


## Pay Slip - Explanations

|   |  |   |
|---|--|---|
| <p>8 [Redacted]</p> <p>4 [Redacted]</p> | <p>2 Launaseðill nr. 02.2015</p> <p>5 Greiðsludagur 01.03.2015</p> <p>Greiðslustaður</p> <p>1 [Redacted]</p> <p>Samtölur launaseðils</p> <p>Laun 698.459</p> <p>Frádráttur 254.901</p> <p>6 Útborgað 443.558</p> | <p>Ríkissjóður Íslands </p> <p>3 [Redacted]</p> <p>Frá áramótum</p> <p>1.465.240</p> <p>594.902</p> <p>7 870.338</p> |
|---|--|---|

| Uppgjörstímabil   | Launategund                          | L.flokkur - þrep | Taxti    | Einingar | Reiknuð fjárhæð         | Samtals á árinu |                  |
|---|--------------------------------------|------------------|----------|----------|-------------------------|-----------------|------------------|
| <b>Skipulagseining - Starfsnr. - Kjarasamn. - Starfsheiti</b> |                                      |                  |          |          |                         |                 |                  |
| Félag íslenskra hjúkrunarfræðinga - Hjúkrunarfræðingur        |                                      |                  |          |          |                         |                 |                  |
| 01.02.15-28.02.15   | Mánaðarlaun                          | 078              | 440.492  | 100,00   | 440.492                 | 880.984         |                  |
|   | Yfirvinna                            | 065              | 3.743,49 | 0,00     | 0                       | 100.101         |                  |
| 11.01.15-31.01.15   | Yfirvinna                            | 078              | 4.184,67 | 3,00     | 12.554                  | 13.893          |                  |
|   | Yfirvinna kaffítímar vaktavinnumanna | 065              | 3.743,49 | 0,00     | 0                       | 14.150          |                  |
| 16.01.15-15.02.15   | Yfirvinna kaffítímar vaktavinnumanna | 078              | 4.184,67 | 6,30     | 26.364                  | 43.940          |                  |
|   | Vaktaálag I                          | 065              | 807,73   | 0,00     | 0                       | 11.712          |                  |
| 16.01.15-15.02.15   | Vaktaálag I                          | 078              | 902,92   | 11,00    | 9.932                   | 9.932           |                  |
|   | Vaktaálag II                         | 065              | 1.332,88 | 0,00     | 0                       | 53.315          |                  |
| 16.01.15-15.02.15   | Vaktaálag II                         | 078              | 1.489,97 | 116,00   | 172.837                 | 256.275         |                  |
|   | Vaktaálag III                        | 078              | 2.438,13 | 0,00     | 0                       | 2.438           |                  |
|   | Orlof af yfirvinnu                   | 065              | 11,59%   | 0,00     | 0                       | 13.242          |                  |
| 16.01.15-15.02.15   | Orlof af yfirvinnu                   | 078              | 11,59%   | 38,918   | 4.511                   | 6.703           |                  |
|   | Orlof af vaktaálagi                  | 065              | 11,59%   | 0,00     | 0                       | 7.536           |                  |
| 16.01.15-15.02.15   | Orlof af vaktaálagi                  | 078              | 11,59%   | 182.769  | 21.183                  | 31.136          |                  |
| 16.01.15-15.02.15   | Fæðispeningar                        | 111              | 429,69   | 13,00    | 5.586                   | 9.883           |                  |
| 01.02.15-28.02.15   | Samgöngugreiðslur utan skattstofns   |                  |          | 0,00     | 5.000                   | 10.000          |                  |
| <b>Frítökuréttur</b>  |                                      |                  |          |          | <b>Greiðsla samtals</b> | <b>698.459</b>  | <b>1.465.240</b> |

