

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)	11,998.33
2 13th Month Pay (DW x 313/12/12 mon)	999.86
3 Night Shift Differential (DW X 10% X 313/12)	1,199.83
4 Overtime Pay (DW/2*125% x (313/12)	7,498.96
5 5 DAYS Leave (DW x 5/12)	191.67
5 Regular Holiday (DW x 200% x 12 days/ 12 mon)	920.00
6 Special Holiday (DW x 130% x 9 days/ 12 mon)	448.50
7 Uniform Allowance	100.00
Sub-Total	23,357.15

B. Amount Directly to Security Guards

1. SSS Premium (employer's share)	1,140.00
2. Philhealth Contribution (employer's share)	239.97
3. State Insurance Fund	10.00
4. Pag- IBIG Fund (employer's share)	100.00
5. Retirement Benefits (DW X 22.5/12)	862.50
Sub-Total	2,352.47

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

25,709.62
985.67

II. Day and Swing Shift**A. Amount Directly to Security Guards**

1 Average Pay/Month (DW x no. of days/mo./12 mon)	11,998.33
2 13th Month Pay (DW x 313/12/12 mon)	999.86
3 5 DAYS Leave (DW x 5/12)	191.67
4 Overtime Pay (25% x DW/8 x (313/12)	7,498.96
5 Regular Holiday (DW x 200% x 12 days/ 12 mon)	920.00
5 Special Holiday (DW x 130% x 9 days/ 12 mon)	448.50
6 Uniform Allowance	100.00
Sub-Total	22,157.32

B. Amount Directly to Security Guards

1. SSS Premium (employer's share)	1,140.00
2. Philhealth Contribution (employer's share)	239.97
3. State Insurance Fund	10.00
4. Pag- IBIG Fund (employer's share)	100.00
5. Retirement Benefits (DW X 22.5/12)	862.50
Sub-Total	2,352.47

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

24,509.79
939.67