



Salaries

A European Comparison - - 2004

Country	Austria	Belgium	Croatia	Cyprus	Czech Republic	Finland	France	Germany	Gibraltar	Greece	Ireland	Italy	Luxembourg	Netherlands	Portugal	Russia	Slovenia	Spain	Sweden	Switzerland	United Kingdom	
Information up-to-date as at:	January 1, 2004	January 1, 2004	January 1, 2004	January 1, 2004	January 1, 2004	January 1, 2004	January 1, 2004	January 1, 2004	26/02/2004	January 1, 2004	10-Mar-04	January 1, 2004	January 1, 2004	January 1, 2004	January 1, 2004	January 1, 2004	January 1, 2004	January 1, 2004	January 1, 2004	January 1, 2004	06-Apr-04	
Declaration Date (end)	April 1)	June 1)	February 1)	April 1)	March 1)	January 1)	March 1)	May 1)	June 1)	May 1)	October 1)	March 1)	March 1)	April 1)	March 1)	April 1)	March 1)	June 1)	June 1)	April 1)	January 1)	
Tax computation																						
Cost to employer as % of Net Salary	196.26 %	277.59 %	269.31 %	141.58 %	217.74 %	247.50 %	196.57 %	187.28 %	147.91 %	222.04 %	177.79 %	219.72 %	151.39 %	191.77 %	200.01 %	150.60 %	284.87 %	165.19 %	247.98 %	157.41 %	186.53 %	
Cost to the employer	112,14 2.76 €	135,00 0.00 €	119,48 9.32 €	105,11 9.00 €	135,00 0.00 €	121,54 5.00 €	144,06 6.12 €	111,29 8.30 €	101,79 6.03 €	128,06 0.00 €	112,04 0.00 €	123,81 0.00 €	109,64 9.75 €	106,86 5.00 €	123,75 0.00 €	135,60 0.00 €	122,10 0.00 €	110,03 0.07 €	134,94 9.00 €	115,20 2.00 €	113,68 7.00 €	
Employers	12,142.	35,000.	19,489.	5,119.0	35,000.	21,545.	44,066.	11,298.	1,796.0	28,060.	12,040.	23,810.	9,649.7	6,865.0	23,750.	35,600.	22,100.	10,030.	34,949.	15,202.	13,687.	
Social security	76 €	00 €	32 €	0 €	00 €	00 €	12 €	30 €	3 €	00 €	00 €	00 €	5 €	0 €	00 €	00 €	00 €	07 €	00 €	00 €	00 €	
Gross Salary	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	100,00 0.00 €	
Employees	8,600.9	13,070.	22,660.	2,456.0	12,500.	4,850.0	20,704.	11,298.	1,422.8	16,000.	3,662.2	9,890.0	9,994.8	1,656.0	11,000.	00.00 €	24,221.	2,081.4	625.00	14,200.	4,951.0	
Social Security	1 €	00 €	94 €	0 €	00 €	0 €	79 €	30 €	0 €	00 €	4 €	0 €	2 €	0 €	00 €	00 €	60 €	0 €	€	40 €	0 €	
Income Tax	34,260.	38,296.	32,970.	23,296.	25,500.	46,040.	6,007.0	29,274.	29,754.	26,325.	33,320.	33,760.	17,574.	42,617.	27,129.	9,958.0	32,916.	31,312.	44,955.	12,613.	34,100.	
	55 €	90 €	00 €	00 €	00 €	00 €	0 €	00 €	00 €	00 €	00 €	45 €	65 €	00 €	45 €	0 €	00 €	30 €	00 €	09 €	00 €	
Net Salary	57,138.	48,633.	44,369.	74,248.	62,000.	49,110.	73,288.	59,427.	68,823.	57,675.	63,017.	56,349.	72,430.	55,727.	61,870.	90,042.	42,862.	66,606.	54,420.	73,186.	60,949.	
	54 €	10 €	06 €	00 €	00 €	00 €	21 €	70 €	20 €	00 €	76 €	55 €	53 €	00 €	55 €	00 €	40 €	30 €	00 €	52 €	00 €	
Net Salary as % of Gross Salary	57.14 %	48.63 %	44.37 %	74.25 %	62.00 %	49.11 %	73.29 %	59.43 %	68.82 %	57.68 %	63.02 %	56.35 %	72.43 %	55.73 %	61.87 %	90.04 %	42.86 %	66.61 %	54.42 %	73.19 %	60.95 %	
Taxation of Benefits in Kind																						
Company Car Basis:	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Catalogue Cost Basis: Invoiced price	Y	N	N	Y	N	Y	N	Y	N	N	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	
Calculation Method (% per annum or amount)	18.00 %	0.00 % ²	12.00 %	0.00 % ²	1.00 %	21.60 %	9.00 %	12.00 %	0.00 % ²	0.00 %	30.00 %	0.00 % ²	18.00 %	22.00 %	9.00 % ²	13.00 %	0.00 % ²	20.00 %	0.00 %	0.00 %	35.00 % ²	
Petrol	N	N	N	N	Y	N	Y	N	Y	N	N	N	N	N	Y	N	Y ³	N	Y	N	Y ³	

income in this case it would be 16666 10) max of 1/6 of assessable income 11) Up to £5000 at 1.45 = 7250 12) assuming educated in Gibraltar £875 = 1266.75 If educated abroad then £955 = 1385 13) If used for business

