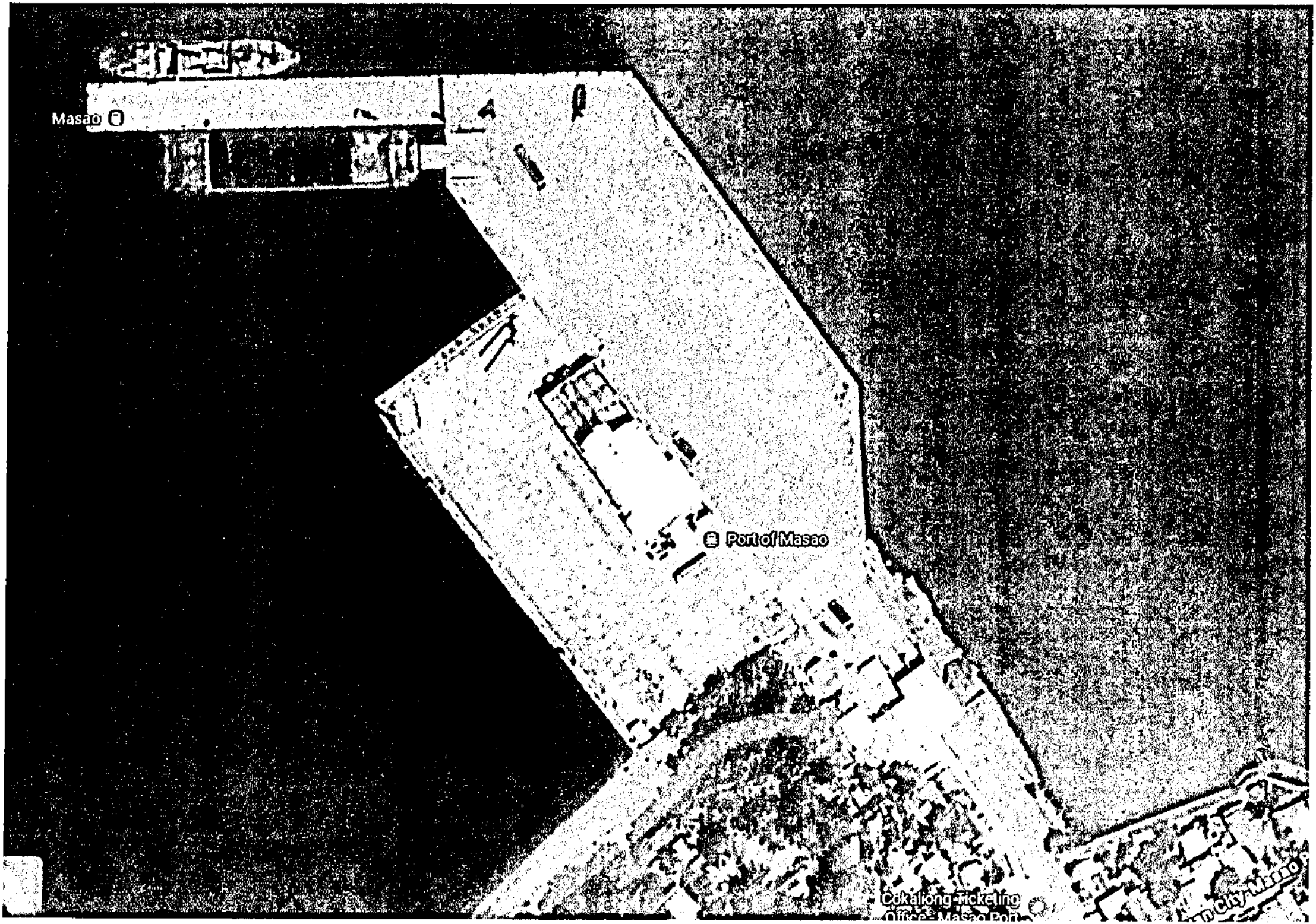

Masao
Port of Masao
Cokaliong-Ticketing
Office - Masao Port

ANNEX A-58

Jubang International Seaport
Philippine Port Authority - Jubang
Jubang Rd

ANNEX A-59

Royal Asia Appraisal Corporation

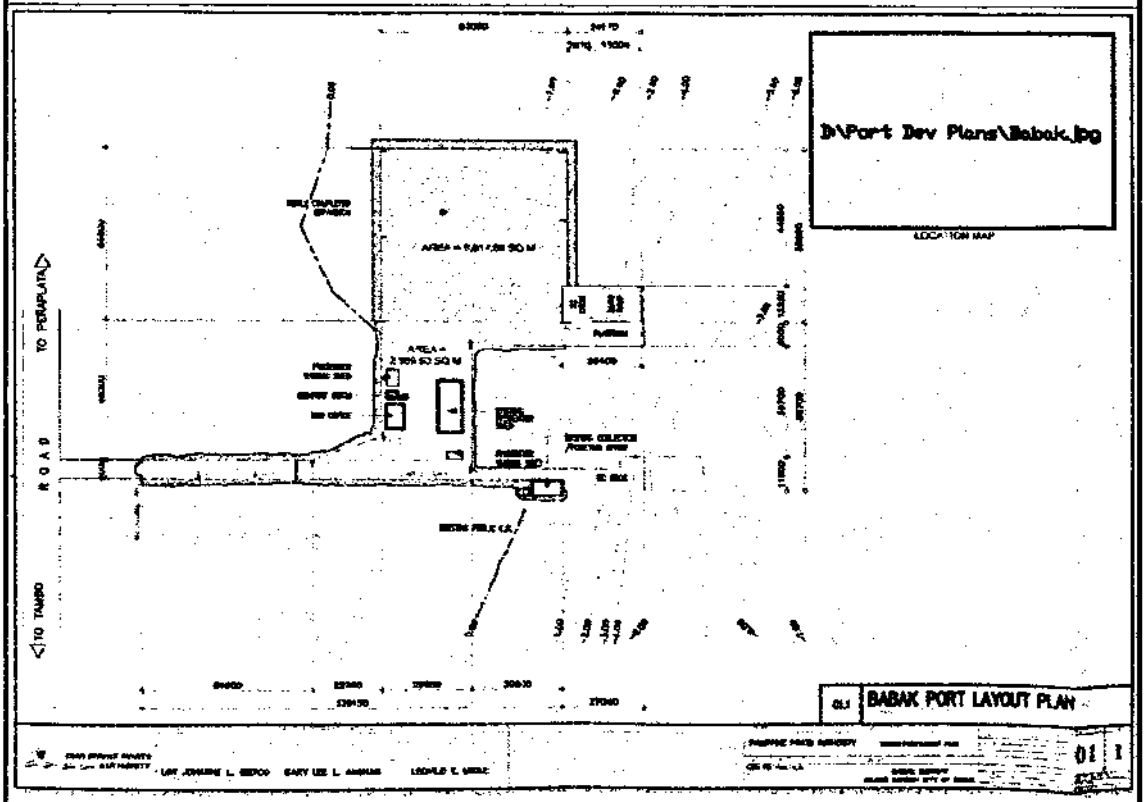
3rd Floor 1517 Quezon Ave., West Triangle, Quezon City
Trunk Lines: 374-4311 to 15 Fax No. : (632) 371-9960
E-mail: raac@royalasiaappraisal.com.ph
SEC Accreditation No. 019 (Valid Until 03/20/2022)

RAAC File No.: **16-C10233-003W** SCALE: NTS

CLIENT: PHILIPPINE PORTS AUTHORITY

PORT OF BABAK, ISLAND OF SAMAL, DAVAO DEL SUR

PORT DEVELOPMENT PLAN



NOTE:
THIS DRAWING IS FOR ILLUSTRATION PURPOSES ONLY, AND SHOULD NOT BE CONSTRUED AS ITS FINAL AND/OR ACTUAL CONFIGURATION.

WIL

ANNEX A-60

Royal Asia Appraisal Corporation

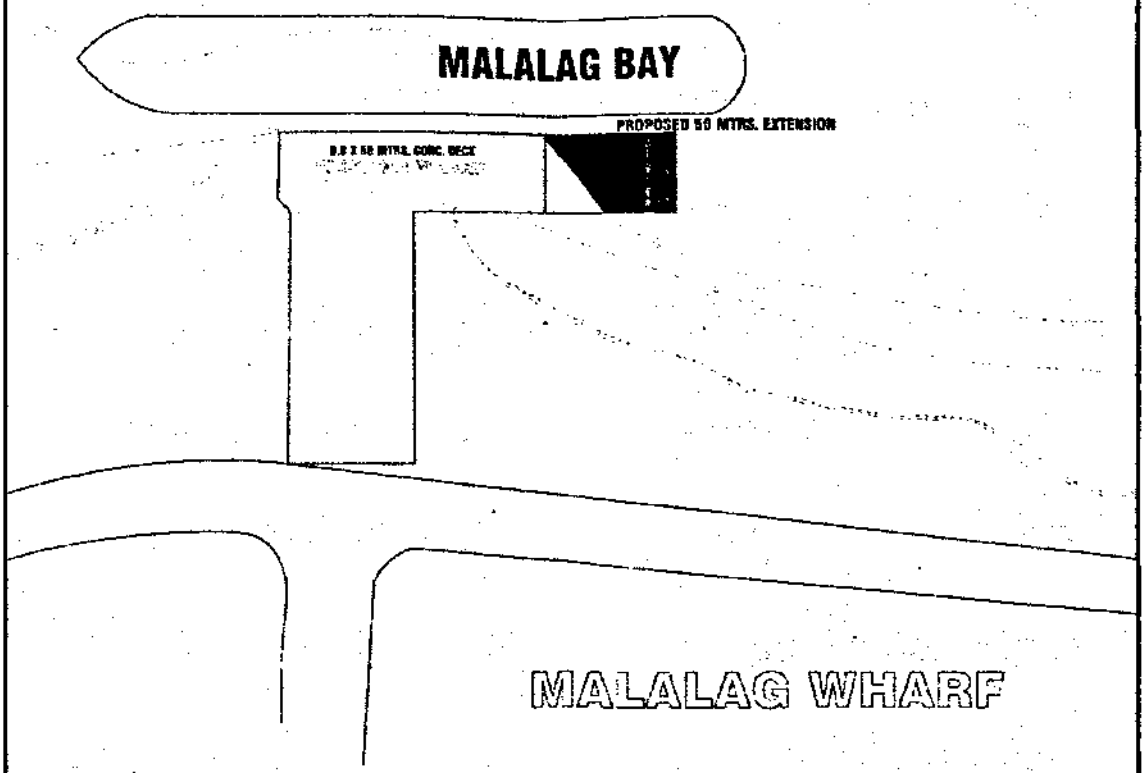
3rd Floor 1517 Quezon Ave., West Triangle, Quezon City
Trunk Lines: 374-4311 to 15 Fax No. : (632) 371-9960
E-mail: raac@royalasiaappraisal.com.ph
SEC Accreditation No. 019 (Valid Until 03/20/2022)

RAAC File No.: **16-C10233-003W** SCALE: NTS

CLIENT: PHILIPPINE PORTS AUTHORITY

PORT OF MALALAG, DAVAO DEL SUR

PORT DEVELOPMENT PLAN



NOTE:
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WIL

ANNEX A-6b

Royal Asia Appraisal Corporation

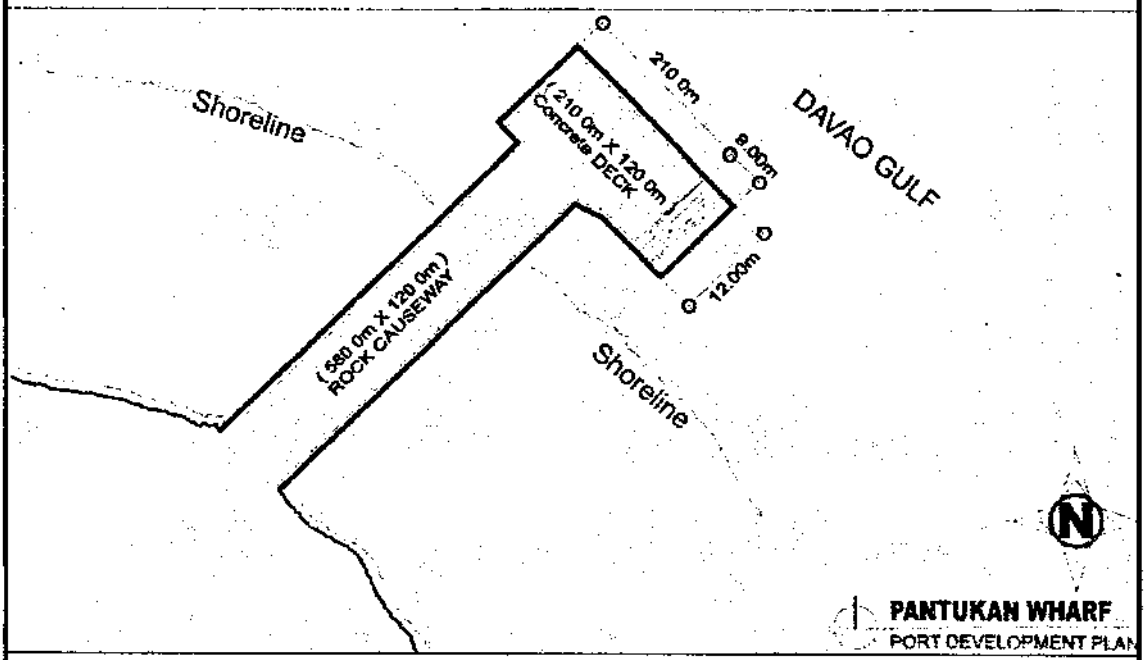
3rd Floor 1517 Quezon Ave., West Triangle, Quezon City
Trunk Lines: 374-4311 to 15 Fax No. : (632) 371-9960
E-mail: raac@royalasiaappraisal.com.ph
SEC Accreditation No. 019 (Valid Until 03/20/2022)

RAAC File No.: **16-C10233-003W** SCALE: NTS

CLIENT: PHILIPPINE PORTS AUTHORITY

PORT OF PANTUKAN, COMPOSTELA VALLEY

PORT DEVELOPMENT PLAN



NOTE:
THIS DRAWING IS FOR ILLUSTRATION PURPOSES ONLY, AND SHOULD NOT BE CONSTRUED AS ITS FINAL AND/OR ACTUAL CONFIGURATION.

WIL

ANNEX A6.2

Royal Asia Appraisal Corporation

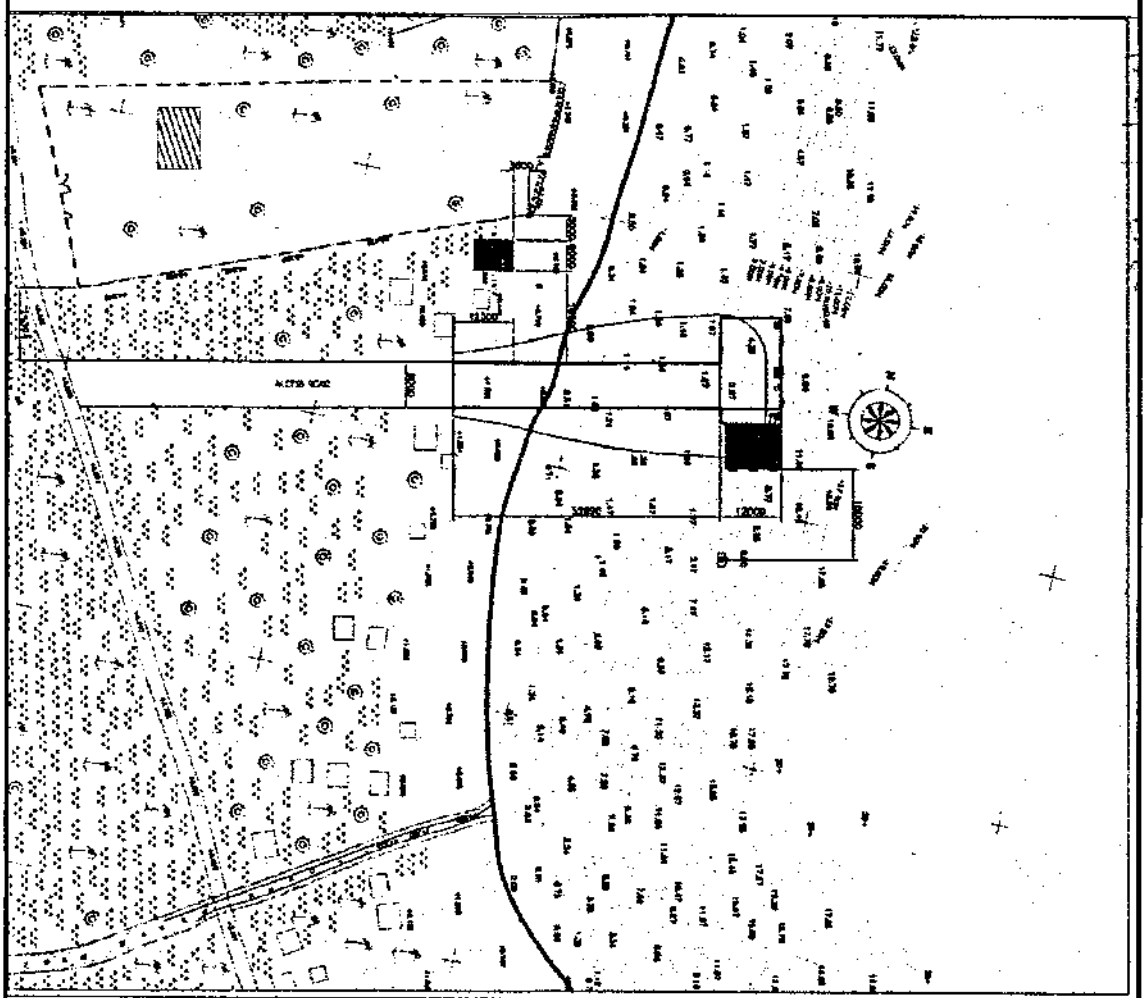
3rd Floor 1517 Quezon Ave., West Triangle, Quezon City
Trunk Lines: 374-4311 to 15 Fax No. : (632) 371-9960
E-mail: raac@royalasiaappraisal.com.ph
SEC Accreditation No. 019 (Valid Until 03/20/2022)

RAAC File No.: **16-C10233-003W** SCALE: NTS

CLIENT: PHILIPPINE PORTS AUTHORITY

PORT OF TAGPOPONGAN, ISLAND OF SAMAL, DAVAO DEL SUR

PORT DEVELOPMENT PLAN



NOTE:
THIS DRAWING IS FOR ILLUSTRATION PURPOSES ONLY, AND SHOULD NOT BE CONSTRUED AS ITS FINAL AND/OR ACTUAL CONFIGURATION.

