

SOCIAL SECURITY SYSTEM
COMPENSATION PACKAGE OF SSS EXECUTIVES

PARTICULARS	Branch Head/ Department Head/ Asst. Branch Head 1M		Branch Head/ Department Head 2M		Asst. Vice President 3M		Vice President 4M		Senior Vice President 5M		Executive Vice President 6M		President & CEO
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MIN/MAX
MONTHLY SALARY & ALLOWANCES													
BASIC SALARY (HIRING RATE)	40,869.00	81,796.00	60,673.00	121,679.00	79,128.00	158,765.00	98,306.00	197,668.00	116,943.00	236,026.00	136,664.00	275,469.00	100,000.00
PERSONNEL ECONOMIC RELIEF ALLOWANCE (PERA)	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00
SPECIAL ALLOWANCE (ADCOM)	500.00	500.00	-	-	-	-	-	-	-	-	-	-	-
REPRESENTATION ALLOWANCE	5,250.00	5,250.00	6,375.00	6,375.00	6,650.00	6,650.00	6,750.00	6,750.00	7,500.00	7,500.00	9,000.00	9,000.00	13,125.00
TRANSPORTATION ALLOWANCE	3,500.00	3,500.00	4,250.00	4,250.00	4,350.00	4,350.00	4,500.00	4,500.00					
COMMUNICATION EXPENSE	300.00	300.00	300.00	300.00	400.00	400.00	500.00	500.00	750.00	750.00	1,000.00	1,000.00	**
DISCRETIONARY ALLOWANCE	-	-	-	-	-	-	2,000.00	2,000.00	5,000.00	5,000.00	15,000.00	15,000.00	-
MONTHLY TOTAL	50,919.00	91,846.00	72,098.00	133,104.00	91,028.00	170,665.00	112,556.00	211,918.00	130,693.00	249,776.00	162,164.00	300,969.00	113,625.00
ANNUAL	611,028.00	1,102,152.00	865,176.00	1,597,248.00	1,092,336.00	2,047,980.00	1,350,672.00	2,543,016.00	1,568,316.00	2,997,312.00	1,945,968.00	3,611,628.00	1,363,500.00
ANNUAL BENEFITS													
YEAR-END BONUS (one(1) month basic salary)	40,869.00	81,796.00	60,673.00	121,679.00	79,128.00	158,765.00	98,306.00	197,668.00	116,943.00	236,026.00	136,664.00	275,469.00	100,000.00
CASH GIFT	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
MID-YEAR BONUS (one(1) month basic salary)	40,869.00	81,796.00	60,673.00	121,679.00	79,128.00	158,765.00	98,306.00	197,668.00	116,943.00	236,026.00	136,664.00	275,469.00	100,000.00
BANK CERTIFICATE	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00
BIRTHDAY INCENTIVE AWARD	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
EMPLOYEE ANNIVERSARY AWARD	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
UNIFORM/CLOTHING ALLOWANCE ***	-	-	-	-	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00
REGULAR MEDICAL ALLOWANCE	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00
DEPENDENTS MEDICAL ALLOWANCE	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
PRODUCTIVITY ENHANCEMENT INCENTIVE (PEI)	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
ANNUAL PHYSICAL EXAMINATION	2,000.00	2,000.00	2,000.00	2,000.00	-	-	-	-	-	-	-	-	-
ANNUAL TOTAL	152,738.00	234,592.00	192,346.00	314,358.00	231,256.00	390,530.00	269,612.00	468,336.00	306,886.00	545,052.00	346,328.00	623,938.00	273,000.00
GRAND TOTAL	763,766.00	1,336,744.00	1,057,522.00	1,911,606.00	1,323,592.00	2,438,510.00	1,620,284.00	3,011,352.00	1,875,202.00	3,542,364.00	2,292,296.00	4,235,566.00	1,636,500.00

* Not entitled to Transportation Allowance if with assigned SSS vehicle

** communication equipment (with assigned cellphone unit)

*** Level 1M and Level 2M (@ P4,000.00 per annum - IN KIND)

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OTHER BENEFITS	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MIN/MAX
PROVIDENT FUND (EMPLOYER SHARE: 40% OF MONTHLY BASIC SALARY)	16,347.60	32,718.40	24,269.20	48,671.60	31,651.20	63,506.00	39,322.40	79,067.20	46,777.20	94,410.40	54,665.60	110,187.60	40,000.00
CAR LOAN (only for Salary Level 1 Managerial and above, except coterminous employees) Loan for the actual cost of the Motor Vehicle within the allowable limit of the concerned position.													
50% Subsidy on car registration & insurance premium for Salary Level 1 Managerial and above who availed of the Car Loan													
RETIREMENT INCENTIVE AWARD (RIA) (P2,000 for every year of service. Given to SSS officials and employees who are retiring from the service and who have rendered at least 20 years of creditable service in the SSS, the last 5 years of which must be rated satisfactory													
FUNERAL BENEFIT ASSISTANCE (P5,000) Payable to the immediate member of the family of the deceased employee.													
POSTHUMOUS AWARD (Death occurred outside SSS premises- P100,000; Death occurred or the cause which precipitated his death occurred during office hours within the office premises- P20,000; Death resulted from the exemplary performance of his duties outside office premises - P100,000.													
MEDICAL and HOSPITALIZATION Benefits (Reimbursement basis only) Hospitalization: - Medical (Ordinary) P100,000.00 / annum - Medical (Serious) P150,000.00 / annum - Surgical (Ordinary) P150,000.00 / annum - Surgical (Serious) P200,000.00 / annum - Catastrophic Cases P500,000.00 / annum Maternity - Natural Spontaneous Delivery P25,000.00 - Caesarian P50,000.00 Inclusive RUV peso value P2,000.00 / unit Allowable for maintenance therapy 50,000.00 Executive Check Up (Level 3M and up) 50,000.00													
LOYALTY AWARD (P12,000 for the 1st ten (10) years and P10,000 every five (5) years thereafter													
RICE GRANT -1 sack per month (IN KIND)													
PERFORMANCE BASED BONUS (PBB) - subject to GCG guidelines													
SPECIAL COUNSEL ALLOWANCE - P1,000/hearing(appearance) but not to exceed P4,000.00 a month - granted to SSS Lawyers.													
RELOCATION ALLOWANCE - Actual travel expenses incurred in reaching the new official station including transportation expenses of the spouse and children below 21 years of age shall be allowed. Transportation expenses of domestic helpers and members of the family other than those mentioned shall not be borne by the SSS. The mode and class of transportation to be taken shall be that which is advantageous to the office from the standpoint of economy and efficiency. As a general rule, only ordinary public conveyances or customary modes of transportation shall be used. Travel by air may be allowed to the official or employee concerned, together with the immediate members of his family, if justified by circumstance. Freight expenses for household effects not exceeding 3,000 kilos, transported by land or sea, shall be borne by the SSS. If some of these household effects are transported by air, the freight charges, if any, shall be borne by the official concerned.													

