



FOR TEMPORARY AGENCY WORKERS

Dutch Payslip Guide

Gi Group Holding B.V.

2026

#ChangeLives

OUR BUSINESS LINES

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Your Dutch Payslip Guide

This guide helps you read your payslip step by step. It explains the main parts of the Dutch payslip in clear English, based on the two payslip examples used by Gi Group. You can use this guide to check your pay, your deductions and the balances you build up, such as holiday pay and holiday hours.

Important: This guide is a practical explanation of the payslip. If you think something is missing or incorrect, please contact Gi Group and keep your own record of hours worked.

1. Read your payslip in 4 steps

1. First, check your personal details at the top of the payslip.
2. Then, check what you earned in this week or pay period.
3. After that, check the deductions and the final net amount.
4. Finally, check the balances you are building up, such as holiday pay and holiday hours.

2. Top block – what each item mean

What this section shows: This block tells you who you are in payroll and which basic payroll settings apply to your payslip.

Dutch on payslip	English	What this means for you
pers. nummer	Employee number	This is your personal payroll number at Gi Group.
geboortedatum	Date of birth	This is your date of birth as shown in payroll.
gesl	Gender	This is the gender code used in payroll.
bs	Marital status	This is the marital status code used in payroll.
datum in dienst	Start date	This is the date you started employment with Gi Group.
fase	Agency work phase	This shows your current phase under the temporary work rules.
volgnummer	Payslip number	This is the internal number of this payslip.
aangemaakt	Created on	This is the date your payslip was created.
vestiging	Branch code	This is the Gi Group branch or office code.
functiegrp	Job group	This is the job classification used for your assignment.
uurloon	Hourly wage	This is your gross hourly wage.
min. loon	Minimum wage reference	This is the legal minimum wage reference used in payroll checks.
jaarloon bijz. beloning	Annual wage for special tax rate	This annual amount is used to calculate tax on special payments.
heff. krt	Payroll tax credit	This shows whether payroll tax credit is applied to your pay.
kleur	Tax table colour	This is the Dutch payroll tax table colour. White is usually used for normal wages.
tabel	Tax table type	This is the payroll tax table used for this payslip.
woonl	Country of residence	This is the country where you officially live for tax and payroll purposes.
soc. dgn	Social insurance days	This is the number of social insurance days in this period.
fisc. dgn	Fiscal days	This is the number of tax days in this period.
stipp	StiPP pension applies	This shows whether the sector pension scheme applies to you.
ww / wao / zw / zww / lb / wlz / aow / anw	Insurance/tax indicators	These short codes show which tax and social insurance rules apply to you.
min. vak.	Holiday accrual setting	This is the payroll setting related to your holiday accrual.
arbeidsduur	Standard working hours	This shows the normal working hours for your contract or assignment.
opr / schr / onb	Contract/payroll indicators	These are short payroll indicators for your contract and registration.

3. Earnings lines – how to read one line

What this section shows: Each line shows one pay item, such as overtime, shift allowance, holiday pay, tax or a deduction.

Part of the line	What this means for you
Client name	This is the company where you worked, for example DP World B.V.
W 22	This means week 22. On these payslips, W usually means week.
Description	This is the Dutch name of the pay item.
Rate	This is usually the hourly rate used for the calculation.
Amount	This is the money value of the line.
Percentage	This can be, for example, 130%, 150% or 108.75%.
Hours / units	This is the number of hours, days or units used in the calculation.

Example: “Overuren 18.71 188.50 130.00 % 7.75 x” means you were paid overtime at €18.71 per hour, with a 130% rate, for 7.75 hours, giving €188.50.

4. Common lines shown on the payslips

Dutch on payslip	English	What this means for you
Overuren	Overtime	These are extra hours above normal working time. They are often paid at a higher percentage.
Ploegentoeslag uren	Shift allowance hours	This is extra pay for working in shifts.
Feestdagen	Public holiday pay/hours	This is payment linked to public holidays.
Pensioencompensatie	Pension compensation	This is an extra amount that can be used to help make your total package equivalent.
Bijdrage PAWW werknemer	Employee PAWW contribution	This is your contribution to an additional unemployment/disability-related arrangement, if applicable.
STIPP-pensioen werknemer	Employee StiPP pension contribution	This is your own contribution to the StiPP pension plan.
WHK werknemer	Employee payroll contribution	This is a payroll contribution line shown on your payslip.
Loonheffing tabel	Payroll tax (normal table)	This is tax withheld on your regular wages.
Loonheffing bijz	Payroll tax (special rate)	This is tax withheld on special payments or special pay items.
Totaal bruto	Total gross	This is your total earnings before deductions.
Totaal netto	Total net	This is your net amount after tax and deductions, before any extra additions or deductions shown below.
Reiskosten onbelast	Untaxed travel allowance	This is travel reimbursement paid tax-free within Dutch tax rules.
Inhouding huurkosten	Housing cost deduction	This is the amount deducted for accommodation or housing.
Inhouding Zorgverzekering	Health insurance deduction	This is the amount deducted for health insurance arranged via the employer or agency.
Totaal	Final amount this period	This is the final amount due after all calculations.
Overgemaakt	Transferred to bank	This shows the bank account and the payment date.

5. What workers usually ask

Q: Why is your net pay lower than your gross pay? A: Because tax, pension and sometimes other deductions are taken from your gross pay.

Q: Why do you see housing or health insurance deductions? A: Because these costs can be arranged through the employer or agency and then deducted through payroll.

Q: Why do you see a travel allowance on one payslip but not on another? A: Because this depends on the arrangement for your assignment.

Q: Why are there many small lines? A: Because Dutch payroll often shows every pay item separately.

