

Explanation payslip InterUM BV

In this document we will explain the different components of the payslip to enable you to check the payslip. For all employees of InterUM BV their payslip is online available. It shows your address details as well as the address details of your employer. If the data are incorrect, please inform InterUM.

Verloningsgegevens

pers. nummer		geboortedatum		gesl	datum in dienst		fase	volgnummer		aangemaakt							
							K	23-01-001		31-12-22							
vestiging	arbeidsduur	functiegrp		uurloon	min. loon	min. vak. geld	uren		jaarloon bijz. beloning								
0001		6.0			10.14	0.81											
heff. krt	kleur	tabel	woonl	soc. dgn	fisc. dgn	onb	schr	opr	ww	wgv	wao	zw	zvw	lb	wlz	aow	anw
1	W	4	NL	16.00	20.00	N	J	N	J	N	J	J	J	J	J	J	J

Wat betekenen deze gegevens?

pers. nummer:	your unique employee number
geboortedatum:	date of birth
gesl:	gender, M = male, V = female
datum in dienst:	date of commencement of employment
fase:	at InterUM we work with a chain of contracts, K = chain
volgnummer:	first and second number: current year, third and fourth number: the week number of the salary payment and the last three numbers can be seen as a serial number
aangemaakt:	creation date of het payslip
vestiging:	unique number of InterUM
arbeidsduur:	the amount of hours per week, as stated in the contract
functiegrp:	salary scale
uurloon:	the gross hourly wage
min. loon:	the minimal gross hourly wage you must earn related to your age
min. vak. geld:	the minimal gross hourly holiday wage according to Dutch law
uren	the total amount of hours you have worked in the current year
jaarloon bijz. beloning	the 'special' taxes (NL: loonheffing bijzonder tarief) based on the total salary of the past year - will be calculated for your holiday and annual bonus
heff. krt.	reduction of taxes 1 = applied/yes, 0 = not applied/no
kleur	colour of the tax table (set up by the Belastingdienst) W = white table

tabel	WK= per week, 4=per four weeks
woonl	the country where you are registered
soc. dgn	the amount of days you have worked during the period as stated in the payslip
fisc. dgn	the total amount of days during the payperiod (four weeks always has 20 workdays (fiscale dagen)) Monday until Friday

Insurance data, you are insured until the age you receive Old-age Pension. The character J means you are insured.

onb	indefinite labour contract
schr	written labour contract
opr	on-call worker
WW	Werkloosheidswet (unemployment)
WGV	Wachtgeld Verzekering voor onder andere de 1 ^e 26 weken werkloosheid (unemployment)
WAO	Wet Werk en Inkomen naar Arbeidsvermogen (WIA – unemployment after two years of disability)
ZW	Ziektewet (sickness)
ZVW	Zorgverzekeringwet (health insurance)
LB	Loonbelastingplichtig (taxes)
WLZ	Wet Langdurige Zorg (long-term care)
AOW	Algemene Ouderdomswet (old-age pension)
ANW	Algemene Nabestaandenwet (general surviving relatives act)

Loonberekening

	Neuropsychology and Psych			
W 1	Normale uren	13.25 x	13.84 T	183.38
W 2	Normale uren	12.00 x	13.84 T	166.08
W 3	Normale uren	12.00 x	13.84 T	166.08
W 4	Normale uren	12.00 x	13.84 T	166.08
	Totaal bruto			+ 681.62
	Loonheffing tabel			- 61.42
	Totaal netto			- 620.20
W 4	Reiskosten onbelast			+ 46.73
	Totaal			+ 666.93
	Overgemaakt:	30-01-18		666.93
	Iban			

In the block in the middle, you'll find the calculation from gross salary to net salary, as well as information over the transfer to your bank account.

Gross salary components

It shows gross salary per period (W=weekly, 4=four weekly period). This may differ per period. Examples of a salary component are the hours you work per week and your gross (extra) benefits.

An example of a gross (extra) benefit is the 'transitievergoeding'. According to Dutch law (in this case the 'Wet Werk en Zekerheid'), in some cases, the employee receives a payment when the contract with the employer ends.

The gross salary components are added up: '**Totaal bruto**'.

Statutory deductions

InterUM is obligated to make payments to the Tax Authorities which will be deducted from your salary(loonheffing tabel)'. This results in your net salary: '**Totaal netto**'.

Net benefits or outstanding debts can have an effect on your net salary. For example: in some cases one receives net benefits like travel expenses. Or in some cases you already received a payment in advance which has to be settled with your net salary. The end result can be found at '**Totaal**'. This is the amount which be transferred to your bank account number by InterUM.