Greece 1) May 2

Ireland 1) October 31 2) If the property is owned by the employer, taxable benefit is current market rent or 8% of the market value of the property will be accepted 3) to business use there is no BIK 4) Benefit calculated on the private use %. 5) Not taxable when on business, where allowance is below the limits set for the country being visited. 6) Daily lunch limit is 14.34, when on business. 7) Unless supplied for business use only and any private use is incidental to business use. 8) Unless supplied for business use only and any private use is incidental to business use. 9) Unless supplied for business use only and any private use is incidental to business use. 10) Unless supplied for business use only and any private use is incidental to business use. 11) Personal Reliefs are by way of credits against tax due, not as deduction from income 12) Married credit: 3,040; Employee credit: 1,040; Total 4,080 13) Relief is available at 20% for medical insurance only - given at source by insurance company. 14) Relief depends on age, at age 50 maximum = 30% of salary 15) Not taxable if within the same organisation and are reasonable. 16) Private Expenses are taxable, but business expenses are not 17) Relief may be available, @ 20% in respect of Medical Insurance. 18) Expats are taxed on money remitted to Ireland unless resident for three years or more. Thus, interest will be taxed if resident for three years or more. 19) If resident for three years or more. 20) If resident for three years or more. 21) If Social Security Treaty and confirmation of payment of home country Social Security is available.

Italy 1) March 15 2) 30% x kilometer cost 3) Cadastral value 4) Must be deduct from the gross tax 5) Taxation on grant if the employee may use the option without any restriction 6) It depends

Luxembourg 1) March 31 2) On premium 3) On premium 4) If used for business 5) See if double tax treaty 6) If social security treaty

Netherlands 1) April 15. This can be extended (mostly to professional offices) to march 1 st. of the year after that. So for example: income tax year 2003 has to be declared before april 1st. 2004, or when you got approval by the authorities, before march 1st. 2005. 2) Max. 52% 3) Max. 52% 4) Max. 80 per employee 5) 30% tax free compensation 6) 30% tax free compensation 7) 30% tax free compensation 8) 30% tax free compensation 9) 30% tax free compensation 10) 30% tax free compensation 11) 30% tax free compensation 12) 30% tax free compensation 13) 30% tax free compensation

Portugal 1) March 15; April 30 2) $0,75\% \times (\text{Car cost} + \text{VAT}) \times 12 \text{ months}$ 3) If it is an individual insurance 4) EUR 56.67 5) 30% of expenses without no limit 6) if higher, 5% of taxable income 7) Only for the acquisition of a permanent habitation 8) If there is a Social Security Treaty and if while are working in Portugal compulsory social security contributions are made

Russia 1) April 30 2) December 31 p.a. 3) December 31 p.a. 4) 1 EUR= 37,09 rub on the 01/01/2004 5) Deduction allowable in full in the year of purchase of apartment once in a persons life