WJL

ANNEX A-63

Royal Asia Appraisal Corporation

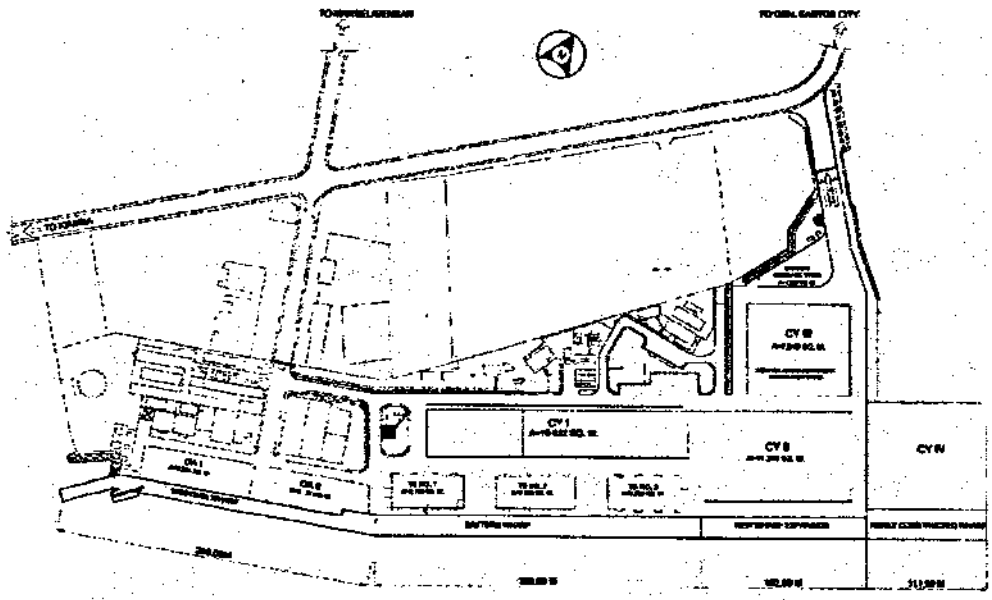
3rd Floor 1517 Quezon Ave., West Triangle, Quezon City
Trunk Lines: 374-4311 to 15 Fax No. : (632) 371-9960
E-mail: raac@royalasiaappraisal.com.ph
SEC Accreditation No. 019 (Valid Until 03/20/2022)

RAAC File No.: **16-C10233-003X** SCALE: NTS

CLIENT: PHILIPPINE PORTS AUTHORITY

PORT OF GENSAN, GENERAL SANTOS CITY

PORT PLAN



LOCATION PLAN

NOTE:
THIS DRAWING IS FOR ILLUSTRATION PURPOSES ONLY, AND SHOULD NOT BE CONSTRUED AS ITS FINAL AND/OR ACTUAL CONFIGURATION.

WIL

ANNEX A-64

Royal Asia Appraisal Corporation

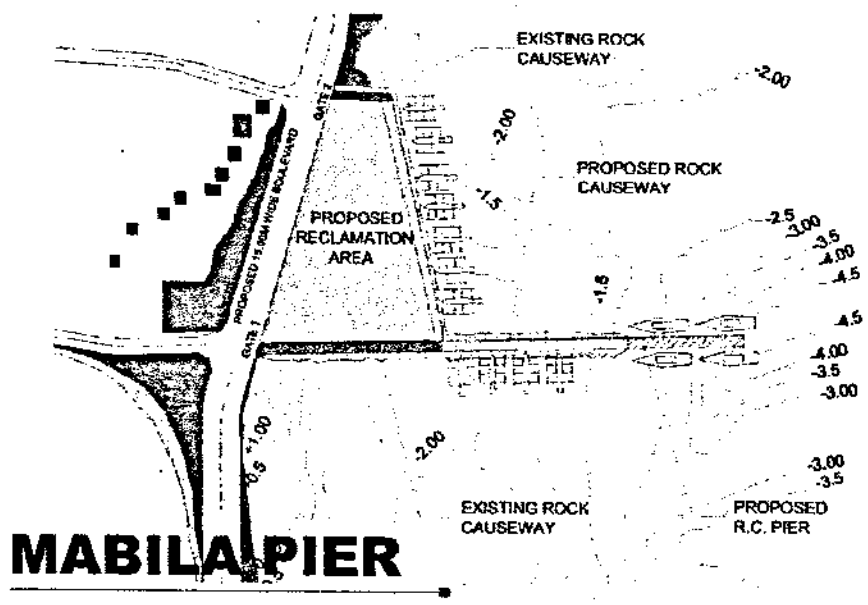
3rd Floor 1517 Quezon Ave., West Triangle, Quezon City
Trunk Lines: 374-4311 to 15 Fax No. : (632) 371-9960
E-mail: raac@royalasiaappraisal.com.ph
SEC Accreditation No. 019 (Valid Until 03/20/2022)

RAAC File No.: **16-C10233-003X** SCALE: NTS

CLIENT: PHILIPPINE PORTS AUTHORITY

PORT OF MABILA, GENERAL SANTOS CITY

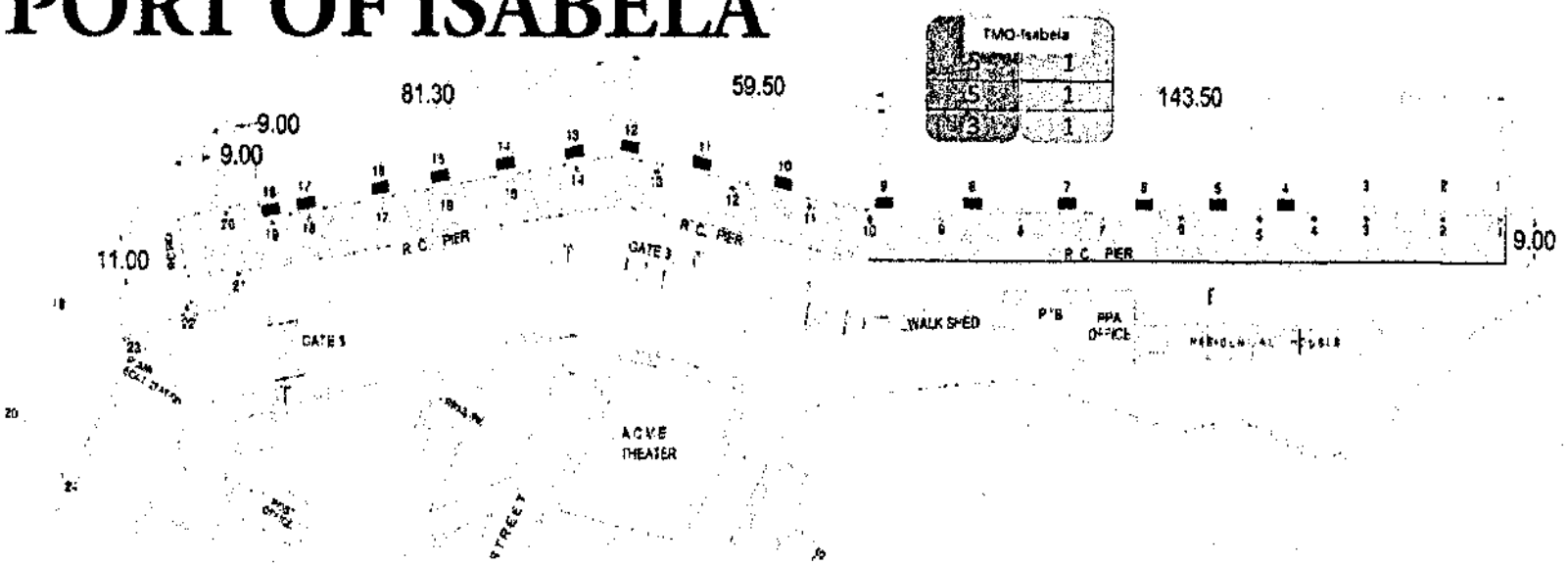
PORT PLAN



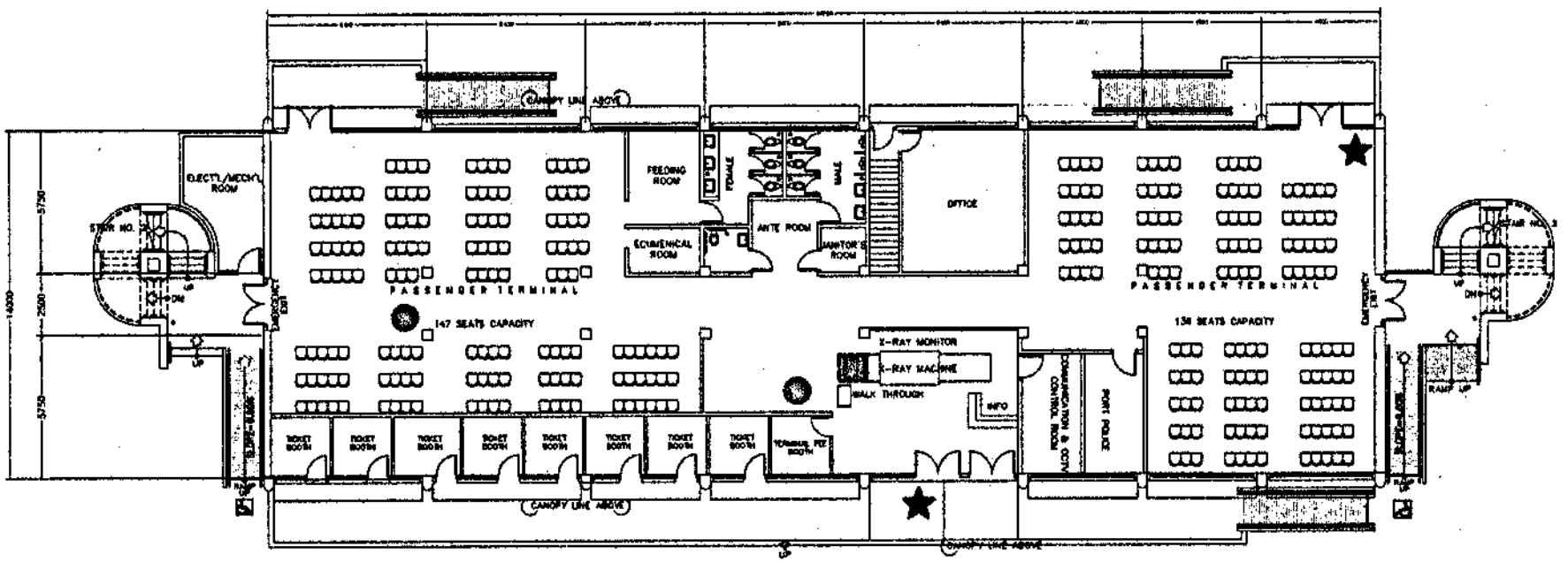
NOTE:
THIS DRAWING IS FOR ILLUSTRATION PURPOSES ONLY, AND SHOULD NOT BE CONSTRUED AS ITS FINAL AND/OR ACTUAL CONFIGURATION.

WIL

PORT OF ISABELA



ANNEX - A65



PASSENGER TERMINAL BUILDING
BASEPORT DAPITAN

GUARD'S DEPLOYMENT PLAN

★ EXISTING GUARD

● PROPOSED ADDITIONAL GUARD

Annex A-1.06

ANNEX "B"

DISTRIBUTION OF SECURITY GUARDS

Eight (8) hours duty Daily including Sundays or Rest Days, Special Days and Holidays

LOCATION	No. of GUARDS
1. PPA HEAD OFFICE	
H.O/PPATI/GAD CENTER	3
Total	**3**
2. PMO NCR - SOUTH	
Baseport South Harbor	10
TMO Pasig	5
Total	**15**
3. PMO NCR - NORTH HARBOR	
Baseport North Harbor	12
Total	**12**
4. PMO BATAAN/AURORA	
TMO Dingalan,	1
Total	**1**
5. PMO NORTHERN LUZON	
Baseport Curimao	1
Port of Claveria	3
Total	**4**
6. PMO BATANGAS	
Baseport (Batangas)	12
TMO Romblon	1
Port of Nasugbu	3
Port of San Juan	3
Port of Ambulong	3
Port of Calatagan	6
Total	**28**
7. PMO MARINDUQUE/QUEZON	
Baseport (Lucena)	9
Port of Plaridel	3
Total	**12**

8. PMO MINDORO	
Baseport (Calapan)	6
TMO San Jose	1
TMO Roxas	1
TMO Balatero (Puerto Galera)	3
TMO Bulalacao	1
TMO Abra de Ilog	4
Total	**16**
9. PMO BICOL	
TMO Matnog	4
Port of Jose Panganiban	7
Total	**11**
10. PMO MASBATE	
Baseport (Masbate)	5
Port of Cawayan	1
Port of Claveria	5
Port of Aroroy	1
Port of San Pascual	1
Total	**13**
11. PALAWAN	
Baseport (Puerto Princesa)	8
TMO Brooke's Point	1
Port of Liminangcong	3
Port of San Fernando	4
TMO Culion	1
Total	**17**
12. PMO PANAY GUIMARAS	
Baseport (Iloilo)	4
Port of Dumangas	3
Port of Culasi	1
Port of Jordan	3
Port of Buruanga	3
Port of Sibunag	3
Total	**17**

13. PMO NEGROS ORIENT/SIQUIJOR	
Baseport (Dumaguete)	3
TMO Larena	1
TMO Guihulngan	3
Port of Siquijor	5
Total	**12**
14. PMO BOHOL	
Baseport (Bohol)	6
TMO Getafe	4
Total	**10**
15. PMO NEGROS OCC BB/BREDCO	
Baseport (Banago)	9
TMO Hinobaan	3
Port of Hinigaran	3
TMO San Carlos	5
Port of Himamaylan	3
Total	**23**
16. PMO EASTERN LEYTE/SAMAR	
Baseport (Tacloban)	2
Amandayehan	3
Port of Saint Bernard	6
Total	**11**
17. PMO MISAMIS ORIENT /CDO	
TMO Balingoan	6
TMO Camiguin	5
Total	**11**
18. PMO LANAO DEL NORTE/ILIGAN	
Port of Sultan Naga Dimaporo	3
Total	**3**
19. PMO AGUSAN	
TMO Butuan	3
TMO Masao	6
Total	**9**
20. PMO SURIGAO	
TMO Siargao	15
Total	**15**

1. PMO DAVAO	
Port of Pantukan	3
TMO Babak	4
Port of Tagpopongan	2
Port of Malalag	3
Total	**12**
2. PMO SOCSARGEN	
Baseport (General Santos)	3
Port of Mabila	6
Total	**9**
3. PMO ZAMBOANGA	
TMO Isabela (Basilan)	3
Total	3
4. PMO ZAMBOANGA DEL NORTE	
Baseport (Dapitan)	2
Total	2
GRAND TOTAL	**269**

_____
Signature

_____ _____
Name of Authorized Representative Date

_____
Name of Agency

ANNEX "C"

CLIENT/CUSTOMER FEEDBACK FORM

SECURITY SERVICE PROVIDER PERFORMANCE EVALUATION SHEET	
Contract Title : _____ **Contract No.** : _____ **Name of Provider** : _____ **Coverage (Year)** : _____ to _____ **Evaluation Period** : _____ to _____ **End-User Unit** : _____ **Prepared by** : _____ **Reviewed by** : _____	
Rating Scale - Equivalent percentage and Adjective Rating **(5)** = **Excellent** "Performs at an exceptional level in quality, quantity, and timeliness result, etc." **(4)** = **Very Satisfactory** "Operated above standard level" **(3)** = **Satisfactory** "Consistently performs beyond prescribed benchmarks" **(2)** = **Needs Improvement** "Failing short of requirement" **(1)** = **Poor** "Considerably underperforming"	
STANDARD REQUIREMENTS	**RATING**
SECURITY PERSONNEL	
1. CONFORMITY OF TECHNICAL REQUIREMENTS	
1.1 Post Manning & Attendance Compliance	
1.2 Training and Drills	
SECURITY SUPPORT & EQUIPMENT	
2. TIMELINESS IN THE DELIVERY OF SERVICES	
2.1 Committed number of uniforms, security gear, and equipment	
SECURITY OPERATION	
3. COMPLIANCE WITH SET OFFICE POLICIES	
3.1 Adherence to Post Orders & Standard Operating Procedure	
3.2 Regulatory & Labor Compliance	

3.3 Billing Accuracy & Deliverables	
4. BEHAVIOR OF THE PERSONNEL	
4.1 Professional Conduct & Customer Service	
5. RESPONSE TO COMPLAINTS	
5.1 Response complaints or incident/action taken	
5.2 Quality of Reports	
OVERALL ADJECTIVAL RATING _____	

_____
AUTHORIZED SIGNATORY
Position
Contact Number

ANNEX C-1

CERTIFICATE OF SITE INSPECTION

This is to certify that _____, _____ has
(Name of Inspector) *(name of prospective bidder)*
conducted an ocular site inspection of the offices and premises of _____ on _____ in connection with the
(PMO/TMO) *(Date Inspection)*
preparation of required documents for bidding security services at Philippine Ports Authority, PPA Head Office, Port Management Offices and Terminal Management Offices / Ports

Signed this ____ day of _____ 2026 at _____

_____
Printed Name & Signature of
Authorized Signatory

_____
Contact No.

_____
Position

_____
Date

Notes:

Attached is the list of Authorized Signatories for the above Certification.

In the absence of regular PPA personnel in the port to be inspected, the Terminal Manager of the TMO which supervises the unmanned port shall sign the Certificate of Site Inspection provided that the inspector of the prospective bidder shall provide evidence that site inspection was conducted through pictures of the port, and logging in to the security guard on Duty Log Book.

