

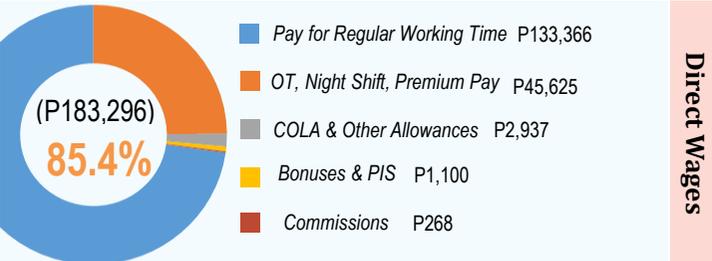
Average Annual Compensation per Employee in Top Five Industries Groups under Human Health and Social Work Activities, Philippines: 2017 (in PhP)

- 216,605** Human Health and Social Work Activities
- 315,299** Social work activities w/out accommodation for the elderly & disabled
- 252,410** Other social work activities w/out accommodation, n.e.c
- 226,202** Hospital activities
- 201,962** Other residential care activities, n.e.c
- 200,653** Other human health activities

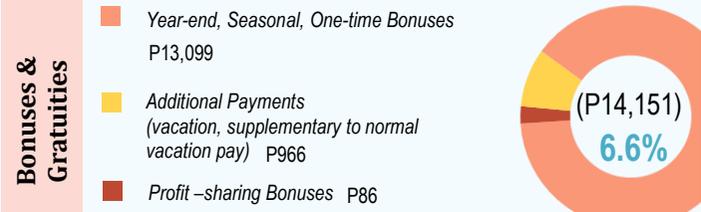
Source: ASPBI 2017

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 P216,605 per employee. Workers in social work activities w/out accommodation for the elderly and disabled reported the highest average annual compensation amounting to P315,299.

Annual Total Labor Cost: P214,541



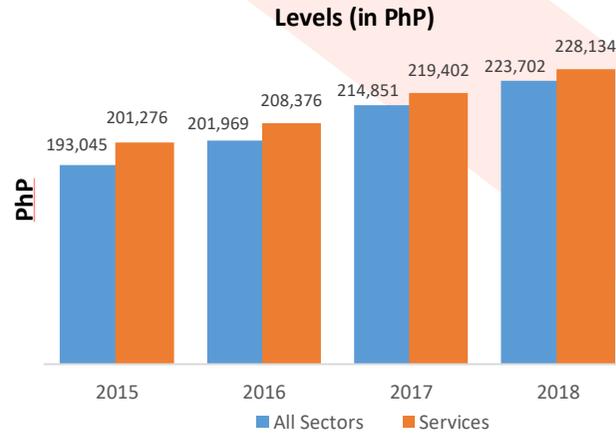
0.35%	Cost of Training (P747)	Social Security (P14,704)	6.85%
0.21%	Payments in Kind (P454)	Housing (P6)	--
0.2%	Welfare Services (P428)	Other Labor Cost (P310)	0.14%
0.21%	Remuneration for Time not Worked (P446)		



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: 2015-2018

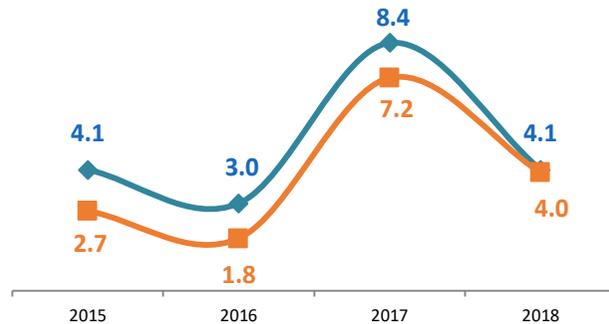


Source: PSA

Value-added per worker increased from P193,045 in 2015 to P223,702 in 2018 or by an annual average growth rate of 4.9%.

Value-added per worker in the service sector also grew from P201,276 to P228,134, albeit slower than the national average or by 3.9% during the same period.

Growth Rate (%)



Source: PSA

For more information:

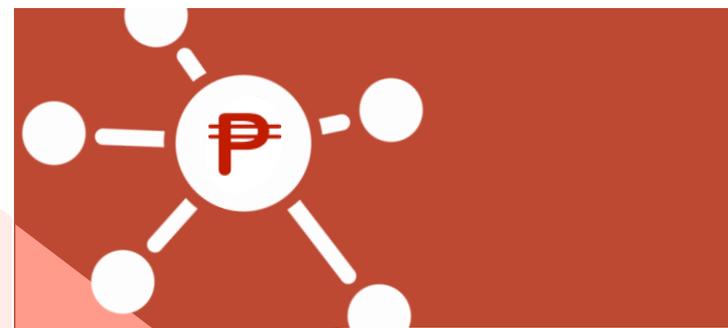
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Or call:

8 527-8011
(Wage Policy and Research Division)

8 527-8014
(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

To be distributed completely and equally among covered workers except managerial employees

