

WAGE REFERENCE

Rate/Month
2 shifts (12 hrs/shift)

I. Graveyard Shift

A. Amount Directly to Security Guards

- 1 Average Pay/Month (DW x no. of days/mo./12 mon)
- 2 13th Month Pay (DW x 313/12/12 mon)
- 3 Night Shift Differential (DW X 10% X 313/12)
- 4 Overtime Pay (DW/2*125% x (313/12)
- 5 5 DAYS Leave (DW x 5/12)
- 5 Regular Holiday (DW x 200% x 12 days/ 12 mon)
- 6 Special Holiday (DW x 130% x 9 days/ 12 mon)
- 7 Uniform Allowance

Sub-Total 0.00

B. Amount Directly to Security Guards

- 1. SSS Premium (employer's share)
- 2. Philhealth Contribution (employer's share)
- 3. State Insurance Fund
- 4. Pag- IBIG Fund (employer's share)
- 5. Retirement Benefits (DW X 22.5/12)

Sub-Total 0.00

C. TOTAL AMOUNT TO GUARD & GOVERNMENT (A+B)
RATE PER DAY (C*12/313)

0.00
0.00

II. Day and Swing Shift

A. Amount Directly to Security Guards

- 1 Average Pay/Month (DW x no. of days/mo./12 mon)
- 2 13th Month Pay (DW x 313/12/12 mon)
- 3 5 DAYS Leave (DW x 5/12)
- 4 Overtime Pay (25% x DW/8 x (313/12)
- 5 Regular Holiday (DW x 200% x 12 days/ 12 mon)
- 5 Special Holiday (DW x 130% x 9 days/ 12 mon)
- 6 Uniform Allowance

Sub-Total 0.00

B. Amount Directly to Security Guards

- 1. SSS Premium (employer's share)
- 2. Philhealth Contribution (employer's share)
- 3. State Insurance Fund
- 4. Pag- IBIG Fund (employer's share)
- 5. Retirement Benefits (DW X 22.5/12)

Sub-Total 0.00

C. TOTAL AMOUNT TO GUARD & GOVERNMENT (A+B)
RATE PER DAY (C*12/313)

0.00
0.00