AUTHORIZED SIGNATORIES FOR SITE INSPECTION

1. **PPA Head Office** – The authorized signatory for site inspection shall be the Manager, Port Police Department. In the absence of the Manager, the Officer-in-Charge (OIC) shall act as the authorized signatory. In the absence of both, the duly designated Officer on Duty shall serve as the authorized signatory.

2. **Port Management Offices (PMOs)** – The authorized signatory for site inspection shall be the Manager, Port Police Division. In the absence of the Manager, the Officer-in-Charge (OIC) shall act as the authorized signatory. In the absence of both, the duly designated Officer on Duty shall serve as the authorized signatory.

3. **Terminal Management Offices (TMOs)** – The authorized signatory for site inspection shall be the Manager, TMO. In the absence of the Manager, the Port Police Officer shall act as the authorized signatory. In the absence of both, the Officer-in-Charge (OIC) shall act as the authorized signatory. In the absence of all, the duly designated Officer on Duty shall serve as the authorized signatory.

The following Ports/Offices shall be subject to site inspection:

1. **PPA Head Office**

2. **PMO NCR-South**
   Baseport (South Harbor)
   TMO - Pasig

3. **PMO NCR-North**
   Baseport (North Harbor)

4. **PMO Bataan/Aurora**
   TMO Dingalan

5. **PMO Northern Luzon**
   Baseport (Currimao)
   Port of Claveria

6. **PMO Batangas**
   Baseport (Batangas)
   TMO Rombon
   Port of Nasugbu
   Port of San Juan
   Port of Ambulong
   Port of Calatagan

7. **PMO Marinduque Quezon**
   - Baseport (Lucena)
   - Port of Plaridel

8. **PMO Mindoro**
   - Baseport (Calapan)
   - TMO San Jose
   - TMO Roxas
   - TMO Balatero (Puerto Galera)
   - TMO Bulalacao
   - TMO Abra de Ilog

9. **PMO Bicol**
   - TMO Matnog
   - Port of Jose Panganiban

10. **PMO Masbate**
    - Baseport (Masbate)
    - Port of Cawayan
    - Port of Claveria
    - Port of Aroroy
    - Port of San Pacual

11. **PMO Palawan**
    - Basport (Puerto Princisa)
    - TMO Brooke's Point
    - Port of Liminangcong
    - Port of San Fernando
    - TMO Culion

12. **PMO Panay/Guimaras**
    - Baseport (Iloilo)
    - Port of Dumangas
    - Port of Culasi
    - Port of Jordan
    - Port of Buruanga
    - Port of Sibunag

13. **PMO Negros Oriental/Siquijor**
    - Baseport (Dumaguete)
    - TMO Larena
    - TMO Guihulngan
    - Port of Siquijor

14. **PMO Bohol**
    - TMO Loon

15. **PMO Negros Occidental Bacolod Banago /BREDCO**
    - Baseport (Banago)
    - TMO Hinobaan
    - Port of Hinigaran
    - TMO San Carlos
    - Port of Himamaylan

16. **PMO Eastern Leyte/Samar**
    - Baseport (Tacloban)
    - Amandayehan
    - Port of Saint Bernard

17. **PMO Misamis Oriental / Cagayan de Oro**
    - TMO Balingoan
    - TMO Camiguin

18. **PMO Lanao del Norte / Iligan**
    - Port of Sultan Naga Dimaporo

19. **PMO Agusan**
    - TMO Butuan
    - TMO Masao

20. **PMO Surigao**
    - TMO Siargao

21. **PMO Davao**
    - Port of Pantukan
    - TMO Babak
    - Port of Tagpopongan
    - Port of Malalag

22. **PMO Socsargen**
    - Baseport (General Santos)
    - Port of Mabila

23. **PMO Zamboanga**
    - TMO Isabela (Basilan)

24. **PMO Zambonga del Norte**
    - Baseport (Dapitan)

ANNEX "D"

QUALIFICATIONS STANDARD OF SECURITY GUARDS

1. Must be a Filipino citizen, at least twenty-one (21) years old but preferably not more than fifty (50) years of age upon deployment to PPA;

2. Must be duly licensed as a security guard;

3. Must have appropriate trainings/seminars regarding security work;

4. Must be physically and mentally fit, able-bodied, not less than 5 feet and 4 inches in height for male and 5'2" for female;

5. Must be at least high school graduate;

6. Must have at least one (1) year experience in security work;

7. Must be of good moral character, reputation and has no criminal and derogatory police record;

8. Must possess a neuro-psychiatric clearance issued by a competent person or institution;

9. Must not be a dishonorably discharged member of the Philippine National Police or any of the branches of the Armed Forces of the Philippines, and such other similar agencies;

10. Must possess all other qualifications required of a security guard under R.A. No. 11917, otherwise known as the Private Security Services Industry Act.

_____
Signature

_____
Name of Authorized Representative

Date: _____

	PPA-HIRED SECURITY AGENCY/GUARDS PERFORMANCE EVALUATION REPORT RATING	ANNEX "E" Revision No.::01 Date of Effectivity: May 10, 2021

AGENCY : _____

PMO/RC : _____ Date Inspected: _____

FACTORS	MAX. PTS.	STANDARDS	PTS. PER STANDARD		PTS. EARNED	REMARK/S
1. Management (28 pts.)						
1.1 Payment of salaries and wages in accordance with law	5	a) 100% compliance	5	[ ]		
		b) Below 100% compliance	0	[ ]		
1.2 Promptness in payment of salaries to security	5	a) Always on time	5	[ ]		
		b) One week delayed	4	[ ]		
		c) Two weeks delayed	3	[ ]		
		d) Three weeks delayed	2	[ ]		
		e) Four weeks & above delayed	0	[ ]		
1.3 Other benefits /assistance extended to security guards pursuant to law, rules, or agreement	8	a) Insurance	2	[ ]		
		b) Uniform allowance	2	[ ]		
		c) 13th month pay	2	[ ]		
		d) Night differential	2	[ ]		
		e) Others _____		[ ]		
		f) Did not provide any	0	[ ]		
1.4 Response to operational and administrative problems of posted security guards	5	a) Within 24 hours after notice	5	[ ]		
		b) Within 25-48 hours after notice	4	[ ]		
		c) Within 49-72 hours after notice	3	[ ]		
		d) Within 73-96 hours after notice	2	[ ]		
		e) Within 97 hours and above after notice	0	[ ]		
1.5 Operational supervision over posted security guards	5	a) Security guards perform very effectively without being closely monitored; performance of 76-100% of total number of SGs are above par; inherent duties and functions are 100% properly implemented	5	[ ]		
		b) SGs perform effectively without being closely monitored; performance of 51-75% of total number of SGs are above par; inherent duties and functions are 75% properly implemented	3	[ ]		
		c) SGs perform less effectively; 50% of total number of SGs perform below par	0	[ ]		
2. Compliance with the contract (35 ponits)						
2.1 Compliance with committed security gears and equipment	20	a) 96-100% compliance	20	[ ]		
		b) 91-95% compliance	16	[ ]		
		c) 86-90% compliance	12	[ ]		
		d) 81-85% compliance	8	[ ]		
		e) 76-80% compliance	4	[ ]		
		f) 75% and below compliance	0	[ ]		

2.2	Quality and Serviceability of Firearms (FAs)	4	a) Firearms are of good quality (imported) and serviceable	4	[ ]		
			b) Firearms are locally made, patented and serviceable	2	[ ]		
			c) 10-20% of FAs are defective and/or unserviceable	1	[ ]		
			d) Firearms are locally-made (paltik); more than 20% of firearms are defective and/or unserviceable; firearms are rusty	0	[ ]		
2.3	Quality and serviceability of transport equipment	4	a) 100% serviceable	4	[ ]		
			b) Less than 100% serviceable	0	[ ]		
2.4	Quality and serviceability of communications	4	a) All units are operational and serviceable	4	[ ]		
			b) 10-20% of communications equipment are defective and/or unserviceable	1	[ ]		
			c) more than 20% are defective and/or unserviceable	0	[ ]		
2.5	Quality and serviceability of other	3	a) Other security gears and support equipment are in good condition; serviceable and operational	3	[ ]		
			b) Some security gears and support equipment are unserviceable/unoperational	0	[ ]		
3. Legal requirements (12 points)							
3.1	PNP SOSIA License (Agency)	3	a) Valid	3	[ ]		
			b) Invalid / Expired	0	[ ]		
3.2	PNP-SOSIA License (Security Guards)	3	a) All security guards have valid license	3	[ ]		
			b) Some or all security guards have invalid/expired/delinquent license	0	[ ]		
3.3	Firearms License	3	a) All firearms are covered with valid license	3	[ ]		
			b) All or some firearms have expired/invalid/delinquent license or unlicensed	0	[ ]		
3.4	Communications permit	3	a) All units are covered with valid permits	3	[ ]		
			b) All or some units are covered with invalid/expired/delinquent permit or have no permit	0	[ ]		

4. Discipline (25 points)						
4.1 Proper wearing of prescribed uniform	8	a) Proper and prescribed uniform b) Unauthorized uniform, any part of the uniform or accoutrement	8	[ ]		

Note:
One (1) point demerit shall be made for any of the following violation on wearing of uniform:

1) Dirty uniform (shirt or pants)
2) Unshined/Unpolished shoes, buckle, badge and/or other paraphernalia
3) Sporting long hair
4) Sporting moustache and/or beard
5) Incomplete uniform (no namepatch/nameplate, no headgear, no socks, no agency patch, etc.)
6) Unauthorized shoes, socks, pistol belt, headgear, etc.

Computation of Rating:

Score = Maximum point multiplied by total number of security guards inspected minus total demerits divided by total number of guards deployed in the PMO / RC.

Example: Out of One hundredforty-four (144) SGs in PMO/TMOs, one hundred forty (140) security guards were inspected. After inspection, a total 0-point demerits were imposed upon the SGs inspected.

Given:

Maximum Point	= 8 Points
No. of SG Inspected	= 135
Total No. of SGs in PMO/TMOs	= 144
Total Point Demerits	= 0

Solution:

$$\text{Rating} = \frac{(8 \times 140) - 0}{144} \qquad \frac{1,120}{144} = 8 \text{ Points}$$

4.2 Punctuality	4	a) 100% of security guards are punctual	4	[ ]		
		b) SGs committed a total of 5-10 tardiness during the month	2	[ ]		
		c) SGs committed more than 10 tardiness during the month	0	[ ]		

Note:
One (1) point demerit shall be deducted for every unjustifiable tardiness committed by any of the security guards during the rating period. The same formula above shall be applied in computing the rating for this factor.

4.3 Attendance	4	a) Security guards attained 100% attendance during the month	4	[ ]		
		b) SGs committed a total 1-5 unjustified absences during the month	3	[ ]		
		c) SGs committed a total 6-10 unjustified absences during the month	2	[ ]		
		d) SGs committed a total 11-15 unjustified absences during the month	1	[ ]		
		e) SGs committed 16 or more unjustified absences during the month	0	[ ]		

Note:
One (1) point demerit shall be deducted for every unauthorized / unjustifiable absence of any of the security guards during the rating period. The same formula above shall be applied in computing the rating for this factor.

4.4	Attendance to scheduled inspection, formation and/or briefing	4	a)	100% of security guards are present during the inspections, formations and/or briefings	4	[ ]		
			b)	1-3 SGs failed to attend the inspection, formation, and/or briefing	3	[ ]		
			c)	4-6 SGs failed to attend the inspection, formation, and/or briefing	2	[ ]		
			d)	More than 6 SGs failed to attend the inspection, formation, and/or briefing	0	[ ]		
Note: One (1) point demerit shall be deducted for every unauthorized / unjustifiable absence by any of the security guards during the rating period. The same formula above shall be applied in computing this factor.								
4.5	Performance of Duties and Other Assigned Task	5	a)	Very competent	5	[ ]		
			b)	Competent	3	[ ]		
			c)	Incompetent	0	[ ]		
	GRAND TOTAL	**100**		**GRAND TOTAL**			**0.00**	
							Excellent	

Note* Indicate the performance rating for each assigned service scope.

Rating Equivalent:

95 - 100 = Excellent	Performs at an exceptional level in quality, quantity, and timeliness results, etc.)
89 - 94 = Very Satisfactory	Operated above standard level.
83 - 88 = Satisfactory	Consistantly performs beyond prescribed benchmarks
76 - 82 = Fair	Falling short of requirement
75 and below = Poor	Considerably underperforming

Inspector/Rated by:

Position/Designation

Noted by:

Manager, Port Police Division
Port Police Department

Reviewed by:

Chief, Operations Division

PMO/ RC: PMO _____

Security Agency : Date: _____

GROUP	COMMITED	DELIVERED	% WEIGHT	SCORE
FIREARMS				
Short 9MM Pistol	59	0	0.1	0.00
Long 12 Gauge Shotgun	10	0	0.2	0
AMMUNITION				
Short Short 9MM Pistol	826	0	0.05	0.00
Long 12 Gauge Shotgun	120	0	0.05	0.00
TRANSPORTATION EQUIPMENT				
Motorcycle 150cc	6	0	0.2	0.00
Sub total	***6***	***0***		
COMMUNICATION EQUIPMENT				
VHF Radio w/ charger	63	0	0.25	0.00
Cellphone (Android w/500 load monthly)	16	0		
Sub total	**79**	**0**		
OTHER SECURITY EQUIPMENT				
Reserved Battery Pack	31	0	0.15	0.00
Halogen Searchlight	43	0		
Megaphone	33	0		
Raincoat and Boots	263	0		
Emergency Light	43	0		
Metal Detector	36	0		
Sub total	***449***	***0***		

Note: D / C * %W

TOTAL AVERAGE = 0.00

75% and below compliance = 0 points

96-100% compliance = 20 points
91-95% compliance = 16 points
86 -90% compliance = 12 points
81-85% compliance = 8 points
76-80% compliance = 4 points
75% and below compliance = 0 points

FIREARMS, COMMUNICATIONS AND TRANSPORTATION MINIMUM REQUIREMENTS

The Winning Bidder shall deliver to the various offices of the PHILIPPINE PORTS AUTHORITY – PPA HEAD OFFICE, PORT MANAGEMENT OFFICES AND TERMINAL MANAGEMENT OFFICE/PORTS the following required equipment including other equipment as committed in their bids:

a. Firearm/ammunition Requirement

RC/PMOs	9mm Pistol	Ammo *(14 rds. per pistol)*	12GA	Ammo *(12 rds. per Shotgun)*
1. PPA Head Office	1	14	0	0
2. PMO NCR - South	4	56	1	12
3. PMO NCR - North	3	42	0	0
4. PMO Bataan/Aurora	0	0	0	0
5. PMO Northern Luzon	1	14	0	0
6. PMO Batangas	7	98	1	12
7. PMO Marinduque/Quezon	3	42	0	0
8. PMO Mindoro	4	56	0	0
9. PMO Bicol	3	42	0	0
10. PMO Masbate	2	28	0	0
11. PMO Palawan	3	42	1	12
12. PMO Panay Guimaras	4	56	1	12
13. PMO Negros Orient./Siquijor	3	42	0	0
14. PMO Bohol	1	14	0	0
15. PMO Negros Occ. BB/Bredco	5	70	1	12
16. PMO Eastern Leyte Samar	2	28	1	12
17. PMO Misamis Orient./CDO	2	28	1	12
18. PMO Lanao del Norte/Iligan	0	0	0	0
19. PMO Agusan	3	42	0	0
20. PMO Surigao	3	42	1	12
21. PMO Davao	3	42	0	0
22. Socsargen	2	28	1	0
23. Zamboanga	0	0	1	0
24. Zamboanga del Norte	0	0	0	0
TOTAL	**59**	**826**	**10**	**120**

b. Transportation Equipment

RC/PMOs	Motorcycle (No less than 150cc with fuel allocation 60 Ltrs. Per Month)
PMO NCR - South	1
PMO Batangas	1
PMO Mindoro	1
PMO Siargao	1
PMO Negros Occ BB/Bredco	1
PMO Panay Guimaras	1
TOTAL	**6 units**

c. Communication Equipment Requirements

RC/PMOs	Reserved Battery Pack	VHF Radio	Cell phone *(Android w/500 load/month)*
1. PPA Head Office	0	0	0
2. PMO NCR - South	2	5	1
3. PMO NCR - North	2	3	1
4. PMO Bataan/Aurora	0	0	0
5. PMO Northern Luzon	1	2	1
6. PMO Batangas	2	5	1
7. PMO Marinduque/Quezon	2	3	1
8. PMO Mindoro	2	4	1
9. PMO Bicol	2	4	1
10. PMO Masbate	2	4	1
11. PMO Palawan	2	4	1
12. PMO Panay Guimaras	2	5	1
13. PMO Negros Orient./Siquijor	2	4	1
14. PMO Bohol	1	1	0
15. PMO Negros Occ. BB/Bredco	2	5	1
16. PMO Eastern Leyte Samar	1	2	1
17. PMO Misamis Orient./CDO	1	2	0
18. PMO Lanao del Norte/Iligan	0	0	0
19. PMO Agusan	1	2	0
20. PMO Surigao	2	4	1
21. PMO Davao	1	2	1
22. Socsargen	1	2	1

