



PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO), INC.

12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City

Tel. Nos.: 8-722-4002 / 7-753-7688

E-mail Address: padpao_inc@yahoo.com.ph

Cost Distribution Per Month

**Wage Order No. RBCAR - 21 - Cordillera Administrative Region (CAR)
Tranche 2 Effective January 01, 2023 (with Tranche 1 effective June 14, 2022)**

Days worked per week No. of days/year	7 days		7 days	
	394.40		394.40	
	8 hrs work/day		12 hrs work/day	
Amount to Guard				
New Daily Wage (DW)	P	400.00	P	400.00
Ave. Pay/ Month (DW x no. of days per yr/12)		13,146.67		13,146.67
Night Differential Pay (Ave. Paymo. X 10% x1/3)x(1/2)		438.22		657.33
13th Month pay (DW x 365 /12/12)		1,013.89		1,013.89
5 Days Incentive Pay (DW x 5/12)		166.67		166.67
Uniform Allowance (R A 5487)		100.00		100.00
Overtime Pay		-		8,325.50
	P	14,865.45	P	23,410.06
Amount to Gov't. In Favor of Guard				
Retirement Benefit (R.A. 7641)(DW X 22.5 / 12)	P	750.00	P	750.00
SSS Premium (January 2023)	*	1,330.00	*	1,900.00
SSS Mandatory Provident Fund (January 2023)				237.60
Philhealth Contribution (Jan. 2022)	*	295.80	*	295.80
State Insurance fund		10.00		30.00
Pag-ibig Fund		100.00		100.00
	P	2,485.80	P	3,313.30
A. TOTAL AMOUNT TO GUARD & GOV'T.		17,351.25		26,723.36
B. AGENCY FEE				
Administrative Overhead		4,164.50		5,624.90
C. VALUE ADDED TAX (Agency fee x 12%VAT-RMC-039-2007)		499.75		674.99
MINIMUM CONTRACT RATE		<u>P 22,015.50</u>		<u>P 33,023.25</u>

Areas Covered: Baguio & La Trinidad, Benguet, Tabuk City, Kalinga

Overtime Computation

Overtime 7 Days		
Rate per hour (400/8)	50.00	
Regular Days (50.00 X 125% X 205 X 4)		73,750.00
Regular Holidays (50.00 X 200% X 12 X 4)		6,240.00
Sundays / Rest Days (50.00 X 169% X 62 X 4)		17,576.00
Special Days, Rest Days (50.00 X 195% X 6 X 4)		2,340.00
		<u>99,906.00</u>
Divided by:		12
Overtime Pay (4) hours/day		<u>8,325.50</u>

NOTE:

1. In compliance to the new salary bracket coverage of SSS in accordance to RA11199 effective January 01, 2023
2. In compliance with PHIC Circular No. 2020-0005 effective January 1, 2023 with 4.5% PHIC Premium Rate

3. Total 10% Night differential pay should be paid to night shift guards amounting to P 1,314.67

8 hrs at 438.22 x 3 = P 1,314.67

12 hrs at 657.33 x 2 = P 1,314.67

4. For Those Using Separate Cost Breakdown for Day & Night Shift Breakdown the total amount of the 10% ND Pay (P 1,314.67) should be included only in the NIGHT SHIFT Cost Breakdown

COMMITTEE ON PADPAO RATE COMPUTATION

RAMON D. BERGADO
President

MANUEL P. ESPEJO
Executive Vice-President

ROGER M. FEDEREZO

SUSAN S. GERVASIO
Secretary

HELEN C. AQUINO
Auditor

1/7/11/22

10-18-2022