

Pay Components

A **Pay Component** is a single named line that can appear on a payslip — an allowance or a deduction. Found under **Payroll → Configuration → Pay Components**. Verified live on demo.blueonehr.com, 2026-09-13.

What a component carries

Each component has a name, a short code, a type (**Deduction** or, presumably, **Allowance** — only Deduction-type components were visible in the first page of results), a calculation method (e.g. **Flat Amount**), whether it is **Taxable**, whether it is **Statutory**, and a status. Real components seen on the demo workspace include **Flexible Benefits Plan Deduction**, **Income Tax (194J/C)**, **L.I.C**, and **LWF Arrears** — all Deductions, all Flat Amount, all non-taxable and non-statutory as configured here.

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Ananya

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All

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NAME	CODE	TYPE	CALCULATION	TAXABLE	STATUTORY	STATUS	
Flexible Benefits Plan Deduction	fbp-deduction	Deduction	Flat Amount	No	No	Active	Edit Delete
Income Tax (194J/C)	Income-tax-194jc	Deduction	Flat Amount	No	No	Active	Edit Delete
L.I.C	lic	Deduction	Flat Amount	No	No	Active	Edit Delete
LWF Arrears	lwf-arrears	Deduction	Flat Amount	No	No	Active	Edit Delete
							Edit

Not the same as statutory deductions in the payslip engine

None of the components observed here were marked **Statutory**, and the underlying payslip engine's own PF/ESI/PT/TDS statutory calculations are documented separately as part of the platform's compliance engine, not as Pay Components. Do not assume every deduction on a payslip traces back to a row in this screen — some are computed by the statutory engine directly. This distinction was not fully explored in this pass and deserves a closer look before being stated more precisely.

Related

- [Salary Templates](#) group components together via **Manage Components**.
- [Payslips](#) is where these components (and statutory deductions) show up as actual line items for a real employee.

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