23. Zamboanga	0	0	0
24. Zamboanga del Norte	0	0	0
TOTAL	**31**	**63**	**16**

b. Other Security Gear and Equipment

RC/PMOs	Halogen Searchlight	Mega Phone	Raincoat and Boots	Emergency Light	Metal Detector
1. PPA Head Office	0	1	3	1	0
2. PMO NCR - South	2	1	15	2	2
3. PMO NCR - North	2	1	12	1	1
4. PMO Bataan/Aurora	0	0	1	0	0
5. PMO Northern Luzon	1	1	4	1	0
6. PMO Batangas	3	2	28	3	2
7. PMO Marinduque/Quezon	2	1	12	2	2
8. PMO Mindoro	3	2	16	3	2
9. PMO Bicol	2	2	11	2	2
10. PMO Masbate	3	2	13	3	2
11. PMO Palawan	3	2	17	3	3
12. PMO Panay Guimaras	3	2	17	3	3
13. PMO Negros Orient./Siquijor	2	2	12	2	2
14. PMO Bohol	1	1	4	1	0
15. PMO Negros Occ. BB/Bredco	4	3	23	4	3
16. PMO Eastern Leyte Samar	2	1	11	2	2
17. PMO Misamis Orient./CDO	2	1	11	2	2
18. PMO Lanao del Norte/Iligan	1	1	3	1	1
19. PMO Agusan	1	1	9	1	1
20. PMO Surigao	2	2	15	2	2
21. PMO Davao	2	2	12	2	2
22. Socsargen	1	1	9	1	1
23. Zamboanga	1	1	3	1	1
24. Zamboanga del Norte	0	0	2	0	0
TOTAL	**43**	**33**	**263**	**43**	**36**

c. Security Guard Paraphernalia

PMOs	Head gear	Whistle w/ lanyard	Nightstick Baton	First aid kit	Service Shoes (Black)	Traffic Vest	Handcuff
1. PPA Head Office	3	3	3	3	3	3	3
2. PMO NCR - South	15	15	15	15	15	15	15
3. PMO NCR - North	12	12	12	12	12	12	12
4. PMO Bataan/Aurora	1	1	1	1	1	1	1
5. PMO Northern Luzon	4	4	4	4	4	4	4
6. PMO Batangas	28	28	28	28	28	28	28
7. PMO Marinduque/Quezon	12	12	12	12	12	12	12
8. PMO Mindoro	16	16	16	16	16	16	16
9. PMO Bicol	11	11	11	11	11	11	11
10. PMO Masbate	13	13	13	13	13	13	13
11. PMO Palawan	17	17	17	17	17	17	17
12. PMO Panay Guimaras	17	17	17	17	17	17	17
13. PMO Negros Orient./Siquijor	12	12	12	12	12	12	12
14. PMO Bohol	10	10	10	10	10	10	10
15. PMO Negros Occ. BB/Bredco	23	23	23	23	23	23	23
16. PMO Eastern Leyte Samar	11	11	11	11	11	11	11
17. PMO Misamis Orient./CDO	11	11	11	11	11	11	11
18. PMO Lanao del Norte/Iligan	3	3	3	3	3	3	3
19. PMO Agusan	9	9	9	9	9	9	9
20. PMO Surigao	15	15	15	15	15	15	15
21. PMO Davao	12	12	12	12	12	12	12
22. Socsargen	9	9	9	9	9	9	9
23. Zamboanga	3	3	3	3	3	3	3
24. Zamboanga del Norte	2	2	2	2	2	2	2
TOTAL	**269**	**269**	**269**	**269**	**269**	**269**	**269**

_____

Signature

_____

Name of Authorized Representative

Date: _____

ANNEX "G"

SUMMARY OF FINANCIAL OFFER

Eight (8) hours duty Daily including Sundays or Rest Days, Special Days and Holidays

LOCATION	NUMBER OF GUARDS	AMOUNT GUARD PER MONTH	TOTAL MONTHLY CONTRACT RATE
1. PPA HEAD OFFICE			
H.O/PPATI/GAD CENTER	3		
Total	**3**		
2. PMO NCR - SOUTH			
Baseport (South Harbor)	10		
TMO Pasig	5		
Total	**15**		
3. PMO NCR - NORTH HARBOR			
Baseport (North Harbor)	12		
Total	**12**		
4. PMO BATAAN/AURORA			
TMO Dingalan,	1		
Total	**1**		
5. PMO NORTHERN LUZON			
Baseport (Curimao)	1		
Port of Claveria	3		
Total	**4**		
6. PMO BATANGAS			
Baseport (Batangas)	12		
TMO Romblon	1		
Port of Nasugbu	3		
Port of San Juan	3		
Port of Ambulong	3		
Port of Calatagan	6		
Total	**28**		
7. PMO MARINDUQUE/QUEZON			
Baseport (Lucena)	9		
Port of Plaridel	3		
Total	**12**		

8. PMO MINDORO			
Baseport (Calapan)	6		
TMO San Jose	1		
TMO Roxas	1		
TMO Balatero (Puerto Galera)	3		
TMO Bulalacao	1		
TMO Abra de Ilog	4		
Total	**16**		
9. PMO BICOL			
TMO Matnog	4		
Port of Jose Panganiban	7		
Total	**11**		
10. PMO MASBATE			
Baseport (Masbate)	5		
Port of Cawayan	1		
Port of Claveria	5		
Port of Aroroy	1		
Port of San Pascual	1		
Total	**13**		
11. PALAWAN			
Baseport (Puerto Princesa)	8		
TMO Brooke's Point	1		
Port of Liminangcong	3		
Port of San Fernando	4		
TMO Culion	1		
Total	**17**		
12. PMO PANAY GUIMARAS			
Baseport (Iloilo)	4		
Port of Dumangas	3		
Port of Culasi	1		
Port of Jordan	3		
Port of Buruanga	3		
Port of Sibunag	3		
Total	17		

13. PMO NEGROS ORIENT/SIQUIJOR			
Baseport (Dumaguete)	3		
TMO Larena	1		
TMO Guihulngan	3		
Port of Siquijor	5		
Total	**12**		
14. PMO BOHOL			
Baseport (Bohol)	6		
TMO Getafe	4		
Total	**10**		
15. PMO NEGROS OCC BB/BREDCO			
Baseport (Banago)	9		
TMO Hinobaan	3		
Port of Hinigaran	3		
TMO San Carlos	5		
Port of Himamaylan	3		
Total	**23**		
16. PMO EASTERN LEYTE/SAMAR			
Baseport (Tacloban)	2		
Amandayehan	3		
Port of Saint Bernard	6		
Total	**11**		
17. PMO MISAMIS ORIENT /CDO			
TMO Balingoan	6		
TMO Camiguin	5		
Total	**11**		
18. PMO LANAO DEL NORTE/ILIGAN			
Port of Sultan Naga Dimaporo	3		
Total	**3**		
19. PMO AGUSAN			
TMO Butuan	3		
TMO Masao	6		
Total	**9**		
20. PMO SURIGAO			
TMO Siargao	15		
Total	**15**		

21. PMO DAVAO			
Port of Pantukan	3		
TMO Babak	4		
Port of Tagpopongan	2		
Port of Malalag	3		
Total	**12**		
22. PMO SOCSARGEN			
Baseport (General Santos)	3		
Port of Mabila	6		
Total	**9**		
23. PMO ZAMBOANGA			
TMO Isabela (Basilan)	3		
Total	3		
24. PMO ZAMBOANGA DEL NORTE			
Baseport (Dapitan)	2		
Total	2		
GRAND TOTAL	**269**		

X12 Months

TOTAL PHP. _____

TOTAL PROPOSED CONTRACT RATE FOR 12 MONTHS _____

Signature

_____ _____

Name of Authorized Representative Date

_____

Name of Agency

ANNEX "G"

COMMITMENT TO PAY WAGES AND SALARIES IN ACCORDANCE WITH PADPAO SCHEDULE

_____
Date

Mr./Ms. _____
Chairperson, PPA Head Office Bids and Awards
Committee for the Procurement of Goods and
Consultancy Services
Philippine Ports Authority
PPA Corporate Bldg., Bonifacio Drive,
South Harbor Port Area, Manila

Sir/Mam:

This has reference to your Invitation to Bid for the **Procurement of Additional Security Services for the Philippine Ports Authority Comprising PPA Head Office, Port Management Offices (PMOs) and Terminal Management Offices (TMOs)/Ports** Under Their Respected Jurisdiction **(BAC -PGCS -** _____**)** published in PhilGeps website dated _____.

In compliance with one of the requirements for eligibility and to bid, I _____
(Name and
_____ of
_____,
Position of Authorized Representative) *(Name of Agency)*

do hereby commit to pay the salaries and wages of security guards in accordance with the prescribed PADPAO rates should the proposed contract be awarded to us.

IN WITNESS WHEREOF, I hereby affix my signature this _____ day of _____, 2026 at _____, Philippines

_____
Affiant

SIGNED IN THE PRESENCE OF:

_____ _____

SUBSCRIBED AND SWORN to before me this _____ day of _____, 2026, affiant exhibited to me his/her Community Tax Certificate No. _____, issued on _____ at _____, Philippines.

NOTARYPUBLIC

Doc. No. _____;
Page No. _____;
Book No. _____;
Series of 2026

Annex "G"

FINANCIAL OFFER

National Capital Region
Wage Order No. NCR-26
NCR-South, North and PPA Head Office
Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 days**
No. of Days in a Year	**395.00**
Daily Wage	695.00
A). Amount due to Security Guard	
Average Pay Per Month	22,877.08
Night Shift Differential Pay	762.57
13th Month Pay	1,761.63
5 Days Incentive Leave	289.58
Uniform Allowance	200.00
Sub-Total	**25,890.86**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	1,303.13
SSS Premium *(Jan 2025)*	2,000.00
SSS-MPF *(Mandatory Provident Fund)*	400.00
Philhealth Contribution *(Jan 2024)*	571.93
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**4,505.06**
C). Total Amount to SG & GOV'T (A+B)	**30,395.92**
D). AGENCY FEE @ 24 to 20%	**7,295.02**
E). VALUE ADDED TAX 12%	**875.40**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**38,566.34**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region 3 Central Luzon
Wage Order No. RB III- 26
Dingalan and Casiguran
8 Hours Work Per Day

Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	560.00
A). Amount due to Security Guard	
Average Pay Per Month	18,433.33
Night Shift Differntial Pay	614.44
13th Month Pay	1,419.44
5 Days Incentive Leave	233.33
Uniform Allowance	200.00
Sub-Total	**20,900.54**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	1,050.00
SSS Premium *(January 2025)*	1,950.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	460.83
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,690.83**
C). Total Amount to SG & GOV'T (A+B)	**24,591.37**
D). AGENCY FEE @ 24 to 20%	**5,901.93**
E). VALUE ADDED TAX 12%	**708.23**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**31,201.53**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region I -Ilocos Region
Wage Order No. RBI-24
Currimao, La Union, Pangasinan
Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 days**
No. of Days in a Year	**395.00**
Daily Wage	505.00
A). Amount due to Security Guard	
Average Pay Per Month	16,622.92
Night Shift Differntial Pay	554.10
13th Month Pay	1,280.03
5 Days Incentive Leave	210.42
Uniform Allowance	200.00
Sub-Total	**18,867.47**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	946.88
SSS Premium *(January 2025)*	1,750.00
SSS-MPF *(Mandatory Provident Fund)*	-
Philhealth Contribution *(January 2024)*	415.57
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,342.45**
C). Total Amount to SG & GOV'T (A+B)	**22,209.92**
D). AGENCY FEE @ 24 to 20%	**5,330.38**
E). VALUE ADDED TAX 12%	**639.65**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**28,179.95**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region II - Cagayan Valley
Wage Order No. RTWPB II-24
Claveria, Salomague, Aparri
8 Hours Work Per Day
Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 days**
No. of Days in a Year	**395.00**
Daily Wage	500.00
A). Amount due to Security Guard	
Average Pay Per Month	16,458.33
Night Shift Differntial Pay	548.61
13th Month Pay	1,267.36
5 Days Incentive Leave	208.33
Uniform Allowance	200.00
Sub-Total	**18,682.63**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	937.50
SSS Premium *(January 2025)*	1,750.00
SSS-MPF *(Mandatory Provident Fund)*	-
Philhealth Contribution *(January 2024)*	411.46
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,328.96**
C). Total Amount to SG & GOV'T (A+B)	**22,011.59**
D). AGENCY FEE @ 24 to 20%	**5,282.78**
E). VALUE ADDED TAX 12%	**633.93**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**27,928.30**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER
Region 4-A (CALABARZON)
Wage Order No. RB IVA-22
Batangas, Lucena, Plaridel
Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	600.00
A). Amount due to Security Guard	
Average Pay Per Month	19,750.00
Night Shift Differntial Pay	658.33
13th Month Pay	1,520.83
5 Days Incentive Leave	250.00
Uniform Allowance	200.00
Sub-Total	**22,379.16**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	1,125.00
SSS Premium *(January 2025)*	2,000.00
SSS-MPF *(Mandatory Provident Fund)*	100.00
Philhealth Contribution *(January 2024)*	493.75
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,948.75**
C). Total Amount to SG & GOV'T (A+B)	**26,327.91**
D). AGENCY FEE @ 24 to 20%	**6,318.70**
E). VALUE ADDED TAX 12%	**758.24**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**33,404.85**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative

Signature

Annex "G"

FINANCIAL OFFER

Region 4-A (CALABARZON)
Wage Order No. RB IVA-22
Calatagan

Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	550.00
A). Amount due to Security Guard	
Average Pay Per Month	18,104.17
Night Shift Differntial Pay	603.47
13th Month Pay	1,394.10
5 Days Incentive Leave	229.17
Uniform Allowance	200.00
Sub-Total	**20,530.91**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	1,031.25
SSS Premium *(January 2025)*	1,900.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	452.60
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,613.85**
C). Total Amount to SG & GOV'T (A+B)	**24,144.76**
D). AGENCY FEE @ 24 to 20%	**5,794.74**
E). VALUE ADDED TAX 12%	**695.37**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**30,634.87**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region 4-A (CALABARZON)
Wage Order No. RB IVA-22
San Juan, Nasugbu
Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	550.00
A). Amount due to Security Guard	
Average Pay Per Month	18,104.17
Night Shift Differntial Pay	603.47
13th Month Pay	1,394.10
5 Days Incentive Leave	229.17
Uniform Allowance	200.00
Sub-Total	**20,530.91**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	1,031.25
SSS Premium *(January 2025)*	1,900.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	452.60
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,613.85**
C). Total Amount to SG & GOV'T (A+B)	**24,144.76**
D). AGENCY FEE @ 24 to 20%	**5,794.74**
E). VALUE ADDED TAX 12%	**695.37**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**30,634.87**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

MIMAROPA (Region 4-B)
Wage Order No. RB IVB-13
8 Hours Work Per Day
Province of Occidental Mindoro, Oriental Mindoro, Marinduque, Romblon, Ambulong and Palawan, City of Calapan and Highly Urbanized City Puerto
Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	455.00
A). Amount due to Security Guard	
Average Pay Per Month	14,977.08
Night Shift Differntial Pay	499.24
13th Month Pay	1,153.30
5 Days Incentive Leave	189.58
Uniform Allowance	200.00
Sub-Total	**17,019.20**
B). Amount to Gov't In Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	853.13
SSS Premium *(January 2025)*	1,600.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	374.43
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,057.56**
C). Total Amount to SG & GOV'T (A+B)	**20,076.76**
D). AGENCY FEE @ 24 to 20%	**4,818.42**
E). VALUE ADDED TAX 12%	**578.21**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**25,473.39**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region V BICOL Region Wage Order No. RB V-22

Legaspi, Matnog, Virac, Bulan, Pasacao, Jose Panganiban, San Andres, Piodura, Castilla, Bacacay, Masbate, Cawayan, Catangian, Aroroy, San Pascual, Mandaon, and Esperaza

Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	455.00
A). Amount due to Security Guard	
Average Pay Per Month	14,977.08
Night Shift Differntial Pay	499.24
13th Month Pay	1,153.30
5 Days Incentive Leave	189.58
Uniform Allowance	200.00
Sub-Total	**17,019.20**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	853.13
SSS Premium *(January 2025)*	1,600.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	374.43
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,057.56**
C). Total Amount to SG & GOV'T (A+B)	**20,076.76**
D). AGENCY FEE @ 24 to 20%	**4,818.42**
E). VALUE ADDED TAX 12%	**578.21**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**25,473.39**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region VI - WESTERN VISAYAS Wage Order No. RB VI-29

Iloilo, Dumangas, Estancia, Culasi, San Jose Antique, Lipata, Jordan, Burungan, Caticlan, Dumaguit, Buenavista Buen, Sibunag, Puyo, Baslao, Bacolod, Pulupandan, Hinibaan, Danao, Cadiz and San Calos

Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	550.00
A). Amount due to Security Guard	
Average Pay Per Month	18,104.17
Night Shift Differntial Pay	603.47
13th Month Pay	1,394.10
5 Days Incentive Leave	229.17
Uniform Allowance	200.00
Sub-Total	**20,530.91**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	1,031.25
SSS Premium *(January 2025)*	1,900.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	452.60
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,613.85**
C). Total Amount to SG & GOV'T (A+B)	**24,144.76**
D). AGENCY FEE @ 24 to 20%	**5,794.74**
E). VALUE ADDED TAX 12%	**695.37**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**30,634.87**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region VII - CETRAL VISAYAS (under Class B) Wage Order No. RO VII-26

Tagbilaran, Dumaguete and Guihulngan

Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	500.00
A). Amount due to Security Guard	
Average Pay Per Month	16,458.33
Night Shift Differntial Pay	548.61
13th Month Pay	1,267.36
5 Days Incentive Leave	208.33
Uniform Allowance	200.00
Sub-Total	**18,682.63**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	937.50
SSS Premium *(January 2025)*	1,750.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	411.46
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,328.96**
C). Total Amount to SG & GOV'T (A+B)	**22,011.59**
D). AGENCY FEE @ 24 to 20%	**5,282.78**
E). VALUE ADDED TAX 12%	**633.93**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**27,928.30**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region VII - CETRAL VISAYAS (under Class C)

Wage Order No. RB VII-26

Loon, Tubigon, Jagna, Talibon, Getafe, Ubay, Tapal, Clarin, Bagacay, Larena, Sibulan, Tandayag, Siquijor and Lazi

Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	500.00
A). Amount due to Security Guard	
Average Pay Per Month	16,458.33
Night Shift Differntial Pay	548.61
13th Month Pay	1,267.36
5 Days Incentive Leave	208.33
Uniform Allowance	200.00
Sub-Total	**18,682.63**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	937.50
SSS Premium *(January 2026)*	1,750.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	411.46
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,328.96**
C). Total Amount to SG & GOV'T (A+B)	**22,011.59**
D). AGENCY FEE @ 24 to 20%	**5,282.78**
E). VALUE ADDED TAX 12%	**633.93**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**27,928.30**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region VIII -EASTERN VISAYAS
Wage Order RB VIII-25
PROVINCE OF LEYTE, SOUTHERN LEYTE, BILIRAN, SAMAR, EASTERN SAMAR, NORTHERN SAMAR, TACLOBAN, ORMOC, MAASIN, CATBALOGAN, BORONGAN, BAYBAY AND CALBAYOG

Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	470.00
A). Amount due to Security Guard	
Average Pay Per Month	15,470.83
Night Shift Differntial Pay	515.69
13th Month Pay	1,191.32
5 Days Incentive Leave	195.83
Uniform Allowance	200.00
Sub-Total	**17,573.67**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	881.25
SSS Premium *(January 2025)*	1,650.00
SSS-MPF *(Mandatory Provident Fund)*	-
Philhealth Contribution *(January 2024)*	386.77
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,148.02**
C). Total Amount to SG & GOV'T (A+B)	**20,721.69**
D). AGENCY FEE @ 24 to 20%	**4,973.21**
E). VALUE ADDED TAX 12%	**596.79**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**26,291.69**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region X - NORTHERN MINDANAO (Category II)
Wage Order RX-24
CAMIGUIN, GUINSILIBAN, BALBAGON, BALINGOAN, TUBOD,KOLAMBUNGAN, SULTAN NAGA DIMAPORO, JIMENEZ, AND PLARIDEL

Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	485.00
A). Amount due to Security Guard	
Average Pay Per Month	15,964.58
Night Shift Differntial Pay	532.15
13th Month Pay	1,229.34
5 Days Incentive Leave	202.08
Uniform Allowance	200.00
Sub-Total	**18,128.15**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	909.38
SSS Premium *(January 2025)*	1,700.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	399.11
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,238.49**
C). Total Amount to SG & GOV'T (A+B)	**21,366.64**
D). AGENCY FEE @ 24 to 20%	**5,127.99**
E). VALUE ADDED TAX 12%	**615.36**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**27,109.99**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region XIII - CARAGA REGION
Wage Order No. RXIII-20
SURIGAO, LIPATA, SIARGAO, DINAGAT, TANDAG, AGUSAN, BUTUAN AND MASAO

Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	475.00
A). Amount due to Security Guard	
Average Pay Per Month	15,635.42
Night Shift Differntial Pay	521.18
13th Month Pay	1,203.99
5 Days Incentive Leave	197.92
Uniform Allowance	200.00
Sub-Total	**17,758.51**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	890.63
SSS Premium *(January 2025)*	1,650.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	390.89
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,161.52**
C). Total Amount to SG & GOV'T (A+B)	**20,920.03**
D). AGENCY FEE @ 24 to 20%	**5,020.81**
E). VALUE ADDED TAX 12%	**602.50**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**26,543.34**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER
Region XI - DAVAO REGION
Wage Order RBXI-24
DAVAO, MATI, BABAK, TAGPOPONGAN, MACO, SAN ISIDRO, BANAY-BANAY, AND MALALAG

Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	525.00
A). Amount due to Security Guard	
Average Pay Per Month	17,281.25
Night Shift Differntial Pay	576.04
13th Month Pay	1,330.73
5 Days Incentive Leave	218.75
Uniform Allowance	200.00
Sub-Total	**19,606.77**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	984.38
SSS Premium *(January 2025)*	1,850.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	432.03
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,496.41**
C). Total Amount to SG & GOV'T (A+B)	**23,103.18**
D). AGENCY FEE @ 24 to 20%	**5,544.76**
E). VALUE ADDED TAX 12%	**665.37**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**29,313.31**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region XII - Central Mindanao SOCCSKSARGEN
Wage Order No. RB XII-25
GENERAL SANTOS, GLAN, PALIMBANG. SULTAN KUDURAT AND MABILA

Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	460.00
A). Amount due to Security Guard	
Average Pay Per Month	15,141.67
Night Shift Differntial Pay	504.72
13th Month Pay	1,165.97
5 Days Incentive Leave	191.67
Uniform Allowance	200.00
Sub-Total	**17,204.03**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	862.50
SSS Premium *(January 2025)*	1,600.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	378.54
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,071.04**
C). Total Amount to SG & GOV'T (A+B)	**20,275.07**
D). AGENCY FEE @ 24 to 20%	**4,866.02**
E). VALUE ADDED TAX 12%	**583.92**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**25,725.01**

Php. _____

TOTAL AMOUNT IN WORDS:

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Name of Agency:

_____

Name of Authorized Representative
Signature

Annex "G"

FINANCIAL OFFER

Region IX - ZAMBOANGA PENINISULA Wage Order RIX - 24
Zamboanga,Ipil, Isabela, Malangas, Margosatibig, Pagadian, Dapitan, Taguilon, Sindangan and Liloy

Eight (8) Hours duty, daily including Sundays or rest days, Special Days and Holidays

Days worked per week	**7 Days**
No. of Days in a Year	**395.00**
Daily Wage	464.00
A). Amount due to Security Guard	
Average Pay Per Month	15,273.33
Night Shift Differntial Pay	509.11
13th Month Pay	1,176.11
5 Days Incentive Leave	193.33
Uniform Allowance	200.00
Sub-Total	**17,351.88**
B). Amount to Gov't in Favor of SG	
Retirement Benefit *(R.A. 7641) (DW x 22.5/12)*	870.00
SSS Premium *(January 2025)*	1,600.00
SSS-MPF *(Mandatory Provident Fund)*	
Philhealth Contribution *(January 2024)*	381.83
State Insurance Fund	30.00
Pag-ibig Contribution	200.00
Sub-Total	**3,081.83**
C). Total Amount to SG & GOV'T (A+B)	**20,433.71**
D). AGENCY FEE @ 24 to 20%	**4,904.09**
E). VALUE ADDED TAX 12%	**588.49**
G). Approved Budget per SG Minimun Contract Rate for 8 Hrs. (C+D+E)	**25,926.29**

Php. _____

TOTAL AMOUNT IN WORDS:

_____

Name of Agency:

_____

Name of Authorized Representative
Signature

PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO), INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

National Capital Region
Wage Order No. NCR-26
8 Hours Work Per Day
COST DISTRIBUTION (*Revised November 10, 2025*)

Days worked per week			**7 days**		**7 days**
No. of Days/year			**395.00**		**395.00**
	Effective Date		**July 18, 2025 Day Shift**		**July 18, 2025 Night Shift**
A. Amount to Guard					
New Daily Wage		P	695.00	P	695.00
Ave. Pay/Month (DW X No. of Days per yr/12)		P	22,877.08	P	22,877.08
Night Differential Pay (Ave. Pay/mo x 10%)			-		2,287.71
13th Month Pay (DW X 365 /12 /12)			1,761.63		1,761.63
5 Days Incentive Pay (DW x 5/12)			289.58		289.58
Uniform (Rule 48, Section 204 IRR of the R.A. 11917)			200.00		200.00
			25,128.29		27,416.00
B. Amount required by Gov't. in Favor of Guards					
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)		P	1,303.13	P	1,303.13
SSS Premium (January 2025)		*	2,000.00	*	2,000.00
SSS - WISP (Workers' Investment Savings Program)			350.00		350.00
Philhealth Contribution (January 2024)		*	571.93	*	571.93
State Insurance Fund			30.00		30.00
Pag-ibig Fund Contribution			200.00		200.00
			4,455.06		4,655.06
C. TOTAL CONTRACT COST (A+B)			29,583.35		32,071.06
D. AGENCY FEE					
Administrative Overhead and Margin			7,100.00		7,697.05
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)			852.00		923.65
F. CONTRACT RATE per Month		P	37,535.35	P	40,691.76

11/10/2025

NOTE:

1. **Reference: Worker's Statutory Monetary Benefits 2024 Handbook**
2. **Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19**
   SECTION 9. *Administrative Fee of PSAs*. -The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided,That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions. (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	29,583.35	32,071.06
Sec 9, RA 11917	20%	20%
Minimum Agency Fee-8 hrs (Admin Overhead & Margin)	5,916.67	6,414.21

3. **In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)**
4. **Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019**
5. **Total 10% Night Differential Pay should be paid to night shift guards amounting to P 2,287.**
6. **Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 202**

Certified True Copy
Issued to:

04-13-2026
COL MANUEL P ESPEJO PAF (RET)
PADPAO President

FOR GUIDELINES SCAN THIS QR CODE

With PADPAO Dry Seal

/JGC.NCR8HRS

PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO), INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

REGION 3 - Central Luzon
Wage Order No. RBIII - 26
COST DISTRIBUTION - 8 Hours Work Per Day
Area Covered: Aurora

Days worked per week		7 days	7 days	7 days	7 days
No. of Days/year		365.00	365.00	365.00	365.00
	Effective Date	October 30, 2025 Day Shift	October 30, 2025 Night Shift	April 16, 2026 Day Shift	April 16, 2026 Night Shift
A. Amount to Guard					
New Daily Wage	P	530.00	P 530.00	P 560.00	P 560.00
Ave. Pay/Month (DW X No. of Days per yr/12)	P	17,445.83	P 17,445.83	P 18,433.33	P 18,433.33
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,744.58	-	1,843.33
13th Month Pay (DW X 365 /12 /12)		1,343.40	1,343.40	1,419.44	1,419.44
5 Days Incentive Pay (DW x 5/12)		220.83	220.83	233.33	233.33
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00	200.00	200.00
		19,210.06	20,954.64	20,286.10	22,129.43
B. Amount required by Gov't. in Favor of Guards					
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)	P	993.75	P 993.75	P 1,050.00	P 1,050.00
SSS Premium (January 2025)	*	1,800.00	* 1,950.00	* 1,900.00	* 2,000.00
SSS - WISP (Workers' Investment Savings Program)					50.00
Philhealth Contribution (January 2024)	*	436.15	* 436.15	* 460.83	* 460.83
State Insurance Fund		30.00	30.00	30.00	30.00
Pag-ibig Fund Contribution		200.00	200.00	200.00	200.00
		3,459.90	3,609.90	3,640.83	3,790.83
C. TOTAL CONTRACT COST (A+B)		22,669.96	24,564.54	23,926.93	25,920.26
D. AGENCY FEE					
Administrative Overhead and Margin		5,440.79	5,895.49	5,742.46	6,220.86
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)		652.89	707.46	689.10	746.50
F.CONTRACT RATE per Month	P	28,763.64	P 31,167.49	P 30,358.49	P 32,887.62

11/10/2025

NOTE:

1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19

SECTION 9. *Administrative Fee of PSAs.*—The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided,That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions. (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	22,679.96	24,574.54	23,926.93	25,920.26
Sec 9; RA 11917	20%	20%	20%	20%
Minimum Agency Fee -8 hrs (Admin Overhead & Margin)	4,535.99	4,914.91	4,785.39	5,184.05

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,744.58 (Oct. 30,2025) & P 1,843.33 (Apr 16,2025).
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

Certified True Copy
Issued to:

04-13-2026

COL MANUEL P ESPEJO PAF (RET)
PADPAO President

/JGC.R3.8HRS

FOR GUIDELINES
SCAN THIS QR CODE

With PADPAO Dry Seal

PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO), INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

Region I - Ilocos Region
Wage Order No. Region 1-24
COST DISTRIBUTION- 8 Hours Work Per Day

Days worked per week		7 days	7 days
No. of Days/year		365.00	365.00
	Effective Date	November 19,2025 Day Shift	November 19,2025 Night Shift
A. Amount to Guard			
New Daily Wage	P	505.00	P 505.00
Ave. Pay/Month (DW X No. of Days per yr/12)	P	16,622.92	P 16,622.92
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,662.29
13th Month Pay (DW X 365 /12 /12)		1,280.03	1,280.03
5 Days Incentive Pay (DW x 5/12)		210.42	210.42
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00
		18,313.37	19,975.66
B. Amount required by Gov't. in Favor of Guards			
Retirement Benefit (R.A. 7641) (DW X 22.5 /12)	P	946.88	P 946.88
SSS Premium (January 2025)	*	1,700.00	* 1,850.00
Philhealth Contribution (January 2024)	*	415.57	* 415.57
State Insurance Fund		30.00	30.00
Pag-ibig Fund Contribution		200.00	200.00
		3,292.45	3,442.45
C. TOTAL CONTRACT COST (A+B)		21,605.82	23,418.11
D. AGENCY FEE			
Administrative Overhead and Margin		5,185.40	5,620.35
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-33-2007)		622.25	674.44
F. CONTRACT RATE per Month	P	27,413.47	P 29,712.90

11/10/2025

NOTE:

1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19
   SECTION 9. *Administrative Fee of PSAs*. -The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided,That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions.
   (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	21,605.82	23,418.11
Sec 9, RA 11917	20%	20%
Minimum Agency Fee-8 hrs (Admin Overhead & Margin)	4,321.16	4,683.62

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,662.29.
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

Certified True Copy
Issued to:
-
04-13-2026
COL MANUEL P ESPEJO PAF (RET)
PADPAO President

FOR GUIDELINES
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With PADPAO Dry Seal

/JGC.R1.8HRS

PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE
AGENCY OPERATORS (PADPAO), INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

Region II - Cagayan Valley
Wage Order No. RTWPB-2-24
COST DISTRIBUTION - 8 Hours Work Per Day

Days worked per week			7 days		7 days
No. of Days/year			365.00		365.00
	Effective Date		November 6, 2025		November 6, 2025
			Day Shift		Night Shift
A. Amount to Guard					
New Daily Wage		P	600.00	P	600.00
Ave. Pay/Month (DW X No. of Days per yr/12)		P	16,458.33	P	16,458.33
Night Differential Pay (Ave. Pay/mo x 10%)			-		1,645.83
13th Month Pay (DW X 365 /12 /12)			1,267.36		1,267.36
5 Days Incentive Pay (DW x 5/12)			208.33		208.33
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)			200.00		200.00
			18,134.02		19,779.85
B. Amount required by Gov't. in Favor of Guards					
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)		P	937.50	P	937.50
SSS Premium (January 2025)		*	1,700.00	*	1,850.00
Philhealth Contribution (January 2024)		*	411.46	*	411.46
State Insurance Fund			30.00		30.00
Pag-ibig Fund Contribution			200.00		200.00
			3,278.96		3,428.96
C. TOTAL CONTRACT COST (A+B)			21,412.98		23,208.81
D. AGENCY FEE					
Administrative Overhead and Margin			5,139.12		5,570.11
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)			616.69		668.41
F.CONTRACT RATE per month		P	27,168.79	P	29,447.33

11/10/2025

NOTE:

1. **Reference: Worker's Statutory Monetary Benefits 2024 Handbook**
2. **Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19**
   SECTION 9. *Administrative Fee of PSAs*. -The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided, That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions.
   (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	21,412.98	23,208.81
Sec 9, RA 11917	20%	20%
Minimum Agency Fee-8 hrs (Admin Overhead & Ma	4,282.60	4,641.76

3. **In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)**
4. **Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019**
5. **Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,645.83.**
6. **Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025**

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04-13-2026

COL MANUEL P ESPEJO PAF (RET)
PADPAO President

/JGC.R2.8HRS

PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO), INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

REGION 4-A (CALABARZON)
Wage Order No. Region 4-A-22
COMPONENT CITIES AND FIRST CLASS MUNICIPALITIES
Component Cities
COST DISTRIBUTION - 8 Hours Work Per Day

Days worked per week		7 days	7 days
No. of Days/year		365.00	365.00
	Effective Date	October 5, 2025 Day Shift	October 5, 2025 Night Shift
A. Amount to Guard			
New Daily Wage		P 600.00	P 600.00
Ave. Pay/Month (DW X No. of Days per yr/12)		P 19,750.00	P 19,750.00
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,975.00
13th Month Pay (DW X 365 /12 /12)		1,520.83	1,520.83
5 Days Incentive Pay (DW x 5/12)		250.00	250.00
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00
		21,720.83	23,695.83
B. Amount required by Gov't. in Favor of Guards			
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)		P 1,125.00	P 1,125.00
SSS Premium (January 2025)		* 2,000.00	* 2,000.00
SSS - WISP (Workers' Investment Savings Program)			200.00
Philhealth Contribution (January 2024)		* 493.75	* 493.75
State Insurance Fund		30.00	30.00
Pag-ibig Fund Contribution		200.00	200.00
		3,848.75	4,048.75
C. TOTAL CONTRACT COST (A+B)		25,569.58	27,744.58
D. AGENCY FEE			
Administrative Overhead and Margin		6,136.70	6,658.70
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)		736.40	799.04
F. CONTRACT RATE per Month		P 32,442.68	P 35,202.32

11/10/2025

Areas Covered:	CAVITE	Cavite City, City of Carmona, City of General Trias, Tagaytay City, Trece Martires City
	LAGUNA	City of Cabuyao, City of Calamba, City of Santa Rosa, San Pablo City
	BATANGAS	Batangas City, City of Calaca, City of Tanauan, City of Santo Tomas, LIMA Technology Center, Lipa City
	QUEZON	City of Tayabas, Lucena City

NOTE:
1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19
   SECTION 9. *Administrative Fee of PSAs.* -The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided,That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions.
   (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	25,569.58	27,744.58
Sec 9, RA 11917	20%	20%
Minimum Agency Fee-8 hrs (Admin Overhead & Margin)	5,113.92	5,548.92

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,975.00.
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

Certified True Copy
Issued to:

/JGC.R4A.8HRS 04-13-2026
COL MANUEL P ESPEJO PAF (RET)
PADPAO President

FOR GUIDELINES
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With PADPAO Dry Seal

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

12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City

Tel. Nos.: 02 8281-6057

E-mail Address: padpao_inc@yahoo.com.ph

REGION 4-A (CALABARZON)

Wage Order No. Region 4-A-22

RECLASSIFIED FIRST-CLASS MUNICIPALITIES PER DOF DO NO. 074-2024

COST DISTRIBUTION - 8 Hours Work Per Day

Days worked per week		7 days	7 days	7 days	7 days
No. of Days/year		365.00	365.00	365.00	365.00
	Effective Date	October 5, 2025 Day Shift	October 5, 2025 Night Shift	April 1, 2026 Day Shift	April 1, 2026 Night Shift
A. Amount to Guard					
New Daily Wage		P 610.00	P 610.00	P 550.00	P 550.00
Ave. Pay/Month (DW X No. of Days per yr/12)		P 16,787.50	P 16,787.50	P 16,104.17	P 16,104.17
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,678.75	-	1,810.42
13th Month Pay (DW X 365 /12 /12)		1,292.71	1,292.71	1,394.10	1,394.10
5 Days Incentive Pay (DW x 5/12)		212.50	212.50	229.17	229.17
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00	200.00	200.00
		18,492.71	20,171.46	19,927.44	21,737.86
B. Amount required by Gov't. in Favor of Guards					
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)		P 956.25	P 956.25	P 1,031.25	P 1,031.25
SSS Premium (January 2026)		* 1,700.00	* 1,900.00	* 1,850.00	* 2,000.00
SSS - WISP (Workers' Investment Savings Program)					50.00
Philhealth Contribution (January 2024)		* 419.69	* 419.69	* 452.60	* 452.60
State Insurance Fund		30.00	30.00	30.00	30.00
Pag-ibig Fund Contribution		200.00	200.00	200.00	200.00
		3,305.94	3,505.94	3,563.85	3,763.85
C. TOTAL CONTRACT COST (A+B)		21,798.65	23,677.40	23,491.29	25,501.71
D. AGENCY FEE					
Administrative Overhead and Margin		5,231.68	5,682.58	5,637.91	6,120.41
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)		627.80	681.91	676.55	734.45
F. CONTRACT RATE per Month		P 27,658.13	P 30,041.89	P 29,805.75	P 32,356.67

11/10/2025

Areas Covered:		
	CAVITE	Noveleta
	LAGUNA	Alaminos, Bay, Calauan, Nagcarlan, Pila, Siniloan
	BATANGAS	Calatagan, Ibaan, Lian, Lobo, Malvar, Padre Garcia, Taal, Talisay, Taysan
	RIZAL	Baras, Morong, Teresa
	QUEZON	Guinayangan, Lucban, Polillo, San Francisco, San Narciso

P

NOTE:

1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19

SECTION 9. *Administrative Fee of PSAs.*—The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided, That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions.

(Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	21,798.65	23,677.40	23,491.29	25,501.71
Sec 9, RA 11917	20%	20%	20%	20%
Minimum Agency Fee- 8 hrs (Admin Overhead & Margin)	4,359.73	4,735.48	4,698.26	5,100.34

stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019

5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,678.75 (Oct 5,2026) & P 1,810.42 (Apr 1, 2025).
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

Certified True Copy
Issued to:

/JGC.R4ASHRS

04-13-2026

COL MANUEL P ESPEJO PAF (RET)
PADPAO President

FOR GUIDELINES
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With PADPAO Dry Seal

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

12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

REGION 4-A (CALABARZON)
Wage Order No. Region 4-A-22
COMPONENT CITIES AND FIRST CLASS MUNICIPALITIES
First Class Municipalities
COST DISTRIBUTION - 8 Hours Work Per Day

Days worked per week		7 days	7 days
No. of Days/year		365.00	365.00
	Effective Date	October 6, 2025	October 5, 2025
		Day Shift	Night Shift
A. Amount to Guard			
New Daily Wage		P 550.00	P 550.00
Ave. Pay/Month (DW X No. of Days per yr/12)		P 16,104.17	P 16,104.17
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,610.42
13th Month Pay (DW X 365 /12 /12)		1,394.10	1,394.10
5 Days Incentive Pay (DW x 5/12)		229.17	229.17
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00
		19,927.44	21,737.86
B. Amount required by Gov't. In Favor of Guards			
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)		P 1,031.25	P 1,031.25
SSS Premium (January 2025)		* 1,850.00	* 2,000.00
SSS - WISP (Workers' Investment Savings Program)			50.00
Philhealth Contribution (January 2024)		* 452.60	* 452.60
State Insurance Fund		30.00	30.00
Pag-ibig Fund Contribution		200.00	200.00
		3,563.85	3,763.85
C. TOTAL CONTRACT COST (A+B)		23,491.29	25,501.71
D. AGENCY FEE			
Administrative Overhead and Margin		5,637.91	6,120.41
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)		676.55	734.45
F. CONTRACT RATE per Month		P 29,806.75	P 32,356.57

11/10/2025

Areas Covered:	CAVITE	Alfonso, Gen. Mariano Alvarez, Indang, Kawit, Naic, Silang, Tanza
	LAGUNA	Los Baños, Sta. Cruz
	BATANGAS	Balayan, Bauan, Lemery, Mabini, Nasugbu, Rosario, San Jose
		San Juan, San Pascual
	RIZAL	Angono, Binangonan, Pililla, Rodriguez
		San Mateo, Tanay
	QUEZON	Atimonan, Calauag, Candelaria, Catanauan, General Nakar, Gumaca, Infanta, Lopez, Mauban, Mulanay, Pagbilao, Real Sariaya, Tagkawayan, Tiaong

NOTE:

1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19
   SECTION 9. *Administrative Fee of PSAs*. -The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided,That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions.
   (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	23,491.29	25,501.71
Sec 9, RA 11917	20%	20%
Minimum Agency Fee-8 hrs (Admin Overhead & Margin)	4,698.26	5,100.34

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,810.42.
6. Uniform cost provision per PADPAO Board Resolution No. 001-2026 dated October 25, 2026

Certified True Copy
Issued for:

04-13-2026
COL MANUEL P ESPEJO PAF (RET)
PADPAO President

/JGC.R4A.8HRS

FOR GUIDELINES SCAN THIS QR CODE

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PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO), INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

MIMAROPA (Region 4-B)
Wage Order No. RB-MIMAROPA-13
8 Hours Work Per Day
Cost Distribution

Days worked per week			7 days		7 days
No. of Days/year			365.00		365.00
	Effective Date		January 1, 2026		January 1, 2026
			Day Shift		Night Shift
A. Amount to Guard					
New Daily Wage		P	455.00	P	455.00
Ave. Pay/Month (DW X No. of Days per yr/12)		P	14,977.08	P	14,977.08
Night Differential Pay (Ave. Pay/mo x 10%)			-		1,497.71
13th Month Pay (DW X 365 /12 /12)			1,153.30		1,153.30
5 Days Incentive Pay (DW x 5/12)			189.58		189.58
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)			200.00		200.00
			16,519.96		18,017.67
B. Amount required by Gov't. in Favor of Guards					
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)		P	853.13	P	853.13
SSS Premium (January 2025)			1,550.00		1,700.00
Philhealth Contribution (January 2024)			374.43		374.43
State Insurance Fund			30.00		30.00
Pag-ibig Fund Contribution			200.00		200.00
			3,007.56		3,157.56
C. TOTAL CONTRACT COST (A+B)			19,527.52		21,175.23
D. AGENCY FEE					
Administrative Overhead and Margin			4,686.60		5,082.06
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)			562.39		609.85
F.CONTRACT RATE per Month		P	24,776.51	P	26,867.14

01/06/2026

Covers the Provinces of Occidental Mindoro, Oriental Mindoro, Marinduque, Romblon and Palawan, otherwise known as MIMAROPA, including the City of Calapan, and the Highly Urbanized City of Puerto Princesa

NOTE:

1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19
   SECTION 9. *Administrative Fee of PSAs*. -The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided,That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions.
   (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	19,527.52	21,175.23
Sec 9, RA 11917	20%	20%
Minimum Agency Fee- 8 hrs (Admin Overhead & Margin)	3,905.50	4,235.05

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,497.71
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

Certified True Copy
Issued to:

04-13-2026
COL MANUEL P ESPEJO PAF (RET)
PADPAO President

/JGC.R4B.8HRS

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PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO), INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

REGION V (Bicol Region)
Wage Order No.RBV-23
8 Hours Work Per Day
COST DISTRIBUTION

Days worked per week		7 days	7 days	7 days	7 days
No. of Days/year		365.00	365.00	365.00	365.00
	Effective Date	April 8, 2026 Day Shift	April 8, 2026 Night Shift	December 1, 2026 Day Shift	December 1, 2026 Night Shift
A. Amount to Guard					
New Daily Wage	P	455.00 P	455.00 P	480.00 P	480.00
Ave. Pay/Month (DW X No. of Days per yr/12)	P	14,977.08 P	14,977.08 P	15,800.00 P	15,800.00
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,497.71	-	1,580.00
13th Month Pay (DW X 365 /12 /12)		1,153.30	1,153.30	1,216.67	1,216.67
5 Days Incentive Pay (DW x 5/12)		189.58	189.58	200.00	200.00
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00	200.00	200.00
		16,519.97	18,017.67	17,416.67	18,996.67
B. Amount to Gov't. in Favor of Guards					
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)	P	853.13 P	853.13 P	900.00 P	900.00
SSS Premium (January 2025)	*	1,550.00 *	1,700.00 *	1,600.00 *	1,800.00
Philhealth Contribution (January 2024)	*	374.43 *	374.43 *	395.00 *	395.00
State Insurance Fund		30.00	30.00	30.00	30.00
Pag-ibig Fund Contribution		200.00	200.00	200.00	200.00
		3,007.56	3,157.56	3,125.00	3,325.00
C. TOTAL AMOUNT TO GUARD & GVT.		19,527.53	21,175.23	20,541.67	22,321.67
D. AGENCY FEE					
Administrative Overhead and Margin		4,686.61	5,082.06	4,930.00	5,357.20
E. VALUE ADDED TAX (Agency fee x 12%VAT-RMC-39-2007)		562.39	609.85	591.60	642.86
F.CONTRACT RATE per Month	P	24,776.53 P	26,867.14 P	26,063.27 P	28,321.73

03/25/2026

NOTE:

1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19

SECTION 9. *Administrative Fee of PSAs.*—The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided,That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions. (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	19,527.53	21,175.23	20,541.67	22,321.67
Sec 9, RA 11917	20%	20%	20%	20%
Minimum Agency Fee- 8 hrs (Admin Overhead & Margin)	3,905.51	4,235.05	4,108.33	4,464.33

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,366.04 (Apr 8,2025) & P 1,431.88 (Dec 1, 2025).
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

FOR GUIDELINES
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Issued to:

04-13-2026

COL MANUEL P ESPEJO PAF (RET)
PADPAO President

/JGC.RS.8HRS

PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO), INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

REGION VI (Western Visayas)
Wage Order No. RBVI-29
COST DISTRIBUTION - 8 Hours Work Per Day

Days worked per week		7 days	7 days
No. of Days/year		365.00	365.00
	Effective Date	November 19, 2025	November 19, 2025
		Day Shift	Night Shift
A. Amount to Guard			
New Daily Wage	P	550.00	P 550.00
Ave. Pay/Month (DW X No. of Days per yr/12)	P	16,104.17	P 16,104.17
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,610.42
13th Month Pay (DW X 365 /12 /12)		1,394.10	1,394.10
5 Days Incentive Pay (DW x 5/12)		229.17	229.17
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00
		19,927.44	21,737.86
B. Amount required by Gov't. in Favor of Guards			
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)	P	1,031.25	P 1,031.25
SSS Premium (January 2025)	*	1,850.00	* 2,000.00
SSS - WISP (Workers' Investment Savings Program)			50.00
Philhealth Contribution (January 2024)	*	452.60	* 452.60
State Insurance Fund		30.00	30.00
Pag-ibig Fund Contribution		200.00	200.00
		3,563.85	3,763.85
C. TOTAL CONTRACT COST (A+B)		23,491.29	25,501.71
D. AGENCY FEE			
Administrative Overhead and Margin		5,637.91	6,120.41
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)		676.55	734.45
F.CONTRACT RATE per Month	P	29,805.75	P 32,356.57

11/10/2025

NOTE:

1. **Reference: Worker's Statutory Monetary Benefits 2024 Handbook**
2. **Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19**

SECTION 9. *Administrative Fee of PSAs*. -The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided,That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions.

(Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	23,491.29	25,501.71
Sec 9, RA 11917	20%	20%
Minimum Agency Fee- 8 hrs (Admin Overhead & Margin)	4,698.26	5,100.34

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,810.42.
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

Certified True Copy
Issued to:

04-13-2026
COL MANUEL P ESPEJO PAF (RET)
PADPAO President

/JGC.R6.8HRS

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Iloilo, Bacolod

PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO), INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
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E-mail Address: padpao_inc@yahoo.com.ph

REGION VII (Central Visayas)
Wage Order No. ROVII-25
Class B
COST DISTRIBUTION - 8 Hours Work Per Day

Days worked per week		7 days	7 days
No. of Days/year		395.00	395.00
	Effective Date	October 4, 2025 Day Shift	October 4, 2025 Night Shift
A. Amount to Guard			
New Daily Wage	P	500.00	P 500.00
Ave. Pay/Month (DW X No. of Days per yr/12)	P	16,458.33	P 16,458.33
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,645.83
13th Month Pay (DW X 365 /12 /12)		1,267.36	1,267.36
5 Days Incentive Pay (DW x 5/12)		208.33	208.33
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00
		18,134.02	19,779.85
B. Amount required by Gov't. in Favor of Guards			
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)	P	937.50	P 937.50
SSS Premium (January 2025)	P	1,700.00	P 1,850.00
Philhealth Contribution (January 2024)	P	411.46	P 411.46
State Insurance Fund		30.00	30.00
Pag-ibig Fund Contribution		200.00	200.00
		3,278.96	3,428.96
C. TOTAL CONTRACT COST (A+B)		21,412.98	23,208.81
D. AGENCY FEE			
Administrative Overhead and Margin		5,139.11	5,570.11
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)		616.69	668.41
F.CONTRACT RATE per Month	P	27,168.78	P 29,447.33

11/10/2025

Class B - Other Cities and Municipalities Not Covered Under Class A

NOTE:
1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19
   SECTION 9. *Administrative Fee of PSAs*. -The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided,That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions.
   (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	21,412.98	23,208.81
Sec 9, RA 11917	20%	20%
Minimum Agency Fee- 8 hrs (Admin Overhead & Margin)	4,282.60	4,641.76

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,645.83.
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

Certified True Copy
Issued to:
04-13-2026
COL MANUEL P ESPEJO PAF (RET)
PADPAO President

/JGC.R7.BHRS

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With PADPAO Dry Seal

Dumaguete, Tagbilaran, Gokongwei

PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO) INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

REGION 8 Eastern Visayas
Wage Order No. VIII-25
8 Hours Work Per Day
COST DISTRIBUTION *(Revised November 10, 2025)*

Days worked per week		7 days	7 days	7 days	7 days
No. of Days/year		395.00	395.00	395.00	395.00
	Effective Date	December 8, 2025 Day Shift	December 8, 2025 Night Shift	June 1, 2026 Day Shift	June 1, 2026 Night Shift
A. Amount to Guard					
New Daily Wage	P	452.00 P	452.00 P	470.00 P	470.00
Ave. Pay/Month (DW X No. of Days per yr/12)	P	14,878.33 P	14,878.33 P	15,470.83 P	15,470.83
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,487.83	-	1,547.08
13th Month Pay (DW X 365 /12 /12)		1,145.69	1,145.69	1,191.32	1,191.32
5 Days Incentive Pay (DW x 5/12)		188.33	188.33	195.83	195.83
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00	200.00	200.00
		16,412.36	17,900.18	17,057.98	18,605.06
B. Amount required by Gov't. in Favor of Guards					
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)	P	847.50 P	847.50 P	881.25 P	881.25
SSS Premium (January 2025)	*	1,550.00 *	1,700.00 *	1,600.00 *	1,750.00
Philhealth Contribution (January 2024)	*	371.96 *	371.96 *	386.77 *	386.77
State Insurance Fund		30.00	30.00	30.00	30.00
Pag-ibig Fund Contribution		200.00	200.00	200.00	200.00
		2,999.46	3,149.46	3,098.02	3,248.02
C. TOTAL CONTRACT COST (A+B)		19,411.82	21,049.64	20,156.00	21,853.08
D. AGENCY FEE					
Administrative Overhead and Margin		4,658.84	5,051.91	4,837.44	5,244.74
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)		559.06	606.23	580.49	629.37
F.CONTRACT RATE per Month	P	24,629.72 P	26,707.78 P	25,573.93 P	27,727.19

NOTE:

1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19
   SECTION 9. *Administrative Fee of PSAs*. -The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided, That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions. (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	19,411.82	21,049.64	20,156.00	21,853.08
Sec 9, RA 11917	20%	20%	20%	20%
Minimum Agency Fee- 8 hrs (Admin Overhead & Margin)	3,882.36	4,209.93	4,031.20	4,370.62

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,487.83 (Dec. 2025) and 1,547.08 (Jun. 2026)
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

Certified True Copy
Issued to:

04-13-2026
COL MANUEL P ESPEJO PAF (RET)
PADPAO President

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Tac Longan - dlmdc

PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO) INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

Region 10 (Northern Mindanao)
Wage Order No. RX-24 (Category II)
8 Hours Work Per Day
COST DISTRIBUTION

Days worked per week		7 days	7 days	7 days	7 days
No. of Days/year		395.00	395.00	395.00	395.00
	Effective Date	January 16, 2026 Day Shift	January 16, 2026 Night Shift	May 1, 2026 Day Shift	May 1, 2026 Night Shift
A. Amount to Guard					
New Daily Wage	P	471.00	P 471.00	P 485.00	P 485.00
Ave. Pay/Month (DW X No. of Days per yr/12)	P	15,503.75	P 15,503.75	P 15,964.58	P 15,964.58
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,550.38	-	1,596.46
13th Month Pay (DW X 365 /12 /12)		1,193.85	1,193.85	1,229.34	1,229.34
5 Days Incentive Pay (DW x 5/12)		196.25	196.25	202.08	202.08
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00	200.00	200.00
		17,093.85	18,644.23	17,596.00	19,192.46
B. Amount required by Gov't. In Favor of Guards					
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)	P	883.13	P 883.13	P 909.38	P 909.38
SSS Premium (January 2025)	*	1,600.00	* 1,750.00	* 1,650.00	* 1,800.00
Philhealth Contribution (January 2024)	*	387.59	* 387.59	* 399.11	* 399.11
State Insurance Fund		30.00	30.00	30.00	30.00
Pag-ibig Fund Contribution		200.00	200.00	200.00	200.00
		3,100.72	3,250.72	3,188.49	3,338.49
C. TOTAL CONTRACT COST (A+B)		20,194.57	21,894.95	20,784.49	22,530.95
D. AGENCY FEE					
Administrative Overhead and Margin		4,846.70	5,254.79	4,988.28	5,407.43
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)		581.60	630.57	598.59	648.89
F.CONTRACT RATE per Month	P	25,622.87	P 27,780.31	P 26,371.36	P 28,587.27

Category II: All other areas not mentioned under Wage Category I.

