


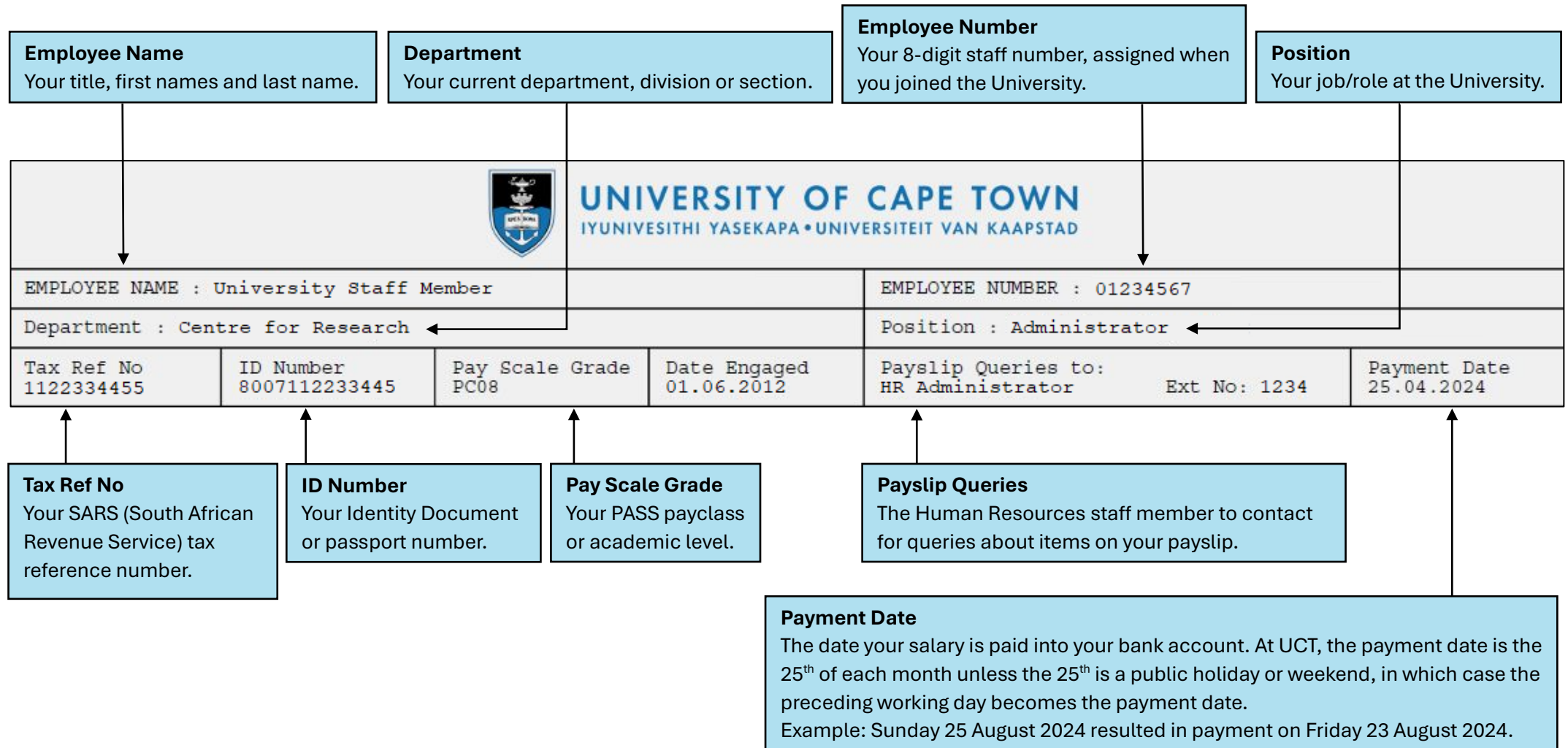
# Understanding your UCT payslip

This payslip guide covers the 3 main sections of your UCT payslip.

Only a selection of possible earnings and deductions are reflected in these examples.

