

Salary, wage, remuneration

In English there are several words denoting the money given in return for work or services. Look at the definitions given below to learn more about these words.

Salary refers to an annual amount that an employer pays to an employee for his/her professional or office work, as opposed to manual work. This amount is divided into equal parts and most often paid out monthly.

Wage is payment in return for work or service made to workmen on an hourly, daily, weekly or piecework basis.

Pay is a general word for any type of payment made by an employer to an employee.

Remuneration is also a general word for such payment, but it is more formal than the word *pay*.

The office responsible for all pay-related matters is called *Payroll Office*. Its staff manage the company's payroll system, ensure employees are paid on time, administer tax issues and payments and provide payroll information. The word *payroll* is actually a list of employees receiving pay, with the amounts due to each. It can also mean the total sum of money to be paid out to employees at a given time.

A *paycheck* was traditionally a cheque issued by an employer to pay an employee for services rendered. Today, the physical paycheck is replaced by electronic deposit to the bank accounts. However, the word *paycheck* is still used among employees, but it commonly refers to a *payslip* or *pay stub*, which is a piece of paper given to an employee detailing the gross income and all taxes and other deductions such as pension contributions, insurance, etc.

A. Complete the following sentences with one of the following words: *salary, remuneration, payroll, benefit, pay, compensation, wage*

1. The principle of equal _____ for equal work was instituted in France in 1946.
2. The factory added five workers to its _____ over the last two months.
3. The short-term sick leave _____ begins as of the first day you are absent.
4. My gross _____ is \$93 000, but obviously I take home considerably less than that.
5. Employees are not entitled to any _____ if a holiday falls on a non-work day.
6. Additional twelve workers can be hired at an hourly _____ of £11.
7. The strikers demanded adequate _____ for their work.

Key: 1. pay, 2. payroll, 3. benefit, 4. salary, 5. compensation, 6. wage, 7. remuneration

B: Below you will find a list of some words connected to *salary, wage* and *pay*. Find their definitions among those offered.

1. basic salary
2. gross or pre-tax salary
3. net or after-tax salary
4. severance pay
5. overtime pay

6. compensation
 7. sick-leave benefit
- a. the money and benefits which an employee receives when he/she leaves employment at a company
 - b. the money which an employee earns before other sums of money, such as payments for overtime or shift work, bonuses, benefits, etc., are added
 - c. the money which an employee receives during his/her illness instead of salary
 - d. the amount of money calculated from your average salary which an employee receives for the days he/she does not work but is entitled to get salary, e.g. a limited number of days of sick leave, vacation, national holidays, wedding, funeral, doctor's visit, etc.
 - e. the amount which an employee receives on a regular basis prior to any deductions such as taxes, health and social insurance
 - f. the money which an employee is given for the amount of time he/she works beyond normal working hours, and which is sometimes paid at a higher hourly rate
 - g. the amount which an employee receives after deducting tax and insurance contributions

Key: 1b, 2e, 3g, 4a, 5f, 6d, 7c