| Staðgreiðsla                      | Einingar | Reiknuð nú    | Samtals á árinu | Frádráttur                                    | Frádráttur nú  | Samtals á árinu |
|-----------------------------------|----------|---------------|-----------------|---|----------------|-----------------|
| Stofn til staðgreiðslu annar      |          | 0             | 0               | Orlof í banka                                 | 15.239         | 34.792          |
| Stofn til staðgreiðslu þrep 1     |          | 309.140       | 618.280         | Líf.sj starfsmanna ríkisins A-deild           | 27.514         | 57.813          |
| Stofn til staðgreiðslu þrep 2     |          | 356.805       | 779.147         | Félagsgjald Félag íslenskra hjúkrunarfræðinga | 5.947          | 11.894          |
| Samtals stofn til staðgreiðslu    |          | 665.945       | 1.397.427       |   |                |                 |
| Reiknuð staðgreiðsla þrep 1       | 37,3%    | 115.309       | 230.618         |   | 0              | 7.887           |
| Reiknuð staðgreiðsla þrep 2       | 39,74%   | 141.794       | 309.633         |   | 0              | 44.069          |
| Samtals reiknuð staðgreiðsla      |          | 257.103       | 540.251         | Staðgreiðsla                                  | 206.201        | 438.447         |
| Nýttur persónuafsláttur           | 100%     | 50.902        | 101.804         |   |                |                 |
| <b>Framlag launagreiðanda:</b>    |          |               |                 | <b>Frádráttur samtals</b>                     | <b>254.901</b> | <b>594.902</b>  |
| <b>Orlofslaun til vörsluaðila</b> |          | Á orlofsárinu | Á árinu         |   |                |                 |
|                                   |          | 138.410       | 34.792          |   |                |                 |



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- 1 **Reikningsnúmer:** The employee's bank account number.
  - 2 **Útborgun:** Number of salary payments during the year.
  - 3 **Kennitala:** The employee's national identification number.
  - 4 **Employee's name and address.**
  - 5 **Útborgun, útborgunardagur:** Date of salary payments.
  - 6 **Útborgun, upphæð kr.:** Salary paid is gross pay minus deductions (see items 26 and 34 below).
  - 7 **Útborgun frá áramótum, upphæð kr.:** Salary paid from the beginning of the year.
  - 8 **The employee's workplace.**
  - 9 **Launategund:** Type of payment.
  - 10 **Lfl. :** Payment category; 078 means salary bracket 07 and horizontal placement 8, which is 20% over the starting level for this bracket, cf. **the pay table of 1 April 2014.**
  - 11 **Greiðslutímabil, frá - til:** Period for which salary is paid. Monthly payments are made on the first working day of each month. Salaries are paid from the first to the last day of each month, but shift premium, on-call pay and overtime is paid from the 16th day of the previous month to the 15th day of the month that has just ended (for example, in June there is a salary payment for the period 1-31 May but shift premium, on-call pay and overtime is for the period 16 April to 15 May). Paid amounts are based on entries in the Oracle payment management system.
  - 12 **Taxti:** Rate of pay per unit, e.g. monthly salary, overtime hours, daytime work and shift premium, cf. pay table of Collective Agreement 661.
  - 13 **Einingafjöldi:** Total number of completed work units. The calculations normally represent the number of hours worked, such as for shifts and overtime. Monthly salary 100.00 means full-time work, 90.00 means 90% and so on.
  - 14 **Reiknuð fjárhæð:** Salary based on total work units, see below.
  - 15 **Samtals á árinu:** Payments from the beginning of the year.
  - 16 **Mánaðarlaun:** Monthly salary amounting to kr 440,492 according to salary bracket 07 and horizontal placement 8, or 20%. This individual's employment ratio is 100%.
  - 17 **Yfirvinna:** Overtime. The rate is 0.95% of the monthly salary for every completed overtime hour. In this example, 0.95% of kr 440,492 is kr 4,184.67. The total of overtime hours is 3 and the payment therefore kr 4,184.67 \* 3 = 12,554.
  - 18 **Yfirvinna kaffitímar vaktavinnumanna:** Daytime coffee breaks for shift workers. Coffee breaks are paid as overtime hours. This pay slip shows a total of 6.3 hours for overtime coffee breaks, so the pay for this is kr 4,184.67 \* 6.3 = 26,364.
- Vaktaálag:** Shift premium. Shift premium is paid as a supplement for regular shift duty outside normal daytime hours, which are from 08:00 to 17:00. A premium of 33.33% is calculated for work carried out between 17:00 and 24:00 Mondays to Thursdays; a 55% premium is calculated for work between 00:00 to 08:00 on weekdays; a 55% premium is calculated for work from 17:00 on a Friday to 08:00 on a Monday and on special holidays. For work between 00:00 and 24:00 on major holidays a 90% premium is paid.
- Shift premium is calculated as a ratio of an employee's basic salary. In this example, the daytime hourly rate is kr 2,709.03. The 33.33% shift premium is kr 902.92 per hour, the 55% shift premium is kr 1,489.97 per hour and the 90% shift premium is kr 2,438.13 per hour.
- 19 **Vaktaálag I:** Shift premium I, or 33.33%. In this example a total of 11 hours come under this category, which gives a pay of kr 902.92 \* 11 = 9,932.