1		 <b>UNIVERSITY OF CAPE TOWN</b> IYUNIVESITHI YASEKAPA • UNIVERSITEIT VAN KAAPSTAD				
EMPLOYEE NAME : University Staff Member			EMPLOYEE NUMBER : 01234567			
Department : Centre for Research			Position : Administrator			
Tax Ref No 1122334455	ID Number 8007112233445	Pay Scale Grade PC08	Date Engaged 01.06.2012	Payslip Queries to: HR Administrator	Ext No: 1234	Payment Date 25.04.2024
EARNINGS		QUANTITY	AMOUNT	DEDUCTION	AMOUNT	
2	Cash Salary		29.935,08	Total Tax	4.127,12	
				MA Discovery Health - EE	5.997,00	
				UIF EE Contribution	177,12	
				Vitality	439,00	
				Employee's Union	45,00	
				Metropolitan FuneralCover	303,00	
TOTAL EARNINGS			29.935,08	TOTAL DEDUCTIONS	11.088,24	
Bank: 123456 / Bank of South Africa			Account Number	1234567890	NET PAY	18.846,84
COST OF EMPLOYMENT			AMOUNT	TAX YEAR ACCUMULATIONS (IRP5)	AMOUNT	
3	COE: Monthly		38.568,50	3601 Income - Taxable	59.870,16	
	UCTRF Total ER		6.556,65	3801 ER paid Ins Frng Ben	343,20	
	Cash Salary		29.935,08	3808 Payment of EES Debt	340,94	
	Bonus Provision		2.076,77	3825 Prov. DC Taxable Ben	12.344,30	
				3699 Gross Remuneration	72.898,60	
				Tax	8.254,24	
				4116 MA Tax Credit Dedctd	1.456,00	
				Prov. Fund Tax Exemption	12.344,30	
	UCTRF Contr. Percentage		17,00	Marginal tax rate	26,00	
	GLA 6X Cover Reduced to	3,00				
	UCTRF ER Waiver		42,43			
Message:						

# Payslip section 1: Information about the staff member



## Payslip section 2: Earnings and Deductions

### Earnings

Earnings may be recurrent and non-recurrent. Recurrent earnings are paid to the staff member every month. Non-recurrent earnings include once-off payments such as overtime.

### Deductions

These include statutory deductions such as tax and UIF. Other deductions are specific to the staff member e.g. medical aid, parking, union deductions, Vitality, additional funeral cover, student fee account. Any deductions made in respect of a previous month are shown with the date the deductions were effective.

EARNINGS	QUANTITY	AMOUNT	DEDUCTION	AMOUNT	
Overtime X 1.50 Cash Salary	03.2024 6,00	781,86 13.433,33	Total Tax Total Tax Kaelo Primary Health Care UIF EE Contribution Add. Funeral Cover NEHAWU Union	03.2024 131,52 1.021,27 453,00 177,12 19,00 85,00	
<b>TOTAL EARNINGS</b>		<b>14.215,19</b>	<b>TOTAL DEDUCTIONS</b>		
Bank: 123456 / Bank of South Africa		Account Number	012345678	<b>NET PAY</b>	<b>12.328,28</b>

All the current month's earnings are listed in this section. Arrear earnings are shown with the month the earnings were effective e.g. 03.2024.

## Payslip section 2: Earnings and Deductions (continued)

EE indicates an employee (staff member) contribution.

EARNINGS	QUANTITY	AMOUNT	DEDUCTION	AMOUNT
Cash Salary		50.050,95	Total Tax	12.079,02
Acting Allowance		5.000,00	MA Discovery Health - EE	6.798,00
			UIF EE Contribution	177,12
			Parking UCT	154,00
			Vitality	509,00
			Employee's Union	45,00
		<b>TOTAL EARNINGS</b>	<b>TOTAL DEDUCTIONS</b>	
		55.050,95	19.762,14	
Bank: 123456 / Bank of South Africa		Account Number	4567890123	<b>NET PAY</b>
				35.288,81

### Total Earnings

The total earnings for the month are shown at the bottom of the earnings amount column.

### Total Deductions

The total deductions for the month (including any arrear deductions) are shown at the bottom of the deductions amount column.