01/08/2026

NOTE:

1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19
   SECTION 9. *Administrative Fee of PSAs*.-The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided,That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions.
   (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	20,194.57	21,894.95	20,784.49	22,530.95
Sec 9, RA 11917	20%	20%	20%	20%
Minimum Agency Fee- 8 hrs (Admin Overhead & Margin)	4,038.91	4,378.99	4,156.90	4,506.19

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,550.38 (Jan. 2026) and P 1,596.46 (May 2026)
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

Certified True Copy
Issued to:

04-13-2026
COL MANUEL P ESPEJO PAF (RET)
PADPAO President

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Balingoan, Camiguin

PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO) INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

REGION XIII (CARAGA)
Wage Order No. RXIII-20
8 Hours Work Per Day
COST DISTRIBUTION

Days worked per week No. of Days/year		7 days 365.00	7 days 365.00	7 days 365.00	7 days 365.00
	Effective Date	January 3, 2026 Day Shift	January 3, 2026 Night Shift	May 1, 2026 Day Shift	May 1, 2026 Night Shift
A. Amount to Guard					
New Daily Wage	P	455.00 P	455.00 P	475.00 P	475.00
Ave. Pay/Month (DW X No. of Days per yr/12)	P	14,977.08 P	14,977.08 P	15,635.42 P	15,635.42
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,497.71	-	1,563.54
13th Month Pay (DW X 365 /12 /12)		1,153.30	1,153.30	1,203.99	1,203.99
5 Days Incentive Pay (DW x 5/12)		189.58	189.58	197.92	197.92
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00	200.00	200.00
		16,519.96	18,017.67	17,237.33	18,800.87
B. Amount required by Gov't. in Favor of Guards					
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)	P	853.13 P	853.13 P	890.63 P	890.63
SSS Premium (January 2025)	*	1,550.00 *	1,700.00 *	1,600.00 *	1,750.00
Philhealth Contribution (January 2024)	*	374.43 *	374.43 *	390.89 *	390.89
State Insurance Fund		30.00	30.00	30.00	30.00
Pag-ibig Fund Contribution		200.00	200.00	200.00	200.00
		3,007.55	3,157.56	3,111.52	3,261.52
C. TOTAL CONTRACT COST (A+B)		19,527.51	21,175.23	20,348.85	22,062.39
D. AGENCY FEE					
Administrative Overhead and Margin		4,686.60	5,082.06	4,883.72	5,294.97
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)		562.39	609.85	586.05	635.40
F.CONTRACT RATE per Month	P	24,776.50 P	26,867.14 P	25,818.62 P	27,992.76

Covers the Cities of Bayugan, Bislig, Butuan, Cabadbaran, Surigao, Tandag and the Provinces Dinagat Island, Agusan del Norte, Agusan del Sur, Surigao del Norte, and Surigao del Sur.

01/08/2026

NOTE:

1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19
   SECTION 9. *Administrative Fee of PSAs.*- The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided, That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions.
   (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	19,527.51	21,175.23	20,348.85	22,062.39
Sec 9, RA 11917	20%	20%	20%	20%
Minimum Agency Fee- 8 hrs (Admin Overhead & Margin)	3,905.50	4,235.05	4,069.77	4,412.48

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,497.71 (Jan. 2026) and P 1,563.54 (May 2026)
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

Certified True Copy
Issued to:

04-13-2026

COL MANUEL P ESPEJO PAF (RET)
PADPAO President

/JGC.R13.8HRS

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PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO), INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
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E-mail Address: padpao_inc@yahoo.com.ph

REGION XI (Davao Region)
Wage Order No. RB XI- 24
8 Hours Work Per Day
COST DISTRIBUTION

Days worked per week No. of Days/year Effective Date	7 days 395.00 March 13, 2026 Day Shift	7 days 395.00 March 13, 2026 Night Shift	7 days 395.00 September 01, 2026 Day Shift	7 days 395.00 September 01, 2026 Night Shift
A. Amount to Guard				
New Daily Wage	P 525.00	P 525.00	P 540.00	P 540.00
Ave. Pay/Month (DW X No. of Days per yr/12)	P 17,281.25	P 17,281.25	P 17,775.00	P 17,775.00
Night Differential Pay (Ave. Pay/mo x 10%)	-	1,728.13	-	1,777.50
13th Month Pay (DW X 365 /12 /12)	1,330.73	1,330.73	1,368.75	1,368.75
5 Days Incentive Pay (DW x 5/12)	218.75	218.75	225.00	225.00
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)	200.00	200.00	200.00	200.00
	19,030.73	20,758.86	19,568.75	21,346.25
B. Amount required by Gov't. in Favor of Guards				
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)	P 984.38	P 984.38	P 1,012.50	P 1,012.50
SSS Premium (January 2025)	* 1,750.00	* 1,950.00	* 1,800.00	* 2,000.00
Philhealth Contribution (January 2024)	* 432.03	* 432.03	* 444.38	* 444.38
State Insurance Fund	30.00	30.00	30.00	30.00
Pag-ibig Fund Contribution	200.00	200.00	200.00	200.00
	3,396.41	3,596.41	3,486.88	3,686.88
C. TOTAL CONTRACT COST (A+B)	22,427.14	24,355.27	23,055.63	25,033.13
D. AGENCY FEE				
Administrative Overhead and Margin	5,382.51	5,845.26	5,533.35	6,007.95
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)	645.90	701.43	664.00	720.95
F.CONTRACT RATE per Month	P 28,455.55	P 30,901.96	P 29,252.98	P 31,762.03

NOTE:
1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19
   SECTION 9. *Administrative Fee of PSAs.* -The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided, That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions.
   (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	22,427.14	24,355.27	23,055.63	25,033.13
Sec 9, RA 11917	20%	20%	20%	20%
Minimum Agency Fee- 8 hrs (Admin Overhead & Margin)	4,485.43	4,871.05	4,611.13	5,006.63

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,728.13 (March 2026) and P 1,777.50 (September 2026)
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

Certified True Copy
Issued to:
04-13-2026
COL MANUEL P ESPEJO PAF (RET)
PADPAO President

/JGC.R11.8HRS

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PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO) INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
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E-mail Address: padpao_inc@yahoo.com.ph

REGION XII (SOCCSKSARGEN)
Wage Order No. RB XII-25
COST DISTRIBUTION - 8 Hours Work Per Day

Days worked per week		7 days	7 days	7 days	7 days
No. of Days/year		365.00	365.00	365.00	365.00
	Effective Date	November 2, 2025	November 2, 2025	December 15, 2025	December 15, 2025
		Day Shift	Night Shift	Day Shift	Night Shift
A. Amount to Guard					
New Daily Wage	P	450.00	P 450.00	P 460.00	P 460.00
Ave. Pay/Month (DW X No. of Days per yr/12)	P	14,812.50	P 14,812.50	P 15,141.67	P 15,141.67
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,481.25	-	1,514.17
13th Month Pay (DW X 365 /12 /12)		1,140.63	1,140.63	1,165.97	1,165.97
5 Days Incentive Pay (DW x 5/12)		187.50	187.50	191.67	191.67
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00	200.00	200.00
		16,340.63	17,821.88	16,699.31	18,213.48
B. Amount required by Gov't. in Favor of Guards					
Retirement Benefit (R.A. 7641) (DW x 22.5/12)	P	843.75	P 843.75	P 862.50	P 862.50
SSS Premium (January 2025)	*	1,560.00	* 1,650.00	* 1,550.00	* 1,700.00
Philhealth Contribution (January 2024)	*	370.31	* 370.31	* 378.54	* 378.54
State Insurance Fund		30.00	30.00	30.00	30.00
Pag-Ibig Fund Contribution		200.00	200.00	200.00	200.00
		2,944.06	3,094.06	3,021.04	3,171.04
C. TOTAL CONTRACT COST (A+B)		19,284.69	20,915.94	19,720.35	21,384.52
D. AGENCY FEE					
Administrative Overhead and Margin		4,628.33	5,019.83	4,732.88	5,132.29
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)		555.40	602.38	567.95	615.87
F.CONTRACT RATE per Month	P	24,468.42	P 26,538.15	P 25,021.18	P 27,132.68

11/10/2025

Areas Covered: General Santos, Kidapawan, Koronadal and Tacurong, Province of North Cotabato, (Except the 63 Barangays that are now part of the BARMM), Saranggani, South Cotabato and Sultan Kudarat

NOTE:
1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19
   SECTION 9. *Administrative Fee of PSAs*.—The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided,That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions. (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	19,284.69	20,915.94	19,700.35	21,384.52
Sec 9, RA 11917	20%	20%	20%	20%
Minimum Agency Fee-8 hrs (Admin Overhead & Margin)	3,856.94	4,183.19	3,940.07	4,276.90

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025. (SSS Circular No. 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,481.25 (Nov 2, 2025) & P 1,514.17 (Dec 15, 2025).
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

Certified True Copy
Issued for:
04-13-2026
COL MANUEL P ESPEJO PAF (RET)
PADPAO President

IJGC.R12.8HRS

FOR GUIDELINES
SCAN THIS QR CODE

WITH PADPAO DRY SEAL

PHILIPPINE ASSOCIATION OF DETECTIVE AND PROTECTIVE AGENCY OPERATORS (PADPAO) INC.
12-H, 18th Avenue, Brgy. San Roque, Murphy, Quezon City
Tel. Nos.: 02 8281-6057
E-mail Address: padpao_inc@yahoo.com.ph

REGION IX (ZAMBOANGA PENINSULA)
Wage Order No. RIX - 24
8 Hours Work Per Day
COST DISTRIBUTION

Days worked per week		7 days	7 days	7 days	7 days
No. of Days/year		365.00	365.00	365.00	365.00
	Effective Date	January 1, 2026 Day Shift	January 1, 2026 Night Shift	June 1, 2026 Day Shift	June 1, 2026 Night Shift
A. Amount to Guard					
New Daily Wage	P	439.00	P 439.00	P 464.00	P 464.00
Ave. Pay/Month (DW X No. of Days per yr/12)	P	14,450.42	P 14,450.42	P 15,273.33	P 15,273.33
Night Differential Pay (Ave. Pay/mo x 10%)		-	1,445.04	-	1,527.33
13th Month Pay (DW X 365 /12 /12)		1,112.74	1,112.74	1,176.11	1,176.11
5 Days Incentive Pay (DW x 5/12)		182.92	182.92	193.33	193.33
Uniform (Rule 43, Section 204 IRR of the R.A. 11917)		200.00	200.00	200.00	200.00
		15,946.08	17,391.12	16,842.77	18,370.10
B. Amount required by Gov't. in Favor of Guards					
Retirement Benefit (R.A. 7641) (DW x 22.5 /12)	P	823.13	P 823.13	P 870.00	P 870.00
SSS Premium (January 2025)	*	1,500.00	* 1,650.00	* 1,550.00	* 1,700.00
Philhealth Contribution (January 2024)	*	361.26	* 361.26	* 381.83	* 381.83
State Insurance Fund		30.00	30.00	30.00	30.00
Pag-ibig Fund Contribution		200.00	200.00	200.00	200.00
		2,914.39	3,064.39	3,031.83	3,181.83
C. TOTAL CONTRACT COST (A+B)		18,860.47	20,455.51	19,874.60	21,551.93
D. AGENCY FEE					
Administrative Overhead and Margin		4,526.51	4,909.32	4,769.90	5,172.46
E. VALUE ADDED TAX (Agency Fee x 12%VAT-RMC-39-2007)		543.18	589.12	572.39	620.70
F.CONTRACT RATE per Month	P	23,930.16	P 25,953.95	P 25,216.89	P 27,345.09

01/08/2026

NOTE:

1. Reference: Worker's Statutory Monetary Benefits 2024 Handbook
2. Based on Law of R.A. 11917 and DOLE D.O. 150-16 / Advisory No. 15-19
   SECTION 9. *Administrative Fee of PSAs*. -The minimum administrative fee that may be charged by PSAs to its clients shall not be less than twenty percent (20%) of the total contract cost, subject to adjustment by the Department of Labor and Employment: Provided,That additional fees shall be charged for the acquisition and maintenance of extraneous tools and equipment used for security operation by the agency or required by the clients and for the continuous deployment of PSPs in hazardous conditions.
   (Section 372, IRR RA11917)

C. TOTAL CONTRACT COST (A+B)	18,860.47	20,455.51	19,874.60	21,551.93
Sec 9, RA 11917	20%	20%	20%	20%
Minimum Agency Fee- 8 hrs (Admin Overhead & Margin)	3,772.09	4,091.10	3,974.92	4,310.39

3. In compliance to the new salary bracket coverage of SSS in accordance to Republic Act 11199 effective January 1, 2025: (SSS Circular No: 2024-006)
4. Effective January 1, 2024, Philhealth implemented the new premium schedule for all Direct Contributors as stipulated in Section 10 of the Republic Act No. 11223 or the Universal Health Care (UHC) Act of 2019
5. Total 10% Night Differential Pay should be paid to night shift guards amounting to P 1,445.04 (Jan. 2026) and P 1,527.33 (Jun. 2026)
6. Uniform cost provision per PADPAO Board Resolution No. 001-2025 dated October 25, 2025

FOR GUIDELINES
SCAN THIS QR CODE

With PADPAO Dry Seal

Certified True Copy
Issued to:

04-13-2026

COL MANUEL P ESPEJO PAF (RET)
PADPAO President

/JGC.R9.8HRS

Section VIII. Philippine Bidding Document Related Forms

Bid Form for Procurement of Goods

[Note: The duly accomplished form shall be submitted with the Bid]

BID FORM

Project Identification No.: *[Insert number]*

To: [Name of Procuring Entity]

Having examined the Philippine Bidding Documents (PBD) including the Supplemental Bid Bulletin Numbers [insert numbers], the receipt of which is hereby duly acknowledged, we, the undersigned, declare that:

a) I/We have no reservation to the PBD, including the Supplemental Bid Bulletins, for the Procurement Project [Project Title];

b) Select one, delete the other

- I/We undertake to deliver the Goods in accordance with the delivery schedule in the Schedule of Requirements;
- I/We offer to execute the Works for this Contract in accordance with the PBD;

c) The total price of our Bid in words and figures, excluding any discount offered below, is *[insert information]*

d) The discounts offered and the methodology for their application, if any, are: *[insert information];* or indicate N/A if no discount offered]

e) The total bid price in words and figures, after applying the applicable discount, includes the cost of all taxes, such as, but not limited to *[specify the applicable taxes, e.g. (i) value added tax (VAT), (ii) income tax, (iii) local taxes, and (iv) other fiscal levies and duties]*, which are itemized in the *[Select one, delete the other:* the Price Schedules/ Detailed Estimates].

f) This Bid shall remain valid within a period stated in the PBD, and it shall be binding upon me/us at any time before the expiration of that period;

g) If our bid is accepted, I/we commit to enter to a contract and provide a performance security in the form, amounts, and within the times prescribed in the PBD, and hereby acknowledge the consequences under the IRR of RA No. 12009 on forfeiture of Bid Security or enforcement of Bid Securing Declaration and on Blacklisting.

Until a formal Contract is prepared and executed, this Bid, together with your written acceptance thereof and your Notice of Award, shall be binding upon the Bidder.

I/We understand that you are not bound to accept the Lowest Calculated Bid or any Bid you may receive.

I/We certify/confirm that we comply with the eligibility requirements pursuant to the PBD.

The undersigned is authorized to submit the bid on behalf of [Name of the Bidder] as evidenced by the attached [State the Written Authority].

I/We acknowledge that failure to sign each and every page of this Bid Form, including the attached Schedule of Prices, shall be a ground for the rejection of our bid.

Duly authorized to sign the Bid for and behalf of:

[Insert Bidder's Name]

[Signature over Printed Name]
[Position/Designation]
[Date]

Price Schedule for Goods

Name of Bidder _____. Project ID No. _____. Page _ of _____

Pricing Details for Goods Offered from Within the Philippines

1	2	3	4	5	6	7	8	9	10
Item	Description	Source of Domestic Product, as certified by the Relevant Agency	Quantity	Unit price exw per item	Transportation and all other costs incidental to delivery, per item	Sales and other taxes payable if Contract is awarded, per item	Cost of Incidental Services, if applicable, per item	Total Price, per unit (col 5+6+7+8)	Total Price delivered Final Destination (col 9) x (col 4)

Summary of Bid Prices

The Procuring Entity may modify the table below as necessary to comply with the requirements of the Procurement Project.

1	2	3	4
Item No.	Item	Particulars / Description	Total Amount

Name:_____

Signature:_____

Duly authorized to sign the Bid for and behalf of:_____

Price Schedule for Goods

Name of Bidder _____. Project ID No. _____. Page _ of _____

Pricing Details for Goods Offered from Abroad

1	2	3	4	5	6	7	8	9
Item	Description	Country of origin	Quantity	Unit price CIF port of entry (specify port) or CIP named place (specify border point or place of destination)	Total CIF or CIP price per item (col. 4 x 5)	Unit Price Delivered Duty Unpaid (DDU)	Unit price Delivered Duty Paid (DDP)	Total Price delivered DDP (col 4 x 8)

Summary of Bid Prices

The Procuring Entity may modify the table below as necessary to comply with the requirements of a specific Project.

1	2	3	4
Item No.	Item	Particulars / Description	Total Amount

Name:_____

Signature:_____

Duly authorized to sign the Bid for and behalf of:_____

Contract Form

[Note: The duly accomplished form is not required to be submitted with the Bid but shall be submitted within ten (10) days after receiving the Notice of Award]

CONTRACT FOR [Insert Project Title]

This CONTRACT executed on the _____ day of _____ 20_____ by and between:

[Name of Procuring Entity], a government agency of the Republic of the Philippines, hereinafter called "the Entity";

-and-

[Name of Supplier /Contractor/ Consultant] a company duly organized and existing under the laws of [city and country], with principal office at [insert address], hereinafter called "the Supplier".

WHEREAS, the Entity invited Bids for certain goods and services/works/consulting services, particularly *[Brief description of Project]*;

WHEREAS, the Supplier/Contractor/Consultant submitted a responsive bid and was awarded the contract for the procurement in the total amount of *[Contract price in words and figures, including currency]*, hereinafter referred to as the "Contract Price."

