


COST DISTRIBUTION (LOT 5)			
No.	MINDANAO	DOLE WAGE ORDER	DATE EFFECTIVITY
1	AGUSAN DEL NORTE	Wage Order No. RB XIII-13	1 – Sept – 15
2	SURIGAO DEL NORTE		
3	SURIGAO DEL SUR		
4	ZAMBOANGA DEL NORTE	Wage Order No. RIX -18	1-Jan -14
5	ZAMBOANGA DEL SUR		
6	ZAMBOANGA SIBUGAY		
7	MISAMIS OCCIDENTAL	Wage Order No. RX –18	3- July -15
8	MISAMIS ORIENTAL	Wage Category I – Wage Order No. RX –18	
9	BUKIDNON	Wage Category II –Wage Order No. RX -18	
10	DAVAO DEL NORTE	Wage Order No. TRWPB XI -18	1 –Dec- 14
11	DAVAO DEL SUR		
12	DAVAO ORIENTAL		
13	SOUTH COTABATO	Wage Order No. RTWPB XII -18	1- Jan -15
14	NORTH COTABATO		
15	SULTAN KUDARAT		
16	LANAO DEL NORTE	Wage Order No. ARMM -16	1- Mar -16

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Area:				
Wage Order No./s				
Days worked per week	7 days	7 days	7 days	7 days
No. of Days/year				
	8 hours work/day W/O night shift	8 hours work/day WITH night shift	12 hours work/day W/O night shift	12 hours work/day WITH night shift
Amount to Guard				
New Daily Wage				
Ave. Pay/Month (DW x No. of Days per yr/12)				
Night Differential Pay (Ave. Pay/mo x 10%) / 3 or 2				
13 Month Pay (DW x 365 /12/12)				
5 Days Incentive Pay (DW + COLA x 5/12)				
Uniform Allowance (R.A. 5487)				
COLA (P10.00 x 377 /12)				
AND OTHER ALLOWANCES BY DOLE PER AREA				
	-	-	-	-
Amount to Gov't In Favor of Guards				
Retirement Benefit (R.A. 7641)(DW x 22.5/12)	-	-	-	-
SSS Premium				
Philhealth Contribution				
State Insurance Fund				
Pag-ibig Fund				
	-	-	-	-
A. Total Amount to Guard and Gov't	-	-	-	-
B. Agency Fee*				
Administrative Overhead and Margin	-	-	-	-
C. Value Added Tax (Agency Fee x 12% VAT-RMC13-2007)	-	-	-	-
Minimum Contract Rate	-	-	-	-
*DOLE Department Order (DO 150-16)				

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