Q: Which lines are most important? A: Usually: Totaal bruto, Totaal netto and Overgemaakt or the final amount paid to your bank account.

6. Year-to-date totals (cumulatieven)

What this section shows: These numbers are totals from the beginning of the year until now. They are not only for this one week or pay period.

Dutch on payslip	English	What this means for you
fiscale dagen	Fiscal days	This is the total number of tax days so far this year.
loon in geld	Cash wages	This is the total gross wage paid in money so far this year.
loon in natura	Benefits in kind	This is the value of any non-cash benefits so far this year.
afrekenposten	Deductible items	This is the total of deductions so far this year.
svw-loon	Social insurance wage	This is the wage used for Dutch social insurance calculations.
gewerkte uren	Worked hours	This is the total number of worked hours so far this year.
arbeidskorting	Employment tax credit	This is the total employment tax credit applied so far this year.
zvw-loon	Health Insurance Act wage	This is the wage used for health insurance law calculations.
lh-loon	Payroll tax wage	This is the wage used for payroll tax calculations.
loonheffing	Payroll tax withheld	This is the total payroll tax withheld so far this year.
onbelaste verg	Untaxed reimbursements	This is the total untaxed reimbursements so far this year.
reiskostenforfait	Fixed travel amount	This is the travel amount used in payroll, if applicable.
betaald voorschot	Advance paid	This shows whether an advance has already been paid to you.
netto loon	Net wages	This is your total net wage so far this year.
uitbetaald	Paid out	This is the total amount paid out to you so far this year.
sociale dagen	Social insurance days	This is the total number of social insurance days so far this year.

7. Holiday pay and holiday hours (reserves)

What this section shows: This section shows what you are building up. These balances are important because they show money or hours you may use or receive later.

Dutch on payslip	English	What this means for you
Vakantiegeld	Holiday allowance	This is the holiday pay you build up.
ADV-uren	ADV hours	These are working-time-reduction hours, if applicable.
Toeslag vakantiedgn	Holiday day allowance	This is the value linked to your holiday day accrual.
Vak.dgn huidig jaar	Holiday hours current year	These are the holiday hours you build up for this year.
Vak.dgn bovenwet.	Extra holiday hours above the legal minimum	These are holiday hours above the legal minimum.
deze periode	This period	This shows what you built up in this pay period.
totaal tegoed	Total balance	This shows the total balance you have built up.

8. Important from 1 January 2026 – equal value / equivalent pay

- ❓ From 1 January 2026, you must receive employment conditions that are at least equivalent in total value to comparable workers at the client company.
- ❓ This is broader than the old system. It is not only about your hourly wage. Other conditions also matter, such as allowances, holiday rights, reimbursements and pension.
- ❓ Not every single item must be exactly the same. The total package must be at least equivalent.
- ❓ Because of this, your payslip can show extra compensation lines, for example pension compensation or other balancing items.
- ❓ The client company must provide correct and complete employment conditions information so payroll can apply the right package to your pay.
- ❓ There is also a new sector pension setup from day 1 for agency workers aged 18 and over from 1 January 2026.

What this means for you: If you ask why a new line appears on your payslip, one possible reason is that your total package must now be equivalent to the package of comparable workers at the client company.

9. Simple onboarding message you can repeat to workers

Always check 3 things: your hours, your net payment, and your holiday balances. If something looks wrong, contact Gi Group quickly and keep your own record of hours worked.

pers. nummer	geboortedatum	gesl.	so	datum in dienst	soort	volgnummer	aangemaakt
1001	14-08-64	M	O	30-12-24	C	26-19-002	13-05-26
aanpak	aanpak	aanpak	aanpak	aanpak	aanpak	aanpak	aanpak
128u/4wkn	D	17.30	14.71	1.18	35434		
1ste sch.	2de sch.	3de sch.	4de sch.	5de sch.	6de sch.	7de sch.	8de sch.
1	W	W	NL	5.00	5.00	J	J

2. Top block



3. Earnings lines

W 19	Normale uren		32.00 x	17.30	553.60
W 19	Overuren	130.00 %	8.00 x	17.30	179.92
	Bijdrage PAWW werknemer				-0.73
	STIPP-pensioen werknemer				-27.24
	Totaal bruto				705.55
	WHK werknemer				5.47
	Loonheffing tabel				25.46
	Loonheffing bijz				72.33
	Totaal netto				602.29
	Totaal				602.29
	Overgemaakt:	14-05-26			602.29
	IBAN				

7. Holiday pay and holiday hours (reserves)

REDEPOT	Vakantiegeld	AZV-uren	Vak. dgn. bruto	Vak. dgn.	Vak. dgn. netto
Bruto	€ 44.29	U 0.44	U 2.83	U 1.13	U
Totaal	€ 2576.92	U 43.07	U 47.11	U 12.19	U 70.07

6. Year-to-date totals (cumulatieven)

Rechtsdag	vacantie dagen	loon in geld	loon in natura	loon	afrekening	overloon
90.00	89.00	12636.01	0.00	0.00	475.75	12160.26
gewerkte uren	afrekening	overloon	overloon	overloon	overloon	overloon
697.85	1745.42	12160.26	12160.26	12160.26	12160.26	12160.26
loondroffing	afrekening	overloon	overloon	overloon	overloon	overloon
1658.30	0.00	0.00	0.00	0.00	0.00	0.00
in vers. neg. saldo	in vers. neg. saldo	in vers. neg. saldo	in vers. neg. saldo	in vers. neg. saldo	in vers. neg. saldo	in vers. neg. saldo
0.00	0.00	0.00	0.00	0.00	10407.70	10407.70