2.848,22
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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
	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 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.

### 3b - Amounts

3b	Amounts		
	Description	This period	U/i this 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

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.

### 3c -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