NOW, THEREFORE, for and in consideration of the foregoing premises, the parties hereby agree as follows:

2. Unless otherwise stated, terms and expressions used in this Contract shall have the same meanings as those assigned to them in the Conditions of Contract, which form an integral part of this Contract.

3. The following documents as required by the Implementing Rules and Regulations of Republic Act No. 12009 shall form part and be read and construed as integral parts of this Contract, *viz.*:

    a. Philippine Bidding Document (PBD); *[Select one, delete the others]*

    - *For Procurement of Goods*

        i. Invitation to Bid;
        ii. Instruction to Bidders;
        iii. Bid Form, including all the documents/statements contained in the Bidder's bidding envelopes, as annexes, and all other documents submitted (e.g., Bidder's response to request for clarifications on the bid), including corrections to the bid, if any, resulting from the Procuring Entity's bid evaluation;
        iv. Bid Data Sheet;
        v. Schedule of Requirements;
        vi. Technical Specifications;
        vii. General and Special Conditions of Contract;
        viii. Supplemental Bid Bulletins, if any; and

ix. Other contract documents that may be required by existing laws and/or the Entity.

- *For Procurement of Infrastructure Projects*

i. Drawings/Plans;
ii. Specifications;/Scope of Work;
iii. Bill of Quantities;
iv. General and Special Conditions of Contract; and
v. Supplemental Bid Bulletins, if any;

- *For Procurement of Consulting Services*

i. General and Special Conditions of Contract;
ii. Terms of Reference;
iii. Request for Expression of Interest;
iv. Instructions to Bidders;
v. Bid Data Sheet;
vi. Addenda and/or Supplemental/Bid Bulletins, if any;
vii. Bid forms, including all the documents/statements contained in the Bidder's bidding envelopes, as annexes, and all other documents/ statements submitted (*e.g.*, bidder's response to request for clarifications on the bid), including corrections to the bid, if any, resulting from the Procuring Entity's bid evaluation;
viii. Eligibility requirements, documents and/or statements;
ix. Performance Security;
x. Notice of Award of Contract and the Bidder's *conforme* thereto; and
xi. Other contract documents that may be required by existing laws and/or the Entity.

b. Winning bidder's bid, including the Eligibility Requirements, Technical and Financial Proposals, and all other documents or statements submitted;

c. Performance Security;

d. Notice of Award of Contract; and the Bidder's Conforme thereto; and

e. Other contract documents that may be required by existing laws and/or the Procuring Entity concerned in the PBD, such as but not limited to the Notice to Proceed and Warranty Security.

3. In consideration of the Contract Price of *[Contract Price in words and figures]*, or such other sums as may be determined in accordance with the terms of the Contract, the Supplier/Contractor/Consultant agrees to deliver and perform the items and related services for the *[Project Title]* described herein in accordance with the terms and conditions specified in the Contract and its annexed documents.

4. The *[Name of the Procuring Entity]* agrees to pay the above-mentioned sum to the Supplier/Contractor/Consultant in accordance with the schedule and manner provided in the Bidding Documents and its annexes.

5. Any dispute, difference, or claim arising out of or relating to this Contract, including its existence, validity, interpretation, breach, or termination thereof, may be submitted to arbitration or other form of alternative dispute resolution in accordance with the

applicable law, such as Republic Act No. 9285 (Alternative Dispute Resolution Act of 2004) or Executive Order No 1008, series 1985 (Construction Industry Arbitration Law).

IN WITNESS WHEREOF, the parties hereto have caused this Contract to be executed in accordance with the laws of the Republic of the Philippines on the day and year first above written.

For the Procuring Entity	*For the Bidder*
Head of the Procuring Entity or Duly Authorized Representative	Duly authorized to sign the Contract for and behalf of *[Bidders Name]*:
[Signature over Printed Name] *[Position/Designation]* *[Date]*	*[Signature over Printed Name]* *[Position/Designation]* *[Date]*

Signed in the presence of:

[Name and Signature] *Witness – Procuring Entity*	*[Name and Signature]* *Witness- Supplier*

ACKNOWLEDGMENT

BEFORE ME, A Notary Public for and in the _____, City/Province of _____, this _____ day of _____, 20_____, personally appeared the above-named persons who have satisfactorily proven to me their identity, through their identifying documents written below their names and signatures, that they are the same persons who executed and voluntarily signed the foregoing instrument consisting of ____ pages, including this page where this Acknowledgement is written, which they acknowledged before me as their free and voluntary act and deed.

WITNESS MY HAND AND SEAL this ___ day of *[month] [year]*.

NAME OF NOTARY PUBLIC

Notarial Commission No. _____
Notary Public for _____ until _____
Roll of Attorneys No. _____
PTR No. __, *[date issued], [place issued]*
IBP No. __, *[date issued], [place issued]*

Doc. No. _____
Page No. _____
Book No. _____
Series of _____

Omnibus Sworn Statement Form

[Note: The duly accomplished form shall be submitted with the Bid]

REPUBLIC OF THE PHILIPPINES)
CITY/MUNICIPALITY OF _____) S.S.

OMNIBUS SWORN STATEMENT

I, *[Name of Affiant]*, of legal age, *[Civil Status]*, *[Nationality]*, and with residence at [*Address of Affiant]*, after having been duly sworn in accordance with law, do hereby depose and state that:

1. *Select one, delete the others:*

   - *If sole proprietorship:* I am the sole proprietor or authorized representative of *[Name of Bidder]* with office address at *[Address of Bidder]*;

   - *If partnership, corporation, cooperative, or joint venture:* I am the duly authorized and designated representative of *[Name of Bidder]* with office address at *[Address of Bidder]*;

   - *If individual consultant not registered under a sole proprietorship, in case of Consulting Services:* I am the individual consultant or authorized representative of *[Name of Bidder]* with office address at *[Address of Bidder]*;

2. ***Select one, delete the others:***

   - *If sole proprietorship:* As the owner and sole proprietor or authorized representative of *[Name of Bidder]*, I have full power and authority to do, execute and perform any and all acts necessary to participate, submit the bid, and to sign and execute the ensuing contract for *[Project Title]* of the *[Name of the Procuring Entity][insert* "as supported by the attached duly notarized Special Power of Attorney" *for authorized representative]*;

   - *If partnership, corporation, cooperative, or joint venture:* I am granted full power and authority to do, execute and perform any and all acts necessary to participate, submit the bid, and to sign and execute the ensuing contract for *[Project Title]* of the *[Name of the Procuring Entity]*, as supported by the attached duly notarized Special Power of Attorney, Board/Partnership Resolution, or Secretary's Certificate, whichever is applicable;

   - *If individual consultant not registered under a sole proprietorship, in case of Consulting Services:* As the individual consultant or authorized representative of *[Name of Bidder]*, I have full power and authority to do, execute and perform any and all acts necessary to participate, submit the bid, and to sign and execute the ensuing contract for *[Project Title]* of the *[Name of the Procuring Entity]*, as supported by the attached duly notarized Special Power of Attorney *for authorized representative*;

3. *[Name of Bidder]* is not "blacklisted" or barred from bidding by the Government of the Philippines or any of its agencies, offices, corporations, or Local Government Units, foreign government/foreign or international financing institution whose blacklisting rules have been recognized by the Government Procurement Policy Board; by itself or by relation, membership, association, affiliation, or controlling interest with another blacklisted person or entity;

4. Each of the documents submitted in satisfaction of the bidding requirements is an authentic copy of the original, complete, and all statements and information provided therein are true and correct;

5. *[Name of Bidder]* is authorizing the Head of the Procuring Entity or its duly authorized representative(s) to verify all the documents submitted;

6. *Select one, delete the others:*

   - *If sole proprietorship :* The *[Name of Bidder]* and its spouse are not related by consanguinity or affinity up to the third civil degree to the Head of the Procuring Entity, Procurement Agent (if engaged), End-User or Implementing Unit, project consultants, head of the Project Management Office, or the members of the Bids and Awards Committee (BAC), the Technical Working Group, and the BAC Secretariat;

   - *If partnership :* The partnership itself and the partners of *[Name of Bidder]* are not related by consanguinity or affinity up to the third civil degree to the Head of the Procuring Entity, Procurement Agent (if engaged), End-User or Implementing Unit, project consultants, head of the Project Management Office, or the members of the Bids and Awards Committee (BAC), the Technical Working Group, and the BAC Secretariat;

   - *If cooperative:* The cooperative itself and members of the board of directors, general manager, or chief executive officer of *[Name of Bidder]* are not related by consanguinity or affinity up to the third civil degree to the Head of the Procuring Entity, Procurement Agent (if engaged), End-User or Implementing Unit, project consultants, head of the Project Management Office, or the members of the Bids and Awards Committee (BAC), the Technical Working Group, and the BAC Secretariat;

   - *If corporation, or joint venture:* The corporation or joint venture itself, and officers, directors, and controlling stockholders of *[Name of Bidder]* are not related by consanguinity or affinity up to the third civil degree to the Head of the Procuring Entity, Procurement Agent (if engaged), End-User or Implementing Unit, project consultants, head of the Project Management Office, or the members of the Bids and Awards Committee (BAC), the Technical Working Group, and the BAC Secretariat;

   - *If individual consultant not registered under a sole proprietorship, in case of Consulting Services:* The individual consultant and its spouse are not related by consanguinity or affinity up to the third civil degree to the Head of the Procuring Entity, Procurement Agent (if engaged), End-User or Implementing Unit, project consultants, head of the Project Management Office, or the members of the Bids and Awards Committee (BAC), the Technical Working Group, and the BAC Secretariat;

7. It is understood that failure to faithfully disclose its relationship with the Head of the Procuring Entity, members of the BAC, the TWG, and the BAC Secretariat, the head of the PMO or the end-user unit or implementing unit, and the project consultants of the Procuring Entity, or of the procurement agent by consanguinity or affinity up to the third civil degree, as well as its submission of beneficial ownership information containing false entries shall be subject to blacklisting under Section 100 of the Implementing Rules and Regulations (IRR) of Republic Act (RA) No. 12009, without prejudice to criminal and civil liabilities under applicable laws, including their accessory penalties, if any.

Select one, delete the rest:

- *In case of corporations: [Name of Bidder]* declares its beneficial ownership information consistent with its updated General Information Sheet or Beneficial Ownership Declaration Form or any other document duly submitted to the SEC and has maintained a valid and updated file therein in compliance with Sections 20.2.9.1, 81, and 82 of the IRR of RA No. 12009.

- *In case of Foreign Bidders: [Name of Bidder]* submitted an appropriate equivalent document in English issued by the country of the bidder concerned in accordance with Section 20.2.9.2 of the IRR of RA No. 12009.

8. *[Name of Bidder]* complies with existing labor laws and standards; and

9. *[Name of Bidder]* is aware of and has undertaken the following responsibilities as a Bidder:

    a) Carefully examine all of the Bidding Documents;

    b) Acknowledge all conditions, local or otherwise, affecting the implementation of the Contract;

    c) Made an estimate of the facilities available and needed for the contract to be bid, if any; and

    d) Inquire or secure Supplemental Bid Bulletin(s) issued for the *[Project Title]*.

10. *[Name of Bidder]* did not give or pay directly or indirectly, any commission, amount, fee, or any form of consideration, pecuniary or otherwise, to any person or official, personnel or representative of the government in relation to any procurement project or activity.

11. In case advance payment was made or given to *[Name of Bidder]*, failure to perform or deliver any of the obligations and undertakings in the contract shall be sufficient grounds to constitute criminal liability under existing laws.

IN WITNESS WHEREOF, I have hereunto set my hand this __ day of ___, 20__ at _____, Philippines.

Duly authorized to sign the Bid for and behalf of:

[Insert Bidder's Name]

[Affiant's Signature over Printed Name]
[Position/Designation]
[Date]

JURAT

SUBSCRIBED AND SWORN to before me this _____ day of *[month] [year]* at *[place of execution]*, Philippines. Affiant/s is/are personally known to me and was/were identified by me through competent evidence of identity as defined in the 2004 Rules on Notarial Practice (A.M. No. 02-8-13-SC). Affiant/s exhibited to me his/her *[insert type of government identification card used]*, with his/her photograph and signature appearing thereon, with no. _____.

WITNESS MY HAND AND SEAL this ___ day of *[month] [year]*.

NAME OF NOTARY PUBLIC
Notarial Commission No. _____
Notary Public for _____ until _____
Roll of Attorneys No. _____
PTR No. __, *[date issued], [place issued]*
IBP No. __, *[date issued], [place issued]*

Doc. No. _____
Page No. _____
Book No. _____
Series of _____.

Bid Securing Declaration Form

[The duly accomplished form shall be submitted with the Bid if bidder opts to provide this type of bid security]

REPUBLIC OF THE PHILIPPINES)
CITY/MUNICIPALITY OF _____) S.S.

BID SECURING DECLARATION

Project Identification No.: *[Number]*

To: *[Insert name of the Procuring Entity]*

I/We, the undersigned, declare that:

1) I/We understand that, according to your conditions, bids must be supported by a Bid Security, which may be in the form of a Bid Securing Declaration;

   [Insert paragraph for Unsolicited Offer with Bid Matching]

   I/We understand that upon conferment of the original offeror status under Section 30.6 of the Implementing Rules and Regulations (IRR) of Republic Act (RA) No. 12009, the offeror shall submit a Bid Securing Declaration within ten (10) days from the receipt of the certificate of conferment;

2) Select one, delete the other:

   - I/We accept that: (a) I/we will be automatically disqualified from bidding for any procurement contract with any Procuring Entity upon receipt of your Blacklisting Order; and, (b) I/we will pay the applicable fine provided under the Guidelines on the Use of Bid Securing Declaration, within fifteen (15) days from receipt of the written demand by the Procuring Entity for the commission of acts resulting to the enforcement of the Bid Securing Declaration under Sections 52.2 (a), 63.2, 69.1 and 100, except 100.3 (c),of the IRR of Republic Act No. 12009; without prejudice to other legal action the government may undertake; and

   (For Unsolicited Offer with Bid Matching)

   - I/We accept that: I/we will be automatically disqualified from any procurement opportunity of the Procuring Entity for a period of one (1) year on the first offense, two (2) years on the second offense, and perpetually on the third offense without prejudice to other legal action the government may undertake.

3) I/We understand that this Bid Securing Declaration shall cease to be valid on the following circumstances:

   a) Upon expiration of the bid validity period, or any extension thereof pursuant to your request;

   b) I am/we are declared ineligible or post-disqualified upon receipt of your notice to such effect, and (i) I/we failed to timely file a request for reconsideration or (ii) I/we filed a waiver to avail of said right;

[Insert this paragraph for Unsolicited Offer with Bid Matching]

b) Upon contract award and the LCCRB is not the original offeror; or

c) I am/we are declared the bidder with the *[Insert Award Criterion[1]]* and I/we have furnished the performance security and signed the Contract.

IN WITNESS WHEREOF, I/We have hereunto set my/our hand/s this ____ day of *[month] [year]* at *[place of execution]*.

Duly authorized to sign the Bid for and behalf of:

[Insert Bidder's Name]

[Signature over Printed Name]
[Position/Designation]
[Date]

JURAT

SUBSCRIBED AND SWORN to before me this _____ day of *[month] [year]* at *[place of execution]*, Philippines. Affiant/s is/are personally known to me and was/were identified by me through competent evidence of identity as defined in the 2004 Rules on Notarial Practice (A.M. No. 02-8-13-SC). Affiant/s exhibited to me his/her *[insert type of government identification card used]*, with his/her photograph and signature appearing thereon, with no. _____.

WITNESS MY HAND AND SEAL this ___ day of *[month] [year]*.

NAME OF NOTARY PUBLIC
Notarial Commission No. _____
Notary Public for _____ until _____
Roll of Attorneys No. _____
PTR No. __, *[date issued], [place issued]*
IBP No. __, *[date issued], [place issued]*

Doc. No. _____
Page No. _____
Book No. _____
Series of _____.

NET FINANCIAL CONTRACTING CAPACITY (NFFC) COMPUTATION

A. The values of the bidder's current assets and current liabilities shall be based on the data submitted to the BIR, through its Electronic Filing and Payment System (EFPS).

		Year 20__
1.	Total Assets	
2.	Current Assets	
3.	Total Liabilities	
4.	Current Liabilities	
5.	Net Worth (1-3)	
6.	Net Working Capital (2-4)	

B. The Net Financial Contracting Capacity (NFCC) based on the above data is computed as follows:

NFCC = [(Current asset minus current liabilities) (15)] minus the value of all outstanding or uncompleted portions of the projects under ongoing contracts, including awarded contracts yet to be started, coinciding with the contract to be bid

NFCC = Php _____

K = 15

Herewith attached are certified true copies of the income tax return and audited financial statement: stamped "RECEIVED" by the BIR or BIR authorized collecting agent for the immediately preceding year.

Submitted by:

_____
Name of Supplier/Distributor/Manufacturer

_____
Signature of Authorized Representative

STATEMENT OF THE BIDDER'S ONGOING GOVERNMENT AND PRIVATE CONTRACTS, INCLUDING CONTRACTS AWARDED BUT NOT YET STARTED

This is to certify that _____ has the following ongoing government and private contracts, including contracts awarded but not yet started:

NAME OF THE CONTRACT	DATE OF THE CONTRACT	CONTRACT DURATION	OWNER'S NAME & ADDRESS	KINDS OF GOODS/ SERVICES DELIVERED	AMOUNT OF CONTRACT	VALUE OF OUTSTANDING CONTRACT	DATE OF DELIVERY

*PROOF OF CONTRACT TO BE PRESENTED AT POST-QUALIFICATION.

_____
Name and Signature of Authorized Representative

_____
Date

STATEMENT OF THE BIDDER'S SINGLE LARGEST COMPLETED CONTRACT (SLCC) SIMILAR TO THE CONTRACT TO BE BID

This is to certify that _____ has completed the following:

NAME OF THE CONTRACT	DATE OF THE CONTRACT	CONTRACT DURATION	OWNER'S NAME & ADDRESS	KINDS OF GOODS	AMOUNT OF COMPLETED CONTRACT/S	DATE OF DELIVERY	END USER'S ACCEPTANCE OR OFFICIAL RECEIPT(S) OR SALES INVOICE ISSUED FOR THE CONTRACT*

*TO BE ATTACHED TO THE STATEMENT

_____
Name and Signature of Authorized Representative

_____
Date