



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

12-H, 18<sup>th</sup> Avenue, Brgy. San Roque, Murphy, Quezon City

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

E-mail Address: [padpao\\_inc@yahoo.com.ph](mailto:padpao_inc@yahoo.com.ph)

**COST DISTRIBUTION PER MONTH  
Region IX - ZAMBOANGA PENINSULA - WAGE ORDER NO. RIX - 21  
Effective June 25, 2022**

Days worked per week No. of days/year	7 days 394.40 8 hrs work/day		7 days 394.40 12 hrs work/day	
	<b>Amount to Guard</b>	P		P
New Daily Wage ( DW)		351.00		351.00
Ave. Pay/ Month (DW x no. of days per yr/12)		11,536.20		11,536.20
Night Differential Pay (Ave. Pay/mo. X 10% x1/3)(x1/2)		384.54		576.81
13th Month pay (DW x 365 /12/12)		889.69		889.69
5 Days Incentive Pay ( DW x 5/12)		146.25		146.25
Uniform Allowance ( R.A 5487)		100.00		100.00
Overtime Pay		-		7,306.46
	P	13,056.68	P	20,555.41
<b>Amount to Gov't. In Favor of Guard</b>				
Retirement Benefit ( R.A. 7641)(DW X 22.5 / 12)	P	658.13	P	658.13
SSS Premium (Jan. 2021)	*	1,020.00	*	1,657.50
Philhealth Contribution (Jan. 2022)	*	230.72	*	230.72
State Insurance fund		10.00		30.00
Pag-Ibig Fund		100.00		100.00
	P	2,018.85	P	2,676.35
<b>A. TOTAL AMOUNT TO GUARD &amp; GOV'T.</b>	P	15,075.53		23,231.76
<b>B. AGENCY FEE</b>				
Administrative Overhead		3,618.28		4,875.21
<b>C. VALUE ADDED TAX (Agency fee x 12%VAT-RMC-039-2007)</b>		434.19		585.03
<b>MINIMUM CONTRACT RATE</b>		<b>P 19,128.00</b>		<b>P 28,692.00</b>

Areas Covered: Cities of Zamboanga, Pagadian, Dipolog, Dapitan and Isabella  
and the Provinces of Zamboanga del Sur, Zamboanga del Norte, and Zamboanga Sibugay

**Overtime Computation**

Overtime 7 Days		
Rate per hour (351/8)	43.88	
Regular Days (43.88 X 125% X 295 X 4)	64,723.00	
Regular Holidays (43.88 X 260% X 12 X 4)	5,476.22	
Sundays / Rest Days (43.88 X 169% X 52 X 4)	15,424.70	
Special Days, Rest Days (43.88 X 195% X 6 X 4)	2,053.58	
	<u>87,677.51</u>	
Divided by:	12	
Overtime Pay (4) hours/day	<u>7,306.46</u>	

**NOTE:**

- In compliance to the new salary bracket coverage of SSS in accordance to their Memorandum Circular No. 2020-033b effective January 1, 2021. (SSS contribution plus Mandatory Provident Fund)
- In compliance with PHIC Circular No. 2020-0005 effective January 1, 2022 with 4% PHIC Premium Rate

3. Total 10% Night differential pay should be paid to night shift guards amounting to P 1,153.62

8 hrs at 384.54 x 3 = P 1,153.62  
12 hrs at 576.81 x 2 = P 1,153.62

4. For Those Using Separate Cost Breakdown for Day & Night Shift Breakdown the total amount of the 10% ND Pay (P 1,153.62) should be included only in the NIGHT SHIFT Cost Breakdown

**COMMITTEE ON PADPAO RATE COMPUTATION**

**RAMON D. BERGADO**  
President

**ROGER M. FEDEREZO**  
Treasurer

**SUSAN S. GERVASIO**  
Secretary

**MANUEL P. ESPEJO**  
Executive Vice-President

**HELEN C. AQUINO**  
Auditor

7/11/22