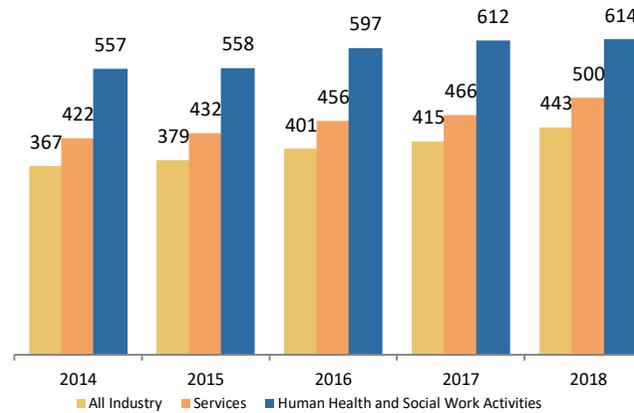


Retirement Pay

Daily rate x 22.5 days x number of years of service

Compensation and Benefits

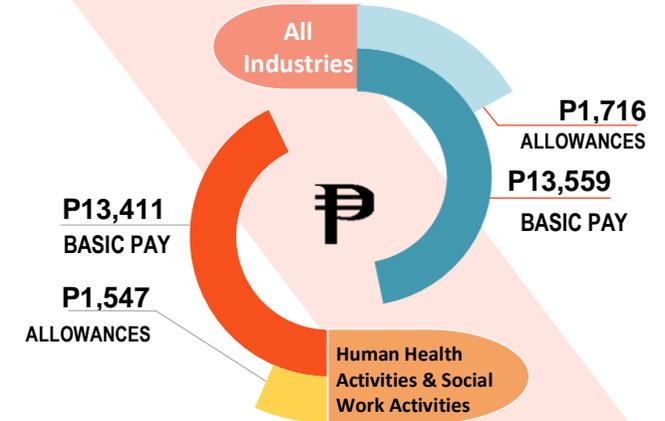
Average Daily Basic Pay of Wage and Salary Workers, Human Health and Social Work Activities, Philippines: 2014-2018 (in PHP)



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 P443 in 2018 or by 20.7%. Workers' average pay in Human Health and Social Work Activities also grew, but by a more modest 10.2% from P557 to P614 during the same period.

Median Monthly Basic Pay and Allowances, Philippines: August 2018



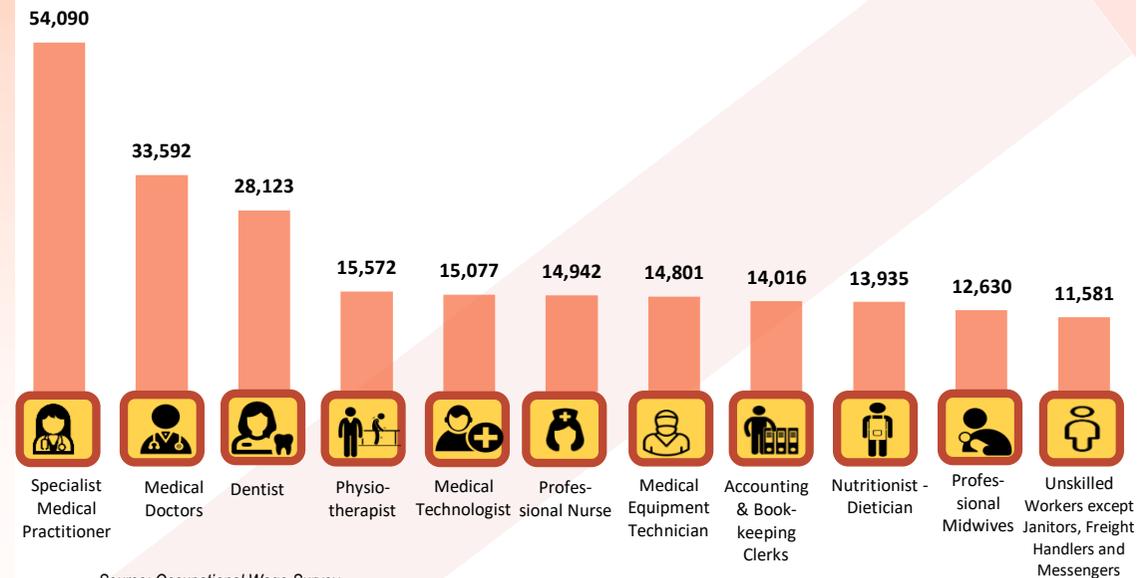
Source: Occupational Wages Survey

Average monthly basic pay as of August 2018 stood at P13,559 while monthly allowance at P1,716 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 and Social Work Activities is at P13,411, and monthly allowance at P1,547.

Average Monthly Wage Rates of Full-Time Workers in Human Health Activities except Public Health, Philippines: August 2018 (in PHP)

Among the health professionals workers covered by the OWS, specialist medical practitioners were paid the highest, averaging P54,090 per month, followed by medical practitioners and nurses with average monthly wage rates of P33,592 and P28,123, respectively.

On the other hand, unskilled workers (P11,581) and professional midwives (P12,630), received the lowest average monthly pay.



Source: Occupational Wage Survey