

Philippines Holiday Pay Calculation Table

Sr No	Day	Double Holiday	Regular Holiday	Special (Non-Working) Day
1	Not Working	RTx 200%	RTx 100%	NIL
2	Working	RTx300% 3	RTx 200% 2	RTx130% 1.3
3	OT (excess of 8 hrs)	RTx 300% x 130% x (no of hrs worked) 3x1.3=3.9	RT x 200% x 130% x (no of hrs worked) 2x1.3=2.6	RT x 130% x 130% x (no of hrs worked) 1.3x1.3=1.69
4	Rest Day +Working	[RTx300%]+[30% x (RTx 300%)] 3.9	[RT x 200%] +[30% x (RTx 200%)] 2.6	RTx150% 1.5
5	Rest Day + Working + OT	RTx300% x 130% x 130% x number of hours worked 3.9x1.3=5.07	RTx 200% x 130% x 130% x number of hours worked 2.6x1.3=3.38	RTx 150% x 130% x (no of hours worked) 1.5x1.3=1.95
6	Night Shift Working	RTx300%x 110% 3x1.1=3.3	RTx 200%x110% 2x1.1=2.2	RTx130%x110% 1.3x1.1=1.43
7	Night Shift + OT	RTx 300% x 130% x (no of hrs worked)X110% 3 x 1.1 x 1.3 = 4.29	RT x 200% x 130% x (no of hrs worked)x110% 2 x 1.1 x 1.3 = 2.86	RT x 130% x 130% x (no of hrs worked)x110% 1.3 x 1.1 x 1.3 = 1.859
8	Night Shift + Rest Day	[RTx300%]+[30% x (RTx 300%)]x110% 3.9 x 1.1 = 4.29	[RT x 200%] +[30% x (RTx 200%)]x110% 2.6 x 1.1 = 2.86	RTx150%x110% 1.5 x 1.1 = 1.65

9	Night Shift + Rest Day + OT	RTx300% x 130% x 130% x number of hours worked x110% <i>3.9 x 1.1 x 1.3 = 5.577</i>	RTx 200% x 130% x 130% x number of hours worked x110% <i>2.6 x 1.1 x 1.3 = 3.718</i>	RTx 150% x 130% x (no of hours worked)x110% <i>1.5 x 1.1 x 1.3 = 2.145</i>
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