

PAYROLL ACCOUNTING

Prepared by: Bryan A. Bulgado

1. Discuss the concepts of employer-employee relationship and compensation income.

An employer and employee relationship exists when a person for whom services were performed (employer) has the right to control and direct an individual who performs the services (employee), not only as to the result of the work to be accomplished but also as to the details, methods and means by which it is accomplished.

An employee is subject to the control of the employer not only as to what shall be done, but how it shall be done. It is not necessary that the employer actually exercises the right to direct or control the manner in which the services are performed. It is sufficient that there exists a right to control the manner of doing the work.

Compensation income means all remuneration for services performed by an employee for his employer under an employer-employee relationship. Items comprising compensation income include salaries, wages, emoluments and honoraria, allowances, commissions, and other income of similar nature.

Individuals whose source of income is purely derived from an employer-employee relationship are referred to as compensation income earners.

2. Discuss the different statutory benefits given by the employer to the employee (SSS, PHIC, HDMF).

Social Security Services

This is an insurance program mandated by the Philippine government to cover all income earners or workers in the private sector. In contrast, government workers are covered by the GSIS or Government Service Insurance System. The law mandates the compulsory coverage and mandatory registration of employees, employers, and self-employed persons, with corresponding payment and remittance of social security contributions.

PhilHealth

The Philippine Health Insurance Corporation (PHIC) or PhilHealth is a government owned and controlled corporation whose main goal is to ensure the health of every Filipino through social health insurance regardless of social status. To achieve this, all premiums paid by members are pooled nationally and in effect, there is a cross-subsidization across districts. Premium contributions are shared by the employee and the employer, the amount of which is determined using the table of contributions. After deducting half of the premium requirement from the employee's monthly salary, total premiums are remitted by the employer to PhilHealth.

PAG-IBIG

PAG-IBIG Fund, also known as Home Development Mutual Fund (HDMF), is a government agency that was created to provide a savings program that could grant affordable home financing options for every Filipino. For all employees, PAG-IBIG contribution is automatic as soon as they are hired by a company and

Payroll Accounting 2chapter 3

Jane E. Kelly



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Navy Comptroller Manual United States. Navy Dept. Office of the Comptroller, 1985 PayrollOrg Basic Guide to Payroll, 2024 Mitchell-George, **Payroll Accounting** Bernard J. Bieg, 1998-11-04 This number one selling Payroll Accounting text workbook illustrates the calculation of payroll payroll taxes and the preparation of records and reports that form the foundation of a payroll system **American Payroll Association (APA) Basic Guide to Payroll, 2016 Edition** By Delores Risteau, Joanne Mitchell-George, 2016-01-07 *Disbursing Clerk 3 & 2* Naval Education and Training Program Development Center, 1975 **APA Basic Guide to Payroll, 2017 Edition** Mitchell-George, 2017-01-03 The 2017 Revised Edition of American Payroll Association APA Basic Guide to Payroll is an invaluable resource that helps you stay up to date answer employees questions and train your staff Payroll professionals need to be 100 percent compliant with a host of legislative and regulatory requirements The 2017 American Payroll Association Basic Guide to Payroll delivers plain English explanations of payroll laws and regulations you need to deal with these uncertainties as well as what we know Payroll will face in 2017 Accelerated due date to submit Forms W 2 to SSA Higher salary requirements for employees to be exempt from overtime Increased penalties for FLSA violations 2017 indexed amounts for benefits and pensions New regulations eliminating automatic extension to file Form W 2 Update on certified professional employee organizations A new de minimis safe harbor for Forms W 2 New per diem rates for 2017 Here are just some of the challenges payroll professionals face in 2017 Increased concern by the IRS about tax related identity theft and refund fraud is affecting employers New regulations for white collar employees may affect how and what you pay employees The Department of Labor DOL has concluded that most workers are employees impacting how you may have classified independent contractors in the past Plus you never know what else the IRS Congress and the courts have in store for Payroll *APA Basic Guide to Payroll* Joanne Mitchell-George, Delores Risteau, 2021-12-23 American Payroll Association APA Basic Guide to Payroll 2022 Edition Payroll professionals need to be 100 percent compliant with a host of legislative and regulatory requirements The 2022 Edition of the American Payroll Association Basic Guide to Payroll gives you guidance you can rely on plain English jargon free explanations of the latest laws regulations rulings and IRS Department of Labor and Social Security Administration pronouncements The 2022 Edition of the American Payroll Association Basic Guide to Payroll is an invaluable resource that helps you stay up to date answer employees questions and train your staff **American Payroll Association (APA) Basic Guide to Payroll, 2013 Edition** Joanne Mitchell-George, Delores Risteau, 2012-12-19 It s more important than ever to be in compliance with payroll laws and regulations How do you stay in compliance and avoid penalties The APA Basic Guide to Payroll is written to make understanding the laws and regulations as easy as possible And this single volume guide is filled with tools to help you apply the law and make proper calculations with ease Among the many handy features you ll find How to complete the W 2 Multistate surveys that give you at a glance answers to questions regarding key payroll requirements Our

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