



Always Designing
for People®

Pay Slip for the Month

Name	: Rahul Kumar	Bank account no.	: 11016535XXX
Father's/Husband's name	: Suresh Kumar	UAN ¹	: 100123456789
Designation	: Principal Engineer	PAN ²	: ABCDE1234F

Name of the establishment : XYZ Private Limited

Address : 123, Business Park, Andheri East, Mumbai – 400069

Period : June 2026

Total attendance³ : 30 days

Wage period ⁴	Monthly	Deductions	Monthly
Rate of wages payable		Provident Fund (PF) ⁹	xxxx
a. Basic ⁵	xxxxx	Employee State Insurance (ESI) (if applicable) ¹⁰	xxxx
b. Dearness allowance (if applicable) ⁶	xxxx	Professional Tax	xxx
c. Other allowances ⁷	xxxx	Tax Deduction at Source (TDS)	xxxx
d. Overtime wages ⁸	xxxx		
Gross wages payable	xxxxx	Gross deductions	xxxxx
Net income	xxxxx		

This is system generated payslip and does not require signature.

Note: Attributes of the payslip highlighted in colour have undergone a change with the introduction of the new labour codes in 2026. The changes have been explained in the annexure below.



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1. UAN:

A 12-digit Universal Account Number (UAN) assigned to by the Employee Provident Fund Organisation (EPFO) to every individual who contributes to the Employees' Provident Fund (EPF) as an employee. Every time the individual joins a new company, the employer created a new PF member ID which then gets linked to this UAN. UAN links all PF accounts created for the individual across their different jobs, making it easier to manage their PF account.

2. PAN:

A 10-digit alphanumeric number, the Permanent Account Number (PAN) issued by the Income Tax Department of India to individual taxpayers. PAN helps the department track all transactions related to the taxable income of individuals as per the prescribed laws under the Income Tax Act, 1961.

3. Total attendance:

Total attendance defines the number of days attended by the employee at work which are eligible for pay. This includes paid leave of absence as per the company's leave policy.

4. Wage period:

Wage period defines the time frame for which the wage is paid (e.g. month/week)

5. Basic:

Basic pay is the fixed part of your salary that is paid before extra allowances, incentives, bonuses, overtime, are added or deductions are removed. As per the new code on wages, Basic pay plus dearness allowance (DA) if applicable, plus retaining allowance (RA) if applicable cannot be less than 50% of the gross salary.

6. Dearness allowance (if applicable):

Dearness allowance (DA) is a cost-of-living allowance paid to employees of public sector undertakings and Central and State government to offset the impact of inflation and rising living costs. It is calculated as a percentage of the basic pay

7. Other allowances:

Call out: Other allowances can include, Housing Rent Allowance (HRA), Special Allowance, Conveyance Allowance, Leave Travel Allowance (LTA) that along with the basic pay add up to the gross salary. These allowances can vary across organisations based on their salary structure.

8. Overtime wages:

Paid to employees for working beyond the normal working hours. The new Occupational Safety, Health and Working Conditions Code (OSH), 2020 caps daily working hours to 8 hours and weekly hours to 48 with provisions for total working hours not exceeding 12 hours a day. With the new code on wages, overtime must be paid at twice the basic.

9. Provident Fund (PF):

Provident Fund (PF) or Employee Provident Fund (EPF) a government-backed retirement savings scheme, that has the employee voluntarily contributing a percentage of their salary towards retirement savings. The employee's contribution to PF is calculated at 12% of the wage.

10. Employee State Insurance (ESI) (if applicable):

ESI is a government-backed social security and health insurance scheme that provides insurance cover for workers in times of sickness, maternity, disability or workplace injury. Employees in organisations, particularly establishments covered under the Factory Act and Shops and Establishments Act, whose monthly wages do not exceed Rs. 21,000 are eligible for ESI.