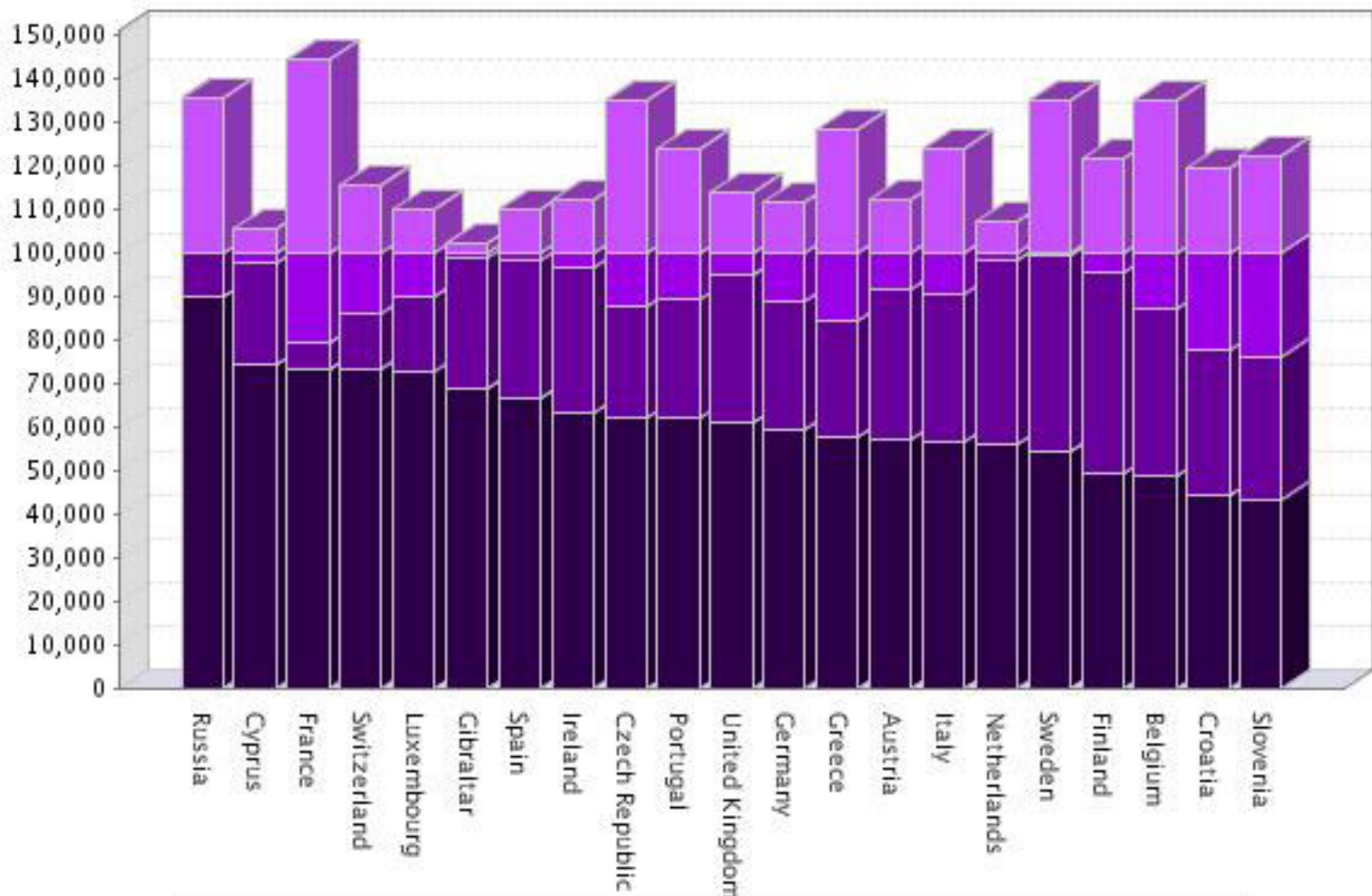
Slovenia 1) March 31 2) Relation between private trips and business trips 3) Relation between private trips and business trips 4) Relation between private trips and business trips 5) Company Acc. must be in the contract, rent is a benefit in kind for employee 6) 3% OF PERSONAL BASE 7) Included in line Life, Medical and 3rd party insurance 8) Included in line Life, Medical and 3rd party insurance

Spain 1) June 30 2) of cadastral value 3) Amounts paid 4) EUR 52.91 5) maximum base amounts to be deducted and after a ratio is applied between 16 and 10% 6) Pension plan as long as this amount is allocated also as a benefit in kind 7) UP TO 500 per family member per year 8) See double tax treaties

Sweden 1) May 3 2) No limit 3) There are special rules for so called key persons 4) See if double tax treaty 5) It is also deductible 6) If social security treaty

Switzerland 1) April 30 2) 100% 3) 100% 4) 100% 5) 0.3% of assets

United Kingdom 1) January 05 2) The rate is 15% for cars with CO2 emissions of 145g/km up to 35% for 245 g/km 3) Taxable amount between 3,218 and 7,510 depending on CO2 emissions 4) As a general rule, insurance paid for by the employer is taxable on the employee at normal income tax rates 5) Usually tax free. A company pension scheme is tax free for the employees of the company. 6) Normal rates 10%, 22% and 40% 7) Unless tax approved scheme and option at market value 8) Unless tax approved scheme and option at market value 9) Travel expenses are tax-free 10) Maximum = 17.5% of salary (under 35 years) up to 40% of salary (over 61 years). Salary is restricted to 147,510 11) It is depends if the equity based remuneration relates to work in Great Britain, then yes. 12) Up to 11,920 exempt 13) If used for business 14) Interest earned on accounts outside Great Britain are exempt 15) Dividends earned on shares in companies outside Great Britain are exempt 16) Capital gains on assets outside Great Britain are exempt 17) Capital gains in assets outside Great Britain are exempt. Capital gain on sale of own residence exempt. 18) IF expatriate from other EU country or social security agreement - usually first 52 weeks exempt.



Net Salary
 Income Tax
 Employees Social Security
 Employers Social Security