

# Explanation of new payslip (directen)

What do you see on your new pay slip?

The payslip consists of these parts:

1. Summary wage for a period
2. Payroll calculation
3. Contract information
4. Specification of paid hours

**Point of attention:** Below you will find an example of the pay slip that we use at Vebeego Cleaning Services from 1 January 2023. The structure of the payslip is the same for every employer. This explanation also applies to the pay slips of the other companies.

Digitale loonstrook 4 weken 11 2022		Vebeego Cleaning Services	
<b>CONCEPT LOONSTROOK</b>			
120 VERLOONDE UREN	20,00 SV DAGEN	€ 1.843,88 BRUTOLOON	€ 1.575,78 UITBETAALD
<b>Naam</b>	<b>Rekening</b>	<b>Periode betaling</b>	<b>Bedrag</b>
T. Medewerker	NL04BOTK0343250810	Deze periode	€ 1.575,78
<b>OMSCHRIJVING</b>	<b>AANTAL</b>	<b>BASIS</b>	<b>NORMAAL BIJZONDER CUMULATIEF</b>
Gewerkte uren 100 %	105,00	14,87	1.561,35 1.561,35 3.434,97
Opgenomen verlof 100%	7,00	14,87	104,09 104,09 1.457,26
Gewerkte uren 150 %	8,00	14,87	118,96 118,96 237,92
Toeslag gewerkt 50%	8,00	7,44	59,48 59,48 118,96
<b>BRUTOLOON</b>			<b>1.843,88</b>
Ouderdomspensioen	10,70%	1.146,25	-122,65 -122,65 -367,95
Premie aanvulling WW/WGA (spaww.nl)	0,20%	1.843,88	-3,69 -3,69 -11,07
Loonheffing		1.717,54	-120,46 -361,38
<b>NETTOLOON</b>			<b>1.597,08 1.717,54</b>
WGA premie (ER)	1,24%	1.717,54	-21,30 -63,90
<b>UIT TE BETALEN LOON</b>			<b>1.575,78</b>
<b>Test Medewerker</b>		<b>Personeelsnummer: T10093</b>	
<b>Data Testfunctie Direct</b>			
Parttime %	78,95	Uurloon	€ 14,87 Schriftelijke arb.overeenk. Ja
Aantal uren/week	30,00	Loonschaal	Groep 3 Oproepovereenkomst Nee
Tabelkleur	Wit	Trede	4,0 Arb.overeenk. onbepaalde tijd Ja
Minimumloon	€ 1.621,20	Jaarloon BT	€ 22.795,00
Minimumuurloon	€ 10,67	Bijzonder tarief %	40,47
Minimum vakantiegeld	€ 129,70	Loontijdvak	Vier weken
Loonkosten werkgever	€ 2.563,41	Heffingskorting	Toepassen
Datum in dienst	13-02-1995	Woonland	Nederland

RESERVERINGEN	START	BIJ	AF	EIND
Vakantiegeld	895,59	147,51	0,00	1.043,10
Eindejaarsuitkering *	0,00	82,97	0,00	892,10
CUMULATIEVEN	PERIODE	PERIODE T/M	<i>* Om voor de eindejaarsuitkering in aanmerking te komen, moet de werknemer op het moment van uitbetaling ten minste 6 maanden in dienst zijn bij een werkgever (art. 16 cao).</i>	
Loon loonheffingen	1.717,54	5.152,62		
Loon werknemersverz.	1.717,54	5.152,62		
Arbeidskorting	297,85	893,55		
Loonheffing normaal tarief	120,46	361,38		
Loonheffing bijzonder tarief	0,00	0,00		
SV dagen	20,00	60,00		
VERLOF	START	BIJ	AF	EIND
Wettelijke rechten	9,23	9,23	-7,00	11,46
Bovenwettelijke rechten	48,88	2,77	0,00	51,65
Waarvan te vervallen	0,00	0,00	0,00	0,00
Spaaruren	0,00	0,00	0,00	0,00
Weeknummer	Objectlokatie	Urensoort	Aantal	
41	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
41	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
41	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
41	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
41	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 150%	2,00	
42	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
42	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
42	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
42	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
42	BONNEFANTEN MUS. MTRICHT	Opgenomen verlof 100%	7,00	
42	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 150%	2,00	
43	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 150%	2,00	
43	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
43	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
43	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
43	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
44	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
44	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
44	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00	
44	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 150%	2,00	

# 1 Summary wage for a period



## 2 types of payslips

The type of pay slip is stated at the top left. There are two kinds:

- **Digital payslip:** this is the standard, original pay slip of a period.
- **Replacement payslip:** this pay slip is used exceptionally and replaces the original pay slip for a period. The payslip has been replaced because changes were processed in a later period.

At the top right is the name of your employer. And the number for the year indicates the period. In the example it concerns period 11.

## 4 Images

Below the 4 images you can quickly see how many hours in total you have been paid, the total number of working days that you are paid (SV days), the gross wage and the net wage that has been paid.

# 2 Payroll calculation

Naam	Rekening	Periode betaling	Bedrag
T. Medewerker	NL04BOTK0343250810	Deze periode	€ 1.575,78
OMSCHRIJVING	AANTAL	BASIS	
Gewerkte uren 100 %	105,00	14,87	1.561,35
Opgenomen verlof 100%	7,00	14,87	104,09
Gewerkte uren 150 %	8,00	14,87	118,96
Toeslag gewerkt 50%	8,00	7,44	59,48
<b>BRUTOLOON</b>			<b>1.843,88</b>
Ouderdomspensioen	10,70%	1.146,25	-122,65
Premie aanvulling WW/WGA (spaww.nl)	0,20%	1.843,88	-3,69
Loonheffing		1.717,54	-120,46
<b>NETTOLOON</b>			<b>1.597,08</b>
WGA premie (ER)	1,24%	1.717,54	-21,30
<b>UIT TE BETALEN LOON</b>			<b>1.575,78</b>

## Payout

In the purple bar you see the net salary that has been transferred to your bank account. Below the purple bar is the calculation of your wage. This calculation consists of:

<b>Omschrijving</b>	Here you will find all wage components that make up your wage. The gross wage is the total wage of the paid hours, the hours of leave taken, allowances and allowances. The net salary is the gross salary after deduction of taxes and premiums.
<b>Aantal</b>	In the column you see the value used for the calculation of the part. For example, the number of hours, or a percentage used to calculate a premium.
<b>Basis</b>	This is the basis on which any premium or payroll tax is calculated. For any VET surcharge or personal surcharge, the amount is stated per hour.
<b>(Blank)</b>	Here you see all the values that ultimately lead to the salary you receive in your bank account.
<b>Normaal</b>	These are the payments from which payroll tax is withheld at the normal rate.
<b>Bijzonder</b>	These are the incidental payments from which wage tax and national insurance contributions are withheld, for example when paying out holiday pay.
<b>Cumulatief</b>	These are the total values from period 1 up to and including the current period on the payslip.

### 3 Contract information

<b>Test Medewerker</b>		<b>Personeelsnummer: T10093</b>			
<b>Data Testfunctie Direct</b>					
Parttime %	78,95	Uurloon	€ 14,87	Schriftelijke arb. overeenk.	Ja
Aantal uren/week	30,00	Loonschaal	Groep 3	Oroepovereenkomst	Nee
Tabelkleur	Wit	Trede	4,0	Arb. overeenk. onbepaalde tijd	Ja
Minimumloon	€ 1.621,20	Jaarloon BT	€ 22.795,00		
Minimumuurloon	€ 10,67	Bijzonder tarief %	40,47		
Minimum vakantiegeld	€ 129,70	Loontijdvak	Vier weken		
Loonkosten werkgever	€ 2.563,41	Heffingskorting	Toepassen		
Datum in dienst	13-02-1995	Woonland	Nederland		

Here you will see your name and employee number. Below the purple bar you will find your data that is included in your contract.

This data consists of:

<b>Funcienaam</b>	Immediately below your name you will see your job title.
<b>Parttime %</b>	The percentage of a full working week you work.
<b>Aantal uren/werk</b>	The number of hours you work per week.
<b>Tabelkleur</b>	Table used to calculate the payroll tax.
<b>Minimumloon</b>	Statutory minimum wage that applies to you if you work full-time.
<b>Minimumuurloon</b>	Statutory minimum gross hourly wage that applies to you.
<b>Minimum vakantiegeld</b>	Statutory minimum gross holiday pay per period that would apply to you if you were to work full-time.
<b>Loonkosten werkgever</b>	Indirect wage costs that the employer pays for you, for example for pension accrual, expenses and fringe benefits.
<b>Datum in dienst</b>	Date of employment with VebeGo Cleaning Services or another VebeGo company.
<b>Uurloon</b>	Your current gross hourly wage.
<b>Loonschaal</b>	Pay grade that belongs to your position according to the Collective Labor Agreement.
<b>Trede</b>	Number of years of service according to the Collective Labor Agreement
<b>Jaarloon BT</b>	Annual salary for the previous year.
<b>Bijzonder tarief %</b>	Wage tax percentage in case of an incidental gross payment.
<b>Loontijdvak</b>	Period over which the wages are paid, in this example 4 weeks.
<b>Heffingskorting</b>	States whether or not the payroll tax credit is applied.
<b>Woonland</b>	Country where you live.
<b>Schriftelijke arbeidsovereenkomst</b>	Indicates whether there is a written employment contract.
<b>Oroepovereenkomst</b>	Indicates whether there is an on-call agreement.
<b>Arbeidsovereenkomst Onbepaalde tijd</b>	Indicates whether there is a contract for an indefinite period.

#### Reserveringen

Certain amounts are reserved for each period, which are paid out once a year in addition to the salary. You can find these amounts on your payslip under the heading 'Reserveringen'.

<b>RESERVERINGEN</b>	<b>START</b>	<b>BIJ</b>	<b>AF</b>	<b>EIND</b>
Vakantiegeld	895,59	147,51	0,00	1.043,10
Eindejaarsuitkering *	0,00	82,97	0,00	892,10

<b>Start</b>	Shows the balance prior to the period.
<b>Bij</b>	Shows the amount that has been added during this period.
<b>Af</b>	Shows the amount that has been debited during this period.
<b>Eind</b>	Shows the current balance of the reservation, after the credits and debits of this period.

## Cumulatieven

Here you will find all amounts for this period and from this calendar year up to and including this pay slip added together (period up to and including).

CUMULATIEVEN	PERIODE	PERIODE T/M
Loon loonheffingen	1.717,54	5.152,62
Loon werknemersverz.	1.717,54	5.152,62
Arbeidskorting	297,85	893,55
Loonheffing normaal tarief	120,46	361,38
Loonheffing bijzonder tarief	0,00	0,00
SV dagen	20,00	60,00

<b>Loon Loonheffingen</b>	The wage from which payroll tax is withheld. Payroll tax consists of wage tax, premiums for national and employee insurance and sometimes also an income-related contribution for the Health Insurance Act.
<b>Loon werknemersverz.</b>	The wage on which the employer pays taxes and social security contributions.
<b>Arbeidskorting</b>	As an employee, you are entitled to an employed person's tax credit, which is calculated on the basis of the wages from your current employment, with the exception of special rewards. This employed person's tax credit is deducted from payroll tax.
<b>Loonheffingen normaal tarief</b>	Payroll tax normal rate is the amount that is withheld for payroll tax according to the normal rate.
<b>Loonheffingen bijzonder tarief</b>	Payroll tax special rate is the amount withheld for payroll tax according to the special rate.
<b>SV-dagen</b>	SV days are the social insurance days. These are the working days on which the salary is paid, including the days on which benefits are received in connection with illness, disability or unemployment.

## Verlof/Leave

Certain hours are reserved every period. You can find these hours on your payslip under the heading Verlof (Leave). Here you will find all hours for this period and from this calendar year up to and including this payslip added together (period up to and including).

VERLOF	START	BIJ	AF	EIND
Wettelijke rechten	9,23	9,23	-7,00	11,46
Bovenwettelijke rechten	48,88	2,77	0,00	51,65
Waarvan te vervallen	0,00	0,00	0,00	0,00
Spaaruren	0,00	0,00	0,00	0,00

<b>Start</b>	The balance prior to the period.
<b>Bij</b>	The number of hours that have been added during this period.
<b>Af</b>	The number of hours that went off during this period.
<b>Eind</b>	The current leave balance, after the credits and debits of this period.
<b>Wettelijke rechten</b>	The accrued balance of statutory holidays.
<b>Bovenwettelijke rechten</b>	The accrued balance of extra statutory holidays.
<b>Waarvan te vervallen</b>	The hours that lose their validity and expire.
<b>Spaaruren</b>	The accrued balance of savings hours.



## 4 Specification paid hours of a period

Here you can see a specification of your paid hours per week. This is often made up of different hour types. For example: special leave or hours worked. It is also stated at which location these hours have been booked.

Weeknummer	Objectlocatie	Urensoort	Aantal
41	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
41	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
41	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
41	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
41	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 150%	2,00
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42	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
42	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
42	BONNEFANTEN MUS. MTRICHT	Opgenomen verlof 100%	7,00
42	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 150%	2,00
43	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 150%	2,00
43	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
43	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
43	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
43	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
44	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
44	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
44	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
44	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 100%	7,00
44	BONNEFANTEN MUS. MTRICHT	Gewerkte uren 150%	2,00

**Done**