



CLIMATE CHANGE COMMISSION-CLIMATE CHANGE OFFICE (CCC-CCO)
Cost Distribution per Month
Wage Order No. NCR-24

	Day Shift	Night Shift
Days worked per week	7 days	7 days
No. of Security required	4	2
No. of days/year	394.4	394.4
	12hrs work/day	12hrs work/day

AMOUNT TO GUARD

New Daily Wage	610.00	610.00
Ave. Pay/Month (<i>DW x No. of days per yr /12</i>)	20,048.67	20,048.67
Night Differential Pay (<i>Ave. Pay/mo x 10%</i>)	-	2,004.87
13th Month Pay (<i>DW x 365 /12/12</i>)	1,546.18	1,546.18
Uniform Allowance (<i>R.A. 5487</i>)	100.00	100.00
Overtime Pay	12,696.65	12,696.65
	34,391.50	36,396.36

AMOUNT TO GOVERNMENT IN FAVOR OF GUARDS

Retirement Benefit (<i>R.A. 7641</i>) (<i>DW x 22.5 /12</i>)	1,143.75	1,143.75
SSS Premiums	1,900.00	1,900.00
SSS Worker's Investment and Savings Program (WISP)	950.00	950.00
SSS State Insurance Fund	30.00	30.00
Philhealth Premiums (<i>2%</i>)	400.97	400.97
Pag-IBIG Fund Contributions	100.00	100.00
	4,524.72	4,524.72

A. TOTAL AMOUNT TO GUARD AND GOVERNMENT

38,916.22 40,921.08

B. AGENCY FEE

Administrative Overhead and Margin (*No Lower Limit*) 7,783.24 8,184.22

C. VALUE ADDED TAX (*Agency fee x 12%VAT-RMC-39-2007*)

933.99 982.11

MINIMUM CONTRACT RATE

47,633.45 50,087.41



Overtime Computation

Overtime 7 Days

Rate per hour (610/8)	76.25	
Regular Days ($76.25 \times 125\% \times 295 \times 4$)		112,468.75
Regular Holidays ($76.25 \times 260\% \times 12 \times 4$)		9,516.00
Special Days, Rest Days ($76.25 \times 195\% \times 6 \times 4$)		3,568.50
Sundays/Rest Days ($76.25 \times 169\% \times 52 \times 4$)		26,803.40
		<u>152,356.65</u>
Divided by:		<u>12</u>
Overtime Pay Four (4) hours/day		<u><u>12,696.39</u></u>

NOTE:

1. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2023 (SSS Circular No. 2023-033)
2. Total 10% Night Differential Pay should be paid to night shift guards amounting to 2,004.87

Prepared by:

FRIEZLEN B. BUNA

Administrative Officer IV

Noted by:

SUNSHINE NADINE D. VILLASPER

Supervising Administrative Officer

Administrative and Finance Division



SSS Circular No. 2022-033 (Amount to guard minus 13th month pay)

SSS Circular No. 2022-033

SSS Circular No. 2022-033

2% of average pay

Total Amount to Guard & Govt x 20%

Agency Fee x 12%

190,533.80

100,174.82

872,125.86

S U R V I V E # 1 5 C T H R I V E

6th Floor, First Residences, 1557 J.P. Laurel Street, Malacañang, San Miguel, Manila, Philippines 1005
info@climate.gov.ph | www.climate.gov.ph