

AGENCY ESTIMATE FOR SECURITY GUARDS (AOR 1)			1st Shift	2nd Shift	3rd Shift
			6AM - 2PM	2PM- 10PM	10PM- 6AM
			Minimum Wage Rate (MWR)		
			345	345	345
1	ESTIMATED EQUIVALENT MONTHLY RATE = EEMR (FACTOR= 393.5 days)				
1.1	Ordinary working days: (298 x MWR)	298	102,810.00	102,810.00	102,810.00
1.2	Regular holidays: (12 x 200% x MWR)	24	8,280.00	8,280.00	8,280.00
1.3	Rest days: (52 x 130% x MWR)	67.6	23,322.00	23,322.00	23,322.00
1.4	Special days: (3 x 130% x MWR)	3.9	1,345.50	1,345.50	1,345.50
	Annual Total	393.5	135,757.50	135,757.50	135,757.50
	Total Equivalent Monthly Rate		11,313.13	11,313.13	11,313.13
2	NIGHT SHIFT DIFFERENTIAL (NSD)				
2.1	Ordinary working days: ((MWR/8) x 10% x 298 x 8)		-	-	10,281.00
2.2	Regular Holidays: ((MWR/8) x 100% x 12 x 8)		-	-	4,140.00
2.3	Rest Days: ((MWR/8) x 43% x 52 x 8)		-	-	7,714.20
2.4	Special Day: ((MWR/8) x 43% x 3 x 8)		-	-	445.05
	Total Equivalent Monthly Night Shift Differential Pay		-	-	1,881.69
	TOTAL EQUIVALENT MONTHLY RATE (MWR + NSD)		11,313.13	11,313.13	13,194.81
3	13th MONTH PAY PER MONTH: (MWR x 365/12)/12		874.48	874.48	874.48
4	5-DAY SERVICE INCENTIVE LEAVE PAY PER MONTH (MWR x 5/12)		143.75	143.75	143.75
5	UNIFORM ALLOWANCE (Per R-IV-4, RA 5487)*		250.00	250.00	250.00
6	RETIREMENT BENEFIT PER MONTH (MWR x 22.5 / 12)		646.88	646.88	646.88
A	TOTAL MONTHLY AMOUNT DIRECTLY TO GUARD/S, INCLUDING UNIFORM ALLOWANCE & RETIREMENT PAY		13,228.24	13,228.24	15,109.92
	Amount to Government in favor of GUARD/S				
7	SSS Premiums-Employer Share		847.20	847.20	957.70
8	SSS EC-Employer Share		10.00	10.00	10.00
9	PHILHEALTH-Employer Share		155.56	155.56	155.56
10	SIF-Employer's Share		30.00	30.00	30.00
11	PAG-IBIG-employer Share		100.00	100.00	100.00
B	Total Amount to Gov't. in favor of GUARD/S (7+8+9+10+11)		1,142.76	1,142.76	1,253.26
C	Total Amount Directly to GUARD/S and to Government in favor of the GUARD/S (A + B)		14,370.99	14,370.99	16,363.18
D	REQUIRED NUMBER OF GUARD/S		25	25	20
E	AMOUNT DUE TO GUARD/S AND GOVERNMENT (Per Shift)		359,274.76	359,274.76	327,263.56
F	DURATION (in Months)				12
G	TOTAL AMOUNT DUE TO GUARD/S AND GOVERNMENT				12,549,756.99
H	ADMINISTRATIVE FEE				
I	VAT (IMPOSED ON ADMINISTRATIVE FEE ONLY)	12%			
J	AOR 1 AMOUNT FOR SECURITY GUARDS:				

AGENCY ESTIMATE FOR SECURITY GUARDS (AOR 2)		1st Shift	2nd Shift	3rd Shift
		6AM - 2PM	2PM- 10PM	10PM- 6AM
		Minimum Wage Rate (MWR)		
		345	345	345
1	ESTIMATED EQUIVALENT MONTHLY RATE = EEMR (FACTOR= 393.5 days)			
1.1	Ordinary working days: (298 x MWR)	298	102,810.00	102,810.00
1.2	Regular holidays: (12 x 200% x MWR)	24	8,280.00	8,280.00
1.3	Rest days: (52 x 130% x MWR)	67.6	23,322.00	23,322.00
1.4	Special days: (3 x 130% x MWR)	3.9	1,345.50	1,345.50
	Annual Total	393.5	135,757.50	135,757.50
	Total Equivalent Monthly Rate		11,313.13	11,313.13
2	NIGHT SHIFT DIFFERENTIAL (NSD)			
2.1	Ordinary working days: ((MWR/8) x 10% x 298 x 8)		-	10,281.00
2.2	Regular Holidays: ((MWR/8) x 100% x 12 x 8)		-	4,140.00
2.3	Rest Days: ((MWR/8) x 43% x 52 x 8)		-	7,714.20
2.4	Special Day: ((MWR/8) x 43% x 3 x 8)		-	445.05
	Total Equivalent Monthly Night Shift Differential Pay		-	1,881.69
	TOTAL EQUIVALENT MONTHLY RATE (MWR + NSD)		11,313.13	11,313.13
3	13th MONTH PAY PER MONTH: (MWR x 365/12)/12		874.48	874.48
4	5-DAY SERVICE INCENTIVE LEAVE PAY PER MONTH (MWR x 5/12)		143.75	143.75
5	UNIFORM ALLOWANCE (Per R-IV-4, RA 5487)*		250.00	250.00
6	RETIREMENT BENEFIT PER MONTH (MWR x 22.5 / 12)		646.88	646.88
A	TOTAL MONTHLY AMOUNT DIRECTLY TO GUARD/S, INCLUDING UNIFORM ALLOWANCE & RETIREMENT PAY		13,228.24	13,228.24
	Amount to Government in favor of GUARD/S			
7	SSS Premiums-Employer Share		847.20	847.20
8	SSS EC-Employer Share		10.00	10.00
9	PHILHEALTH-Employer Share		155.56	155.56
10	SIF-Employer's Share		30.00	30.00
11	PAG-IBIG-employer Share		100.00	100.00
B	Total Amount to Gov't. in favor of GUARD/S (7+8+9+10+11)		1,142.76	1,142.76
C	Total Amount Directly to GUARD/S and to Government in favor of the GUARD/S (A + B)		14,370.99	14,370.99
D	REQUIRED NUMBER OF GUARD/S		33	27
E	AMOUNT DUE TO GUARD/S AND GOVERNMENT (Per Shift)		474,242.69	441,805.81
F	DURATION (in Months)			12
G	TOTAL AMOUNT DUE TO GUARD/S AND GOVERNMENT			16,683,494.11
H	ADMINISTRATIVE FEE			
I	VAT (IMPOSED ON ADMINISTRATIVE FEE ONLY)	12%		
J	AOR 2 AMOUNT FOR SECURITY GUARDS:			