

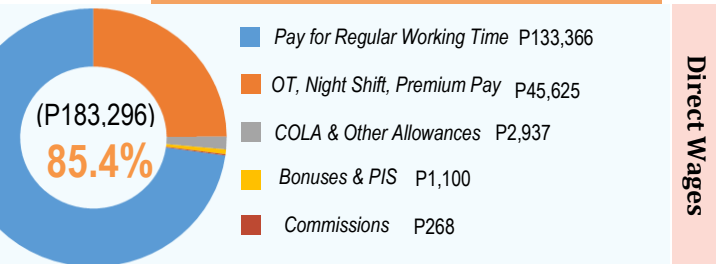
**Average Annual Compensation per Employee for Top Six Industries for all Human Health and Social Work Activities, Philippines: 2015 (in PhP)**

<b>207,192</b>	<b>Human Health and Social Work Activities</b>
<b>315,011</b>	<b>Welfare and guidance counseling activities (elderly and disabled)</b>
<b>306,565</b>	<b>Welfare &amp; guidance counseling activities for children &amp; adolescents</b>
<b>248,738</b>	<b>Caring for aged and orphans</b>
<b>222,644</b>	<b>Charitable activities</b>
<b>218,812</b>	<b>Other human health activities</b>
<b>213,379</b>	<b>Other social work activities w/out accommodation, n.e.c</b>

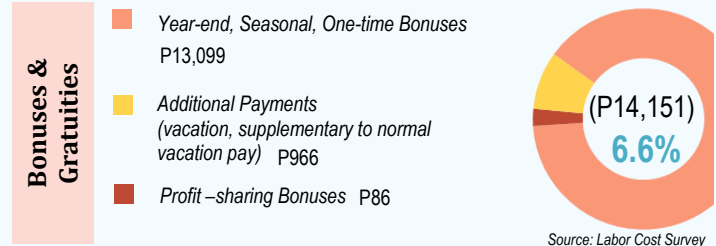
Source: ASPBI 2015

Based on the Annual Survey of Philippine Business and Industry of the PSA, the average annual compensation in Human Health and Social Work Activities is P270,192 per employee. Workers engaged in welfare and guidance counseling activities reported the highest average annual compensation amounting to P315,011.

**Annual Total Labor Cost: P214,541**



0.35%	Cost of Training (P747)	Social Security (P14,704)	6.85%
0.21%	Payments in Kind (P454)	Housing (P6)	--
0.2%	Welfare Services (P428)	Other Labor Cost (P310)	0.14%
0.21%	Remuneration for Time not Worked (P446)		

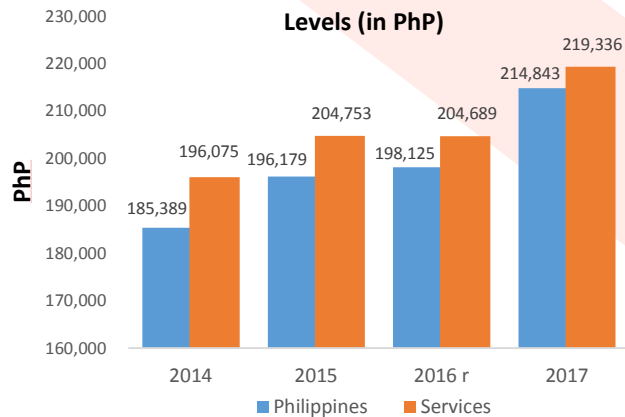


Source: Labor Cost Survey

Annual labor cost in Human Health Activities, except public health was P214,541 per worker. At least 85% or P183,296 were direct wages and salaries; 6.6% or P14,151 were bonuses and gratuities; and 6.85% or P14,704 were social security payments.

