



BIR Form No.

**2316**

September 2021 (ENCS)

**Certificate of Compensation  
Payment/Tax Withheld**

For Compensation Payment With or Without Tax Withheld



2316-2021ENCS

Fill in all applicable spaces. Mark all appropriate boxes with an "X".

<p><b>1</b> For the Year (YYYY) _____</p> <p style="text-align: center;"><b>Part I - Employee Information</b></p> <p><b>3</b> TIN _____</p> <p><b>4</b> Employee's Name (Last Name, First Name, Middle Name) _____ <b>5</b> HDO Code _____</p> <p><b>6</b> Registered Address _____ <b>6A</b> ZIP Code _____</p> <p><b>6B</b> Local Home Address _____ <b>6C</b> ZIP Code _____</p> <p><b>6D</b> Foreign Address _____</p> <p><b>7</b> Date of Birth (MM/DD/YYYY) _____ <b>8</b> Contact Number _____</p> <p><b>9</b> Statutory Minimum Wage rate per day _____</p> <p><b>10</b> Statutory Minimum Wage rate per month _____</p> <p><b>11</b> <input type="checkbox"/> Minimum Wage Earner (MWE) whose compensation is exempt from withholding tax and not subject to income tax.</p> <p style="text-align: center;"><b>Part II - Employer Information (Present)</b></p> <p><b>12</b> TIN _____</p> <p><b>13</b> Employer's Name _____</p> <p><b>14</b> Registered Address _____ <b>14A</b> ZIP Code _____</p> <p><b>15</b> Type of Employer <input type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer</p> <p style="text-align: center;"><b>Part III - Employer Information (Previous)</b></p> <p><b>16</b> TIN _____</p> <p><b>17</b> Employer's Name _____</p> <p><b>18</b> Registered Address _____ <b>18A</b> ZIP Code _____</p> <p style="text-align: center;"><b>Part IVA - Summary</b></p> <p><b>19</b> Gross Compensation Income from Present Employer (Sum of Items 36 and 52) _____</p> <p><b>20</b> Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 29) _____</p>	<p><b>2</b> For the Period From (MM/DD) _____ To (MM/DD) _____</p> <p style="text-align: center;"><b>Part IV-B Details of Compensation Income &amp; Tax Withheld from Present Employer</b></p> <p><b>A. NON-TAXABLE/EXEMPT COMPENSATION INCOME</b> <span style="float: right;"><b>Amount</b></span></p> <p><b>29</b> Basic Salary (including the exempt P250,000 &amp; below) or the Statutory Minimum Wage of the MWE _____</p> <p><b>30</b> Holiday Pay (MWE) _____</p> <p><b>31</b> Overtime Pay (MWE) _____</p> <p><b>32</b> Night Shift Differential (MWE) _____</p> <p><b>33</b> Hazard Pay (MWE) _____</p> <p><b>34</b> 13