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## ➤ PAY SLIPS

This is an **example** only. It shows the basic terms you can expect to see on a New Zealand payslip. The payslip you receive may look a bit different and your rates of pay may also be different.

Your employer will explain your payslip and your rate of pay.



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## An Example Payslip

**IRD No** – everyone who works in New Zealand has an IRD number. You will need to apply for this number and your employer can help you to do this. You keep the same IRD number even if you change employers.

**Pay Date** is the period of time which the pay slip covers. W/E 31.05.09 means this payslip shows wages earned for the period up to 31 May 2009.

Earning based on an hourly rate of \$NZ12.00. Based on 16.4 hours of work this gives a total of \$NZ196.80.

Earnings based on piece rate. Piece rates means you get so many cents for each plant. You need to count the number of plants multiplied by the rate per plant to get the number of dollars earned. In this example, 720 plants were pruned at a rate of 55 NZ cents per plant, giving a total of \$NZ396.00.

**Total Gross** the total amount of money earned BEFORE tax and deductions.

Prune & Harvest Ltd  
1004 Foxton Rd  
Tekapo

John Temiti

### PAY ADVICE

Employee No.	IRD No.	Pay Date	Tax Code	Tax Rate
233	123-456-789	W/E 31.05.09	RSE	18.4%

  

Pay and Allowances				Deductions	
Description	Rate	Hours	Amount	Description	Amount
Hourly	12.00	16.4	196.80	P.A.Y.E	119.78
Smiths Seaview Block Pruning Rows 17-22	.55	720 plants	396.00	Health Insurance	14.00
Smiths Back Block Wrapping Rows 7-8	.15	200 plants	30.00	Travel	25.00
				Accommodation	100.00
				Airfare Repayment	50.00
<b>Total Gross</b>			<b>\$622.80</b>	<b>Total Deductions</b>	<b>\$308.78</b>
				<b>Net Pay</b>	<b>\$314.02</b>
				<b>Paid by</b>	DC
<b>Year to Date Balances</b>					
<b>Taxable earnings</b>			\$2342.78	P.A.Y.E	\$433.41

**Tax Code** tells your employer how much tax to deduct from your wages.

**Tax Rate** you will be taxed at 18.4%. This is a special rate for RSE workers so you do not have to apply for a tax refund at the end of your employment.

**P.A.Y.E** stands for Pay As You Earn, or tax. Everyone in New Zealand is required to pay tax. It is a compulsory deduction that employers have to deduct for the New Zealand Government.

**Health Insurance, Travel, Accommodation, Airfare repayment** are all voluntary deductions that can only be made with your approval in writing. These deductions are checked by the Department of Labour in New Zealand.

**Net pay** – the amount of money earned AFTER tax and deductions. This is the total amount of pay that you will receive for this pay period.

**Paid by DC, or Direct Credit** – the money earned is deposited directly into your bank account.

**Year to Date Balances** – the total amounts earned for the current tax year. In New Zealand, the tax year is from 1 April to 31 March each year. Taxable Earnings means the total amount earned BEFORE tax and PAYE shows the amount of tax you have paid in total for this tax year.