Extra information

Statutory deductions (loonheffing)

Every employee has to pay taxes to the Tax Authorities (Belastingdienst). This goes through your employer, InterUM. You also have to pay for national insurance like Old-age Pension (AOW) and General insurance for surviving relatives (ANW). The total amount can be found on your pay slip at 'loonheffing'. These percentages are set by Dutch law, not by InterUM.

The wage tax credit (loonheffingskorting)

The wage tax credit consists of a number of tax credits. If tax credits are applied, you pay less in tax and national insurance contributions. You can only have tax credits applied to one source of income. That's why you signed a tax declaration form when you started working for InterUM. On this form you chose to apply or not apply the tax credits. If not applied you can ask to refund next year.

On the top of the pay slip you can see whether or not the tax credit is applied. At HK you see 0 or 1. 0=no tax credit is applied, 1=tax credit is applied.

From 2019 and onwards, when considering wage tax, employees will be divided into three different categories:

- Employees living in The Netherlands, Belgium, Surinam, or Aruba; full wage tax deduction, general tax deduction as well as labour credit, can be applied.
- Employees living in other Member States of the European Union, or Iceland, Norway, Liechtenstein, Switzerland, Bonaire, Sint Eustatius or Saba; partial wage tax deduction, only labour credit and no general tax deduction, can be applied.
- Employees living in other countries than the before mentioned countries; no wage tax deduction can be applied.

Special payments

You pay a higher amount of taxes over de annual benefits like holiday bonus or annual bonus or extra hours your work; this according to the table called 'bijzondere belonging' (special payments according to the special table set up by the Belastingdienst). It's more complex to calculate these taxes. The calculation is based on the data of the current year.

On your payslip you can see if the special table is applied; you will find the character B at the end the description of the payment.

Netto loon

Het netto loon is het loon dat daadwerkelijk aan je wordt overgemaakt. Onderaan de salarisberekening kun je zien welk bedrag op welk rekeningnummer is overgemaakt. Ontvangen salarisvoorschotten en netto houdingen worden hierop nog wel in mindering gebracht.

In het geval dat bijvoorbeeld loonbeslag op jouw loon is gelegd, wordt het netto loon niet geheel naar jouw rekening overgemaakt. Je ziet hier dan het bedrag dat naar de beslaglegger is overgemaakt.

Holiday bonus and leave/furlough (reserveringen)

RESERV.	vakantiegeld	vakantiedagen wett. huidig jaar	vakantiedagen boven wettelijk	EJU
deze periode	€	€	€	€
totaal tegoed	€	€	€	€
percentage	8.00			8.30

You can find the accumulated reserves (holiday bonus, leave and annual bonus) described in euros at the table 'Reserveringen'. Indicated is how much you build up per period ('deze periode') and in total (totaal tegoed). The total amount consists of the amount you build up in total, minus the amount you already received.

At the bottom you see the percentages.

Cumulatives

At the bottom of the pay slip you find the accumulations per year. With every new pay slip the accumulations will be updated.

CUMULATIEVEN						
fiscale dagen	sociale dagen	loon in geld				svw-loon
		arbeidskorting		zvw-loon		lh-loon
loonheffing		onbelaste verg	Reiskostenforfait			
Te verr neg bruto	Te verr neg res					Uitbetaald

loon in natura, fooien, aftrekposten, loon alleen v ZVW, bijtelling v ZVW, totaal inh SVW, loon alleen voor lh, inhouding ZWA, werkbonus: these are terms that are not applicable at InterUM.

fiscale dagen: fiscal days: the total amount (up to the current period) of fiscal days for this current year

sociale dagen: social days: the total amount (up to the current period) of days you actually worked this current year

loon in geld: salary: total amount of gross salary for this current year

svw-loon: total salary minus the deductions over which you don't pay any taxes (f.e. pension). This amount is the basis for calculating the national insurance payments

arbeidskorting: a fixed amount of deductions every employee is entitled to

zvw-loon: the basis total salary for calculating the amount you have to contribute to the national health insurance

lh loon: total salary which is the basis for the calculation of the taxes

loonheffing: total amount you have paid for taxes and national insurance

onbelaste verg.:	the total amount you received in net benefits, no taxes have to be paid
reiskostenforfait:	the total amount you received in net travel reimbursements (per kilometer or public transportation)
te verr neg bruto:	negative gross salary due to a correction that was made. You are in debt with InterUM. This debt will get automatically be settled when you stay working for InterUM.
te verr neg:	when the gross salary has been corrected, the reserves also need to be corrected. Here you find the amount that will be settled when you stay working for InterUM
10% regeling:	when an employee is in debt with InterUM, we need to make sure that the correction we make don't lead to paying the employee less than 10% under the minimum wage. If this situation does occur, the calculated amount will be fixed. If the employee is still in debt after this, the amount will be transported to the next payment period.
uitbetaald:	total amount of net payments and net salary