HQF Development
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PAYSLIP

Period 1 – 31 July 2026
Paid on 31 July 2026

EMPLOYEE

Marion Delacroix

Senior software engineer — grade 3.2
Staff No. EMP-0231 · Joined 4 September 2023

NET PAID

3,208.17 EUR

Transferred to the account on file

Earnings	Quantity	Unit rate	Amount
Monthly base salary	151.67 h	27.0000	4,095.09
Overtime, first eight hours (125 %)	6.00 h	33.7500	202.50
On-call cover, weekend	5.00 d	40.0000	200.00
Seniority bonus	1.00	150.0000	150.00
		GROSS PAY	4,647.59

		Employee share		Employer share	
Contribution	Base	Rate	Amount	Rate	Amount
HEALTH, MATERNITY, DISABILITY, DEATH					
Health and maternity insurance	4,647.59	—		7.00 %	325.33
Supplementary health cover	4,647.59	0.75 %	34.86	1.25 %	58.09
Daily sickness allowance	4,647.59	0.50 %	23.24	—	
RETIREMENT					
State pension, capped	3,925.00	6.90 %	270.83	8.55 %	335.59
State pension, uncapped	4,647.59	0.40 %	18.59	1.90 %	88.30
Supplementary pension, band 1	3,925.00	3.15 %	123.64	4.72 %	185.26
Supplementary pension, band 2	722.59	8.64 %	62.43	12.95 %	93.58
Balancing contribution, band 1	3,925.00	0.86 %	33.76	1.29 %	50.63
Balancing contribution, band 2	722.59	1.08 %	7.80	1.62 %	11.71
FAMILY AND UNEMPLOYMENT					
Family allowances	4,647.59	—		5.25 %	244.00
Unemployment insurance	4,647.59	—		4.05 %	188.23
Wage guarantee scheme	4,647.59	—		0.15 %	6.97
OTHER EMPLOYER CONTRIBUTIONS					
Workplace accident cover	4,647.59	—		1.10 %	51.12
Autonomy solidarity contribution	4,647.59	—		0.30 %	13.94
Apprenticeship levy	4,647.59	—		0.68 %	31.60
Continuing training levy	4,647.59	—		1.00 %	46.48
SOCIAL SURCHARGES					
Social surcharge, deductible	4,566.26	6.80 %	310.51	—	
Social surcharge and debt levy, non-deductible	4,566.26	2.90 %	132.42	—	
		TOTAL CONTRIBUTIONS	1,018.08		1,730.83
		NET PAY BEFORE INCOME TAX	3,629.51		
				TOTAL COST OF THE MONTH TO THE EMPLOYER	6,378.42

Summary	This month	Year to date
Gross pay	4,647.59	32,533.13
Employee contributions	1,018.08	7,126.56
Employer contributions	1,730.83	12,115.81
Taxable pay	3,761.93	26,333.51
Income tax withheld at 11.20 %	421.34	2,949.38
NET PAID	3,208.17	22,457.19

PAID LEAVE

Earned this year 27.50 d · taken 12.00 d · remaining 15.50 d

Working time: 35 h a week