

Panama Overtime Calculation Chart

Overtime Hours	Day Premium (in percentages)	Night Premium (in percentages)
Overtime hours less than 3 hours per day and 9 hours per week	RT x 1.25	RT x 1.5
Overtime hours more than 3 hours per day and 9 hours per week	RT x 1.75	RT x 1.75
Overtime hours less than 3 hours per day and 9 hours per week: Mixed shift	RT x 1.5	RT x 1.75
Overtime hours with an excess of 3 Hours daily or 9 Weekly : Mixed shift	RT x 1.75	RT x 1.75
Overtime hours less than 3 hours per day and 9 hours per week on a National Holiday	(RT x 2.5) x 1.25	(RT x 2.5) x 1.5
Overtime hours less than 3 hours per day and 9 hours per week on a National Holiday : Mixed shift	(RT x 2.5) x 1.5	(RT x 2.5) x 1.75
Overtime hours on a National Holiday in excess of 3 hours per day and 9 hours per week	(RT x 2.5) x 1.75	(RT x 2.5) x 1.75
Overtime hours on a National Holiday in excess of 3 hours per day and 9 hours per week : Mixed shift	(RT x 2.5) x 1.75	(RT x 2.5) x 1.75
Overtime hours less than 3 hours per day and 9 hours per week on a Sunday or weekly rest day	(RT x 1.5) x 1.25	(RT x 1.5) x 1.5
Overtime hours less than 3 hours per day and 9 hours per week on a Sunday or weekly rest day : Mixed shift	(RT x 1.5) x 1.5	(RT x 1.5) x 1.75
Overtime hours on a Sunday or weekly rest day in excess of 3 hours per day and 9 hours per week	(RT x 1.5) x 1.75	(RT x 1.5) x 1.75
Overtime hours on a Sunday or weekly rest day in excess of 3 hours per day and 9 hours per week: Mixed	(RT x 1.5) x 1.75	(RT x 1.5) x 1.75