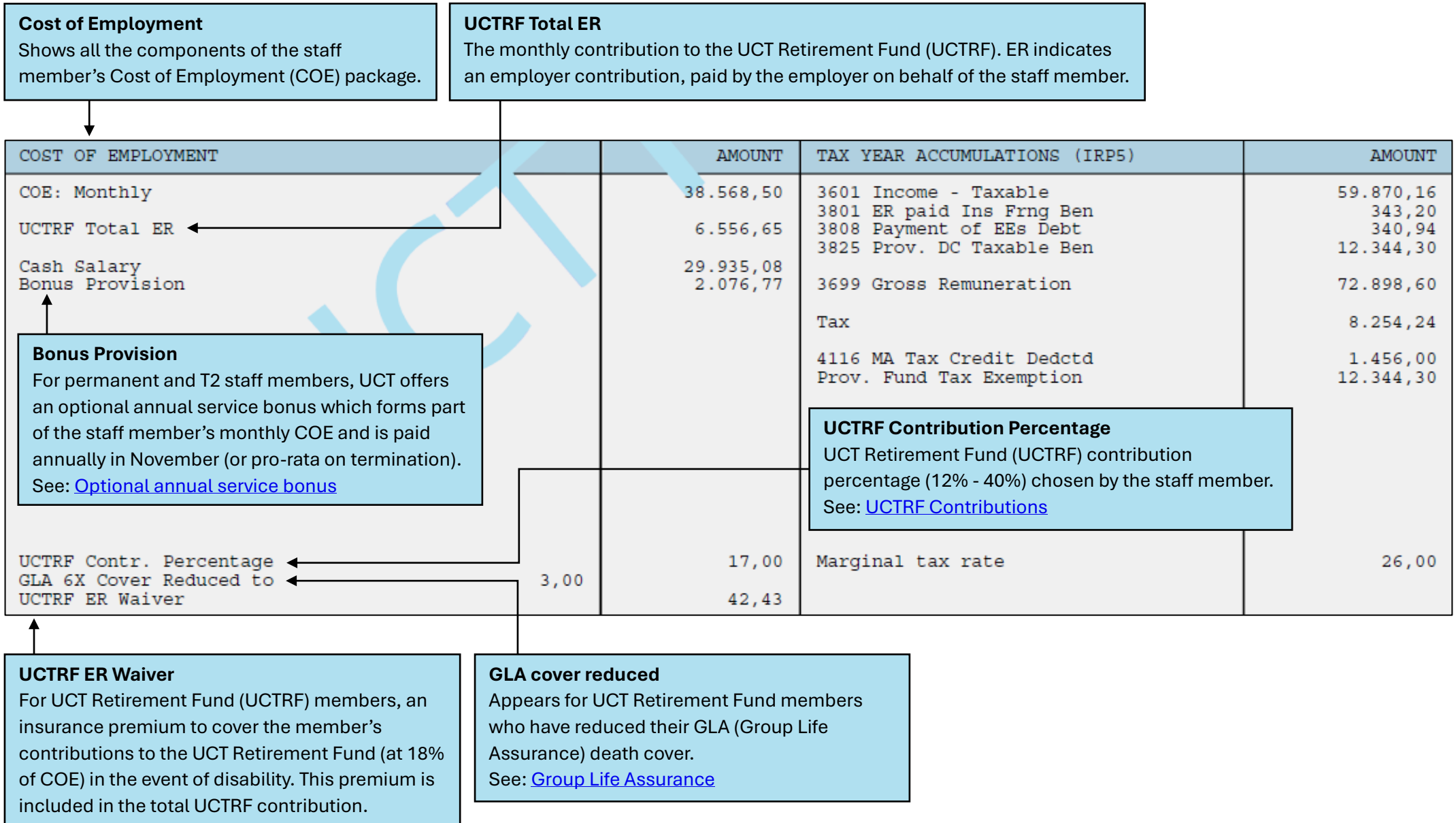
### Bank and Account Number

Details of the bank account into which the salary is paid.

### Net Pay

The net pay for the month is equal to the total earnings minus the total deductions. This is the amount paid into the staff member's bank account.

# Payslip section 3: Cost of Employment (COE)



# Payslip section 3: Tax year accumulations

**ER paid Ins Frng Ben (Employer paid insurance fringe benefit)**  
 For UCT Retirement Fund (UCTRF) members, a running total of premiums paid in the current tax year for disability income cover, standard funeral cover, separate death cover and lump sum disability cover. These premiums are included in the total UCTRF contribution.

**Tax year accumulations**  
 Shows the accumulated earnings for tax purposes. The accumulation is for the period starting 1 March to the last day of February of the following year. Each month's payslip shows accumulated earnings from March up to and including the current month.  
 Certain items in this section will appear on the IRP5 tax certificate and match the staff member's tax return.

COST OF EMPLOYMENT		AMOUNT	TAX YEAR ACCUMULATIONS (IRP5)	AMOUNT
COE: Monthly		38.568,50	3601 Income - Taxable	59.870,16
UCTRF Total ER		6.556,65	3801 ER paid Ins Frng Ben	343,20
Cash Salary		29.935,08	3808 Payment of EEs Debt	340,94
Bonus Provision		2.076,77	3825 Prov. DC Taxable Ben	12.344,30
			3699 Gross Remuneration	72.898,60
			Tax	8.254,24
			4116 MA Tax Credit Dedctd	1.456,00
			Prov. Fund Tax Exemption	12.344,30
UCTRF Contr. Percentage	3,00	17,00	Marginal tax rate	26,00
GLA 6X Cover Reduced to UCTRF ER Waiver		42,43		

**Prov. DC Taxable Ben (Provident Defined Contribution Taxable Benefit)**  
 For UCT Retirement Fund (UCTRF) members, a running total of the tax-free portion of the UCTRF contributions. Limited to 27.5% of your gross remuneration or R350 000 per year, whichever is lower.

**Payment of EEs Debt**  
 For UCT Retirement Fund (UCTRF) members, a running total of premiums paid in the current year for lump sum death and disability cover (separate Group Life Assurance). This premium is included in the total UCTRF contribution.

**MA Tax Credit Dedctd**  
 SARS (South African Revenue Service) offers a rebate in the form of a Medical Scheme Fees Tax Credit which is a fixed monthly amount that increases according to the number of dependents. For UCT medical aid scheme members, the tax credit is taken into account when calculating the amount of tax to be deducted from the staff member's remuneration. See: [Remuneration appendix](#)

**Marginal tax rate**  
 The highest tax rate that will apply to a portion of your income. The rate of tax is a sliding scale, it increases as taxable income increases. See: [South African Revenue Service - Rates of Tax for Individuals](#)