

# PROBATIONARY EMPLOYMENT CONTRACT

## Wage and Deduction Template

### EMPLOYEE & CONTRACT INFORMATION

Employee Name		Employee ID	
Job Title		Department	
Probation Start Date		Probation End Date	
Pay Cycle		Currency	

### 1. GROSS EARNINGS STRUCTURE (PROBATIONARY PERIOD)

Earnings Component	Description / Basis of Calculation	Rate / Amount
Basic Salary (Probationary Rate)		
Housing Allowance		
Transport Allowance		
Other Allowance:		
<b>Total Gross Earnings (A)</b>		

### 2. STATUTORY & CONTRACTUAL DEDUCTIONS

Deduction Component	Description / Rate (%)	Amount
Income Tax (PAYE)		
Social Security / Pension Contribution		
Health Insurance Contribution		
Probationary Performance Adjustments		
Other Deduction:		
<b>Total Deductions (B)</b>		

### 3. NET PAY CALCULATION

Total Gross Earnings (A)	
Total Deductions (B)	
<b>Estimated Net Pay (A - B)</b>	

### TERMS & ACKNOWLEDGEMENT

The employee acknowledges that the figures stated above constitute the agreed payment structure during the probationary employment period. Adjustments, increases, or changes to the benefit structure upon successful completion of the probation period will be subject to a separate performance evaluation and contract amendment. All deductions listed are compliant with statutory requirements and mutual contractual agreements.

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Employee Signature  
Date:    /    / 20

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Authorized Company Representative Signature  
Date:    /    / 20

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