



PAYSLIP TERMS

Earnings

Basic pay/salary: What you earn before anything is added or taken off.

Gross pay: What you earn before tax and deductions.

Net pay: The amount you take home after tax and deductions.

Cost to company: The total package you're receiving before tax, including all benefits or company contributions.

Deductions

UIF: Both you and your employer pay towards the Unemployment Insurance Fund so that if you become unemployed or don't get maternity leave pay, you can claim from the fund.

PAYE: Pay As You Earn is your tax deduction that your employer pays on your behalf to SARS. The percentage tax you pay is determined by the tax bracket your salary falls into.

Company contributions

Benefits: Extras your company offers/contributes to e.g. medical aid, provident fund.

Fringe benefits

This refers to benefits that don't get paid to you in cash, but that you enjoy the use of e.g. the use of a vehicle or accommodation.