

SECURITY SERVICE CONTRACT RATE
DOLE RO5, LEGAZPI CITY
EFFECTIVITY: **JANUARY 1, 2009 - WAGE ORDER NO. 13**
365 DAYS IN A YEAR

(FOR THREE GUARDS ON 8-HOUR SHIFTING DUTY AND ON ROTATION BASIS)

COST DISTRIBUTION	DAYS	LEGAZPI, NAGA, IRIGA, TABACO, PILI, DARAGA		ALL OTHER AREAS		NOTES	
		BASIC	COLA	BASIC	COLA		
1. EQUIVALENT MONTHLY RATE = EMR (FACTOR= 392.5 days)		P	232.00	7.00	220.00	7.00	* For Daily paid employees who are required to work everyday including Sundays or Rest days, Special Days and Regular Holidays ** 12 Holidays per DOLE Dept. Advisory No. 01-10 *** The NIGHT SHIFT DIFFERENTIAL PAY is computed on the basis that each guard renders night shift duty (10PM-6AM) for one-third (1/3) period of a month.
a. Ordinary working days: (199 x BASIC) and (199 x COLA)	298.00		69,136.00	2,086.00	65,560.00	2,086.00	
b. Regular holidays: (11 x 200% x BASIC) and (11 x 200% x COLA)**	24.00		5,568.00	168.00	5,280.00	168.00	
c. Rest days: (52 x 130% x BASIC) and (52 x COLA)	67.60		15,683.20	364.00	14,872.00	364.00	
d. Special days: (3 x 130% x BASIC) and (3 x COLA)	3.90		904.80	21.00	858.00	21.00	
ANNUAL TOTAL	393.50		91,292.00	2,639.00	86,570.00	2,639.00	
EQUIVALENT MONTHLY RATE (BASIC/12) and (COLA/12)			7,607.67	219.92	7,214.17	219.92	- Or as maybe agreed upon by principal and agency
TOTAL EQUIVALENT MONTHLY RATE (BASIC+COLA)			7,827.58		7,434.08		
2. NIGHT SHIFT DIFFERENTIAL PAY PER MONTH (NSD=EMR-Basic x 1/3 x 0.10) ***			253.59		240.47		
3. 13th MONTH PAY PER MONTH: $\frac{BASIC \times 365}{12}$			588.06		557.64		
4. 5-DAY SERVICE INCENTIVE LEAVE PAY PER MONTH (BASIC x 5/12)			96.67		91.67		
5. UNIFORM ALLOWANCE (Per R-IV-4, RA 5487)			50.00		50.00		
6. RETIREMENT BENEFIT PER MONTH (BASIC+COLA x 22.5 / 12)			448.13		425.63		
A. TOTAL MONTHLY AMOUNT DIRECTLY TO GUARDS, INCLUDING UNIFORM ALLOW & RETIREMENT PAY		P	9,264.02		8,799.49		
<u>Amount to Government in Favor of GUARDS</u>							
7. SSS Premiums-Employer Share							- Refer to SSS
8. PHILHEALTH-Employer Share							- Refer to Philhealth
9. SIF-Employer's Share (P10.00)							- Refer to ECC
10 PAG-IBIG-employer Share (2% of Monthly BASIC and COLA)							- Refer to PAG-IBIG
B. Total Amount to Gov't. in favor of the Guards (7+8+9+10)		P					
C. Total Amount Directly to Guards and to Government in favor of the Guards (A + B)		P					
D. Administrative Overhead and Profit Margin Inclusive of VAT @		P					
E. Minimum Contract Rate ("C" + "D") Per Guard		P					

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