



Republic of the Philippines
 Department of Agriculture
PHILIPPINE FIBER INDUSTRY DEVELOPMENT AUTHORITY
Regional Office XIII
 P1A Pigdaulan, Butuan City
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COST DISTRIBUTION PER MONTH
 STANDARD MONTHLY GUARD'S CONTRACT RATE
 Based on Wage Order No. RXIII-19
 Effective January 01, 2025

Place of Deployment: PhilFIDA Regional Office XIII
 SHIFT: 7:00 PM - 7:00 AM
 Target Date of Implementation: April 1, 2025-March 31, 2026

Where 393.9 days is derived from

292	- Ordinary Working Days	
20	- 10 Regular Holidays x 200%	
67.6	- 52 Rest Days x 130%	
<u>14.3</u>	- 11 Special/Local Holidays x 130% (Chinese New Year, EDSA Commemoration, Black Saturday, Ninoy Aquino Day,	
393.9	days	All Saints Day, 4 Additional Special Non-Working Holidays, Butuan City Fiesta, Araw ng Butuan)

Days Worked per Week	7 days
Tour of Duty (Monday-Sunday)	12 hours/day
Daily Minimum Wage Rate Note: Jan. 1 - April 30, 2025	Php 415.00/day
Daily Minimum Wage Rate Note: May. 1 - December 31, 2025	Php 435.00/day

	1st Tranche <i>(Effective Jan. 1, 2025)</i>	2nd Tranche <i>(Effective May. 1, 2025)</i>
AMOUNT DIRECTLY PAID TO GUARD:		
Average Pay/Month (DWx393.9/12)	13,622.38	14,278.88
Overtime Pay (DWx4/8x1.25x292/12)	6,311.46	6,615.63
Overtime Pay (DWx4/8x1.30x101.9/12)	2,290.63	2,401.02
Night Differential Pay (Average Pay/Monthx10%x1/2)	681.12	713.94
5 days Incentive Pay (DWx5 days/12)	172.92	181.25
13th Month Pay (DWx365/12/12)	1,051.91	1,102.60
Uniform Allowance (R.A 5487)	100.00	100.00
Total	24,230.42	25,393.32

AMOUNT TO GOV'T IN FAVOR OF GUARD:		
Retirement Benefit (DWx22.5/12)	778.13	815.63
SSS Premium (SSS Circular 2024-006)	1,450.00	1,550.00
PhilHealth Contribution (PHIC Circular 2019-0009)	341.51	357.97
State Insurance Fund	10.00	30.00
Pag-Ibig Fund (PAG-IBIG Circular No. 460)	200.00	200.00
Total	2,779.64	2,953.60

A. TOTAL AMOUNT TO GUARD AND GOVERNMENT	27,010.06	28,346.92
B. AGENCY FEE - Administrative Overhead/Margin (20% of A)	5,402.01	5,669.38
C. VALUE ADDED TAX (Agency Fee x 12%)	648.24	680.33
TOTAL MINIMUM MONTHLY CONTRACT RATE PER SECURITY	33,060.32	34,696.63
NUMBER OF PERSONNEL	2	2
SUB-TOTAL	66,120.64	69,393.26
NUMBER OF MONTHS	4	8
SUB-TOTAL	264,482.48	555,146.08
Total Contract Rate for Two (2) Security Guard for One (1) Year		819,628.56

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