

## Explanation of your 2026 payslip

Your payslip contains many words, abbreviations, and figures. But what do they mean? We would be happy to explain the most common terms to you.

### 1. Basic salary

This is your gross monthly salary if you work full-time.

### 2. Full-time

The number of hours you can work full-time per week are listed here. The basis salary set out above is based on the number of hours listed here.

### 3. Part-time

Do you work part-time? The number of contractual hours will be listed here. Employees with an on-call or zero-hour contract will have an empty field here, and the basic salary field will list an hourly salary.

### 4. ZW, WW, WAO, ZVW

The asterisks in these fields show that you are insured for these social security premiums. These will be paid to the Dutch Tax and Customs Administration by your employer.

### 5. PF1, PF2, PF3, PF4

An overview of the pension funds and the pension premium percentages can be found here. Do more pension funds apply to you? You can find these on the left side of the payslip (below 'ACCUMULATIONS').

### 6. Wage tax - brief

You have indicated whether wage tax credits must be applied or not. You can only make use of wage tax credits at one employer. Do you have more jobs? If this is the case, you should have a 'J' on only one payslip.

### 7 & 8. Wage tax special remuneration

These are the wage tax rates in force for special remuneration (such as a holiday bonus, bonuses, and a 13th month). The two rates (the default rate and the wage tax credit settlement rate) are based on the fiscal annual salary of the previous year.

**An example:** You receive a holiday bonus. The default rate is 40.85% and the settlement rate is 8.28%. You will pay a wage tax of 49.13% on your holiday bonus (the special remuneration).

### 9. Annual salary

Your fiscal annual salary is the taxable salary of the previous year. This is the gross annual salary plus bonuses and remuneration (such as a shift bonus), minus the gross deductions (such as pension contributions).

### 10. Payslip

The type of payslip is listed here (Period, Special Rate, or Recalculation of a previous period). If this states Period, this is a periodic payslip. If this states Special Rate, this is an additional payslip for an incidental payment, such as a profit distribution. A Recalculation of a previous period means that this is a correction of one or more previous period[s].

### 11. Completed period

The period to which your payslip relates.

### 12. Contract

These indications are of interest in the context of the Dutch Balanced Labour Market Act.

**Loonstrook Januari 2026**

Werknr.	BSN	Functiegr.	Geb. datum	In dienst	UR dienst	Basisloon	Bet.per.	Aant.per	Min. loon	Ploeg
0			04-10-1958	01-01-2026		4.500,00	MND	1	14,06	2
Fulltime		ZW	WW	WAO	ZVW	Afr.SV	PF1	PF2	PF3	PF4
38.00		*	*	*	*	*	*	*	*	*
Functie						Streek	Volgvr.	Rover.	Datum rsn	Verf.per.
ALGEMEEN (ALGEMEEN)						PERIODE	1	1	18-01-2026	01/2026
						Contract: Onbepaalde tijd Schriftelijk (Lid. Oproeprecht Nieuw)				
						101491/0000000/0000006/PERIODE				
BEDRIJFSNAAM						DE HEER JFW DE BAKKER				
ADRESREGEL 1						EMMASINGEL 31				
POSTCODE WOONPLAATS						5471 AZ EINDHOVEN				

  

UREN GEWERKT	CUMULATIES		SPECIFICATIE		OPBOUW		TM-PERIODE
	PERIODE	TM-PERIODE	TABEL	TARIEF	TABEL	TARIEF	
UREN GEWERKT	174,80	174,80	LOON/SALARIS		4.500,00		4.500,00
DEELTJDFACTOR	100,00	100,00	PLOEGENTOESLAG		675,00		675,00
DGN SOC VERZ	23,00	23,00	BRUTO		5.175,00		5.175,00
MUT.VAK.TOESL	5.175,00	5.175,00	PREMIE PH&C		-250,01		-250,01
OPB.VAK.GELD	414,00	414,00	COLL.NAB.PENS		-51,24		-51,24
DEELTJD VAK. TOESL	100,00	100,00	FISC.BYT.AUTO		834,26		834,26
ARBEIDSKORT.	328,83	328,83	HEFF.PLLOON				5.708,01
GRSL.PH&C	2.976,26	2.976,26	LB/PR.VOLKSVD		-1.712,33		-1.712,33
GRSL.COL.NAB.R	5.123,76	5.123,76	PREMIE WGA-WHK		-22,83		22,83
GRSL.PH&C AANV	915,68	915,68	PERSONEELSVR.		-5,00		5,00
WG.HEFF.ZVW	371,59	371,59	REPR.KOSTEN		100,00		3.233,59
V/H SOC.PLLOON	5.708,01	5.708,01	NETTOLOON		3.233,59		
UURLOON	27,3279						
AUTO VD ZAAK %	22,00						
FISC. WAARDE	45.505,00						
AA-999-X							
COLL.NAB.PENS	1,0000 %						
			UIT TE BETALEN		€ 3.233,59	SALARIS	3.233,59 (NL03INGB000025200)