**Labor Productivity, Philippines: 2014-2017**

(at constant prices)

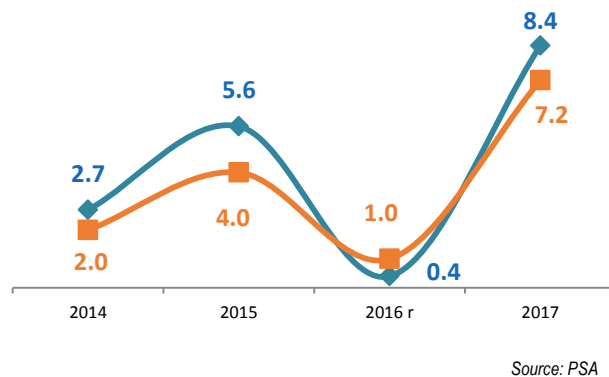


Source: PSA

Value added per worker increased from P185,389 in 2014 to P214,843 in 2017 or by an annual average growth rate of 4.3%.

Value added per worker in the Service sector also grew from P196,075 to P219,336, albeit slower than the national average or by 3.6% during the same period.

**Growth Rate (%)**



Source: PSA

**For more information:**

[www.nwpc.dole.gov.ph](http://www.nwpc.dole.gov.ph)

[www.facebook.com/dole.nwpc](https://www.facebook.com/dole.nwpc)

Or call:

527-8011

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(Wage Policy and Research Division)

(Planning and Information Division)



**PAY STANDARDS & PRACTICES**

**Human Health and Social Work**

This includes activities of hospitals, general or specialty medical and psychiatric and substance abuse hospitals, human health institutions with accommodation facilities and engage in providing diagnostic and medical treatment on a wide variety of medical conditions.; medical consultations and treatment in the field of general and specialized medicines; general or specialized dental practice; and other activities for human health performed by paramedical practitioners legally recognized to treat patients.



National Wages and Productivity Commission  
Department of Labor and Employment  
Philippines

ISO 9001:2015 CERTIFIED

## Wage and Wage-Related Benefits under the Labor Code of the Philippines



### Minimum Wage

Lowest wage that an employer should pay his workers, as fixed by the RTWPBs



### Holiday Pay

100% of the daily rate if unworked  
200% of the daily rate if worked



### 13th Month Pay

Not less than one-twelfth (1/12) of the total basic pay earned in a calendar year



### 5-Day SIL

Workers are entitled to a 5-day service incentive leave after one-year of service, and every year thereafter



### Separation Pay

Equivalent to ½ or 1 month pay for every year of service depending on the authorized cause of the separation



### Overtime Pay

25% of the effective hourly basic rate



### Premium Pay

30% of the daily basic rate



### Night Shift Differential Pay

10% of the effective hourly basic rate for work performed between 10 p.m. and 6 am.



### Service Charges

15% to be retained by management for losses and breakages; 85% to be shared equally by rank-and-file workers

