

# PAYROLL ACCOUNTING

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## 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 option for every Filipino. For all employees, PAG-IBIG contribution is automatic as soon as they are hired by a company and

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