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- 20 **Vaktaálag II:** Shift premium II, or 55%. In this example a total of 116 hours come under this category, which gives a pay of kr 1,489.97 \* 116 = 172,837.
- 21 **Vaktaálag III:** A 90% shift premium.
- Orlofslaun:** Vacation pay. State employees receive a 10.17% vacation bonus on overtime and shift premium. This ratio increases to 11.59% at the age of 30 and then to 13.04% at the age of 38. In this example, the employee is older than 30 and thus receives an 11.59% vacation bonus on overtime and shift premium.
- 22 **Orlof af vaktaálagi:** Vacation bonus on shift premium. In this example, the total shift premium is kr 182,769 (see shift premium I of KR 9,932, shift premium II of kr 172,837 (19-20). 11.59% of kr 182,769 is kr 21,183 which is being paid now.
- 23 **Orlof á yfirvinnu:** Vacation bonus on overtime pay. In this example, the overtime pay is kr 38,918 (see item 18 above on overtime and coffee breaks). 11.59% of kr 38,918 is kr 4,511 which is being paid now.
- 24 **Fæðispeningar:** Meal payments. Paid to employees on duty when canteens are closed. The amount is adjusted every three months in line with price-level changes. In this example, meal payments on shifts when canteen is closed are calculated at kr 429.69 \* 13 = 5,586 which is being paid now.
- 25 **Samgöngugreiðslur:** Paid transportation costs. A number of institutions have made agreements with their employees concerning transportation costs. These are not included in the tax base.
- 26 **Laun og aðrar greiðslur samtals:** Salary and other payments. Gross salary, see items 16 – 15.
- 27 **Skattstofn:** Tax base. Gross salary minus pension fund contributions, including private pension savings, and paid transportation costs. The pension contribution for an employee belonging to Division A of the LSR (the Pension Fund for State Employees) is 4% of gross pay. In this example, 4% of the gross pay of kr 698,459 is kr 27,514. The tax base thus becomes kr 698,459 – 27,514 – 5,000 = kr 665,945. Note that in this example the employee has not opted for private pension savings.
- 28 **Reiknaður skattur:** Calculated tax. Income tax in Iceland is calculated on three levels. The amounts and ratios are reviewed annually. The following applied in 2015:  
 Level 1: 37.30 % for income between ISK 0 – 309,140 pr. month  
 Level 2: 39.74 % for income between ISK 309,140 – 836,404 pr. month  
 Level 3: 46.25 % for income exceeding ISK 836,404 pr. month
- In this example, tax at Level 1 is kr 115,309 and at Level 2 kr 141,794, or a total of kr 257,103.
- 29 **Frá dregst persónuafsláttur:** Personal allowance deducted. Full personal allowance for 2015 as determined by the tax authorities is kr 50,902 pr. month. The personal allowance is reviewed annually.
- 30 **Félagsgjöld:** Personal allowance deducted. Full personal allowance for 2015 as determined by the tax authorities is kr 50,902 pr. month. The personal allowance is reviewed annually.
- 31 **Líf.sj. starfsmanna ríkisins A-deild:** Pension Fund for State Employees, Division A. An employee's contribution to Division A of the pension fund is 4% of gross pay. In this example, 4% of the gross pay of kr 698,459 is kr 27,514.
- 32 **Orlof í banka:** Vacation pay in a bank account. Total vacation bonus minus tax, association dues and pension fund contributions paid on vacation bonus for shift premium. In this example the amount is kr 15,239.
- 33 **Staðgreiðsla skatta:** Pay as you earn tax. Calculated tax minus personal allowance of kr 50,902. The tax is thus 257,103 – 50,802 = 254,901.
- 34 **Frádráttur samtals:** Total deducted. The sum of all deductions, cf. items 30-32.
- Lífeyrissjóður - séreignarsjóður viðkomandi:** Pension fund – private pension scheme. Contributions to a private pension scheme are optional. These usually amount to 2% - 4% of gross pay, but may be higher if the employee so wishes. The Treasury's complementary contribution can, however, never exceed 2%. Note that the employee in this example has not opted for private pension savings.
- 35 **Frítökuréttur:** Earned vacation time.
- 36 **Orlofslaun til vörsluaðila:** Vacation pay held by a depository institution. See item 23. Amounts held in a bank account in the employee's name and paid out on 11 May each year.