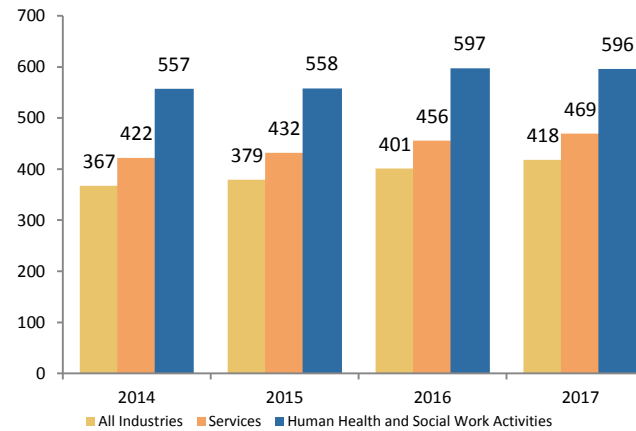


### Retirement Pay

Daily rate x 22.5 days x number of years of service

## Compensation and Benefits

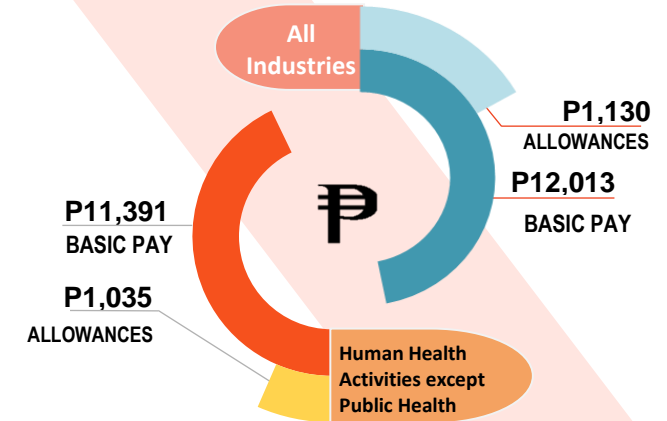
Average Daily Basic Pay of Wage and Salary Workers, Human Health and Social Work Activities, Philippines: 2014-2017 (in PhP)



Source: Labor Force Survey

Data from the household-based Labor Force Survey showed that average daily basic pay of workers increased from P367 in 2014 to P418 in 2017 or by 14%. Workers' average pay in Human Health and Social Work Activities also grew by a more modest 7% from P557 to P596 during the same period.

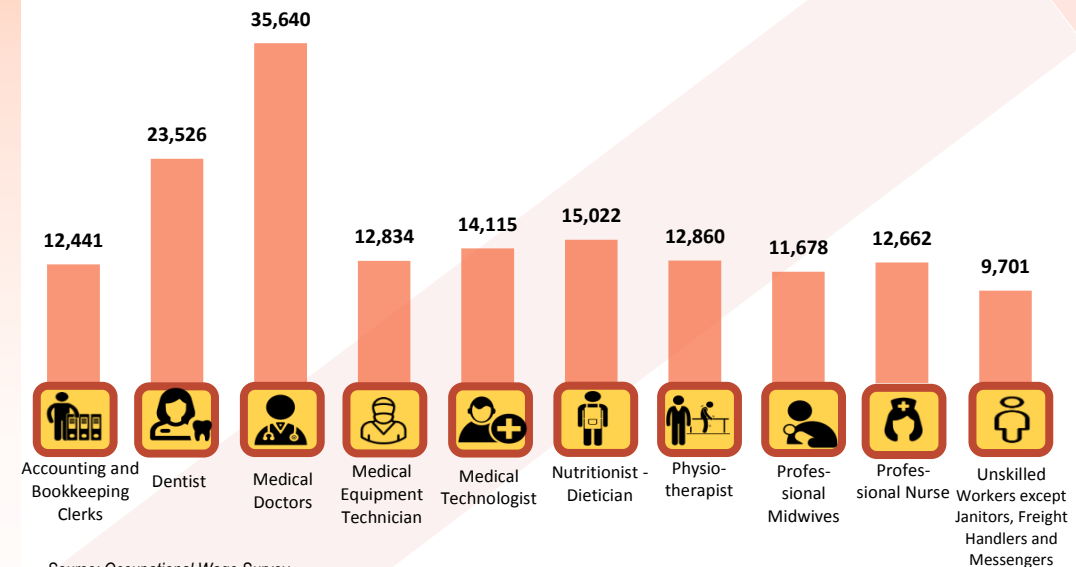
Median Monthly Basic Pay and Allowances, Philippines: July 2016



Source: Occupational Wage Survey

Average monthly basic pay as of July 2016 stood at P12,013 while monthly allowance at P1,130 based on establishment data gathered from the Occupational Wages Survey (OWS). It also showed that during the period average monthly basic pay in the Human Health Activities, except public health is at P11,391, and monthly allowance at P1,035.

Average Monthly Wage Rates of Full-Time Workers in Human Health Activities Except Public Health, Philippines: July 2016 (in PhP)



Source: Occupational Wage Survey

Among the health professionals workers covered by the OWS, medical doctors were paid the highest, averaging P35,640 per month while physiotherapists and nurses received P12,860 and P12,662, respectively.

Professional midwives, classified as health associate professionals received monthly pay averaging P11,678.