

How the Rates Actually Stack

Quick-reference multipliers for night shift, holiday, rest day, and overtime overlaps under the Philippine Labor Code. Full explanations and worked examples at yahshuahris.com/blog/night-differential-holiday-pay-philippines.

The rule everyone gets wrong: night differential (10%, Article 86 of the Labor Code) applies **multiplicatively** to whatever rate is already active for that hour, not additively to the base wage. A regular-holiday hour at 200% plus night differential is 220%, not 210%.

Regular Holiday Stacking

Scenario	Rate
Worked	200%
+ Rest day	260%
+ Night shift	220%
+ Rest day + night shift	286%
+ Overtime (per OT hour)	260%
+ Rest day + overtime	338%
+ Night shift + overtime	286%
+ Rest day + night shift + overtime	371.8%

Double Regular Holiday Stacking

Two regular holidays proclaimed on the same date (e.g. a movable and a fixed holiday coincide).

Scenario	Rate
Worked	300%
+ Rest day	390%
+ Night shift	330%
+ Rest day + night shift	429%
+ Overtime (per OT hour)	390%
+ Rest day + overtime	507%
+ Night shift + overtime	429%

Special Non-Working Day Stacking

Scenario	Rate
Worked	130%
+ Rest day	150%
+ Night shift	143%
+ Rest day + night shift	165%
Double special non-working day + rest day	195%

Unworked special non-working days: no work, no pay, unless company policy or a CBA says otherwise.

Worked Example

Hourly rate PHP 120, 8-hour night shift on a regular holiday that is also a rest day:

Regular holiday + rest day rate	PHP 120 x 260% = PHP 312 / hour
Night differential on stacked rate	PHP 312 x 10% = PHP 31.20 / hour
Effective hourly rate	PHP 312 + PHP 31.20 = PHP 343.20 (286%)
Total for 8-hour shift	PHP 343.20 x 8 = PHP 2,745.60

The additive shortcut (PHP 312 + PHP 12 = PHP 324/hour) underpays this employee by PHP 19.20 every hour of that shift.

Private vs. Government Sector

Private sector: 10% night differential, 10:00 PM – 6:00 AM (Labor Code, Art. 86). Government/public sector: 20% night differential, 6:00 PM – 6:00 AM (separate civil service rules). Do not mix the two rules in a mixed-workforce organization.

Sources: Article 86, Labor Code of the Philippines (PD 442, as renumbered by RA 10151); DOLE Labor Advisory No. 12 and No. 13, Series of 2026. This cheat sheet is a quick reference, not legal advice. Consult a licensed labor law practitioner or your DOLE regional office for guidance specific to your workplace. Last updated August 2026.

YAHSHUA HRIS stacks night differential, holiday, rest day, and overtime rates automatically, every payroll run. Book a free demo: yahshuahris.com