UREN GEWERKT	CUMULATIES	
	PERIODE	TM-PERIODE
UREN GEWERKT	174,80	174,80
DEELTJDFACTOR	100,00	100,00
DGN SOC VERZ	23,00	23,00
MUT.VAK.TOESL	5.175,00	5.175,00
OPB.VAK.GELD	414,00	414,00
DEELTJD VAK. TOESL	100,00	100,00
ARBEIDSKORT.	328,83	328,83
GRSL.PH&C	2.976,26	2.976,26
GRSL.COL.NAB.R	5.123,76	5.123,76
GRSL.PH&C AANV	915,68	915,68
WG.HEFF.ZVW	371,59	371,59
V/H SOC.PLLOON	5.708,01	5.708,01
UURLOON	27,3279	
AUTO VD ZAAK %	22,00	
FISC. WAARDE	45.505,00	
AA-999-X		
COLL.NAB.PENS	1,0000 %	

### 21. Period to date

All amounts of the year until the current period are accumulated here. The salary of the entire year will be listed here in December, and you will start at 0 again in January.

### 22. Fees

Non-recurring remuneration will be settled based on a special rate, listed on this payslip. Examples are the holiday bonus and the end-of-year bonus.

### 23. Wages/Salary

This is your agreed salary. Do you work part-time? Your salary will deviate from the basic salary listed at the top of the payslip. The basic salary is the gross monthly salary if you work full-time.

### 24. Shiftbonus

The monthly payments (on top of your basic salary) such as a shift bonus and overtime bonus can be found here.

### 25. Premiums

These are the gross deductions, for example for a pension plan.

### 26. Taxable salary

The wage tax/social security contributions are determined based on the taxable salary. This amount will be deducted as 'WG/SSC'.

### 27. Net remuneration amount and/or deductions

These are all net remuneration amounts and/or deductions. These amounts are not taxed. You can find your claimed expenses and fixed travel allowance here, for example.

### 28. Amount to be paid

This is the net amount you will receive on your account.

### 29. IBAN

The IBAN (account number) to which the salary will be transferred is listed here. If the salary is paid to several IBAN accounts, you can see which amount has been transferred to which IBAN account here.

### 13. Period

This table shows all amounts and quantities concerning the current period.

### 14. Period to date

This table shows all amounts and quantities up to the current period.

### 15. Hours worked

The number of hours worked during this period. Do you work on an on-call basis or do you have a zero-hour contract? In this case, it is useful to check these hours, as the number of hours worked may differ per period.

### 16. Social security days

The number of business days (Monday to Friday) you have worked in this period.

### 17. Salary bases

The social security premiums, pension premiums, and holiday bonus are calculated using these salary bases.

### 18. Hourly wage

The gross salary you earn per hour.

### 19. Company car %

Do you have a company car? The additional taxable benefit rate will be listed here. The additional taxable benefit is the amount you pay for the use of the car for private purposes.

### 20. Fiscal value

This is the fiscal value (net catalogue price, including VAT and MVT) of your company car. This fiscal value serves as the base for the settlement of the private use.

	SPECIFICATIE		OPBOUW		TM-PERIODE
	TABEL	TARIEF	TABEL	TARIEF	
LOON/SALARIS	4.500,00		4.500,00		4.500,00
PLOEGENTOESLAG	675,00		675,00		675,00
BRUTO			5.175,00		5.175,00
PREMIE PH&C	-250,01		-250,01		-250,01
COLL.NAB.PENS	-51,24		-51,24		-51,24
FISC.BYT.AUTO			834,26		834,26
HEFF.PLLOON					5.708,01
LB/PR.VOLKSVD	-1.712,33		-1.712,33		-1.712,33
PREMIE WGA-WHK	-22,83		-22,83		22,83
PERSONEELSVR.	-5,00		-5,00		5,00
REPR.KOSTEN	100,00		100,00		3.233,59
NETTOLOON	3.233,59				
UIT TE BETALEN			€ 3.233,59	SALARIS	3.233,59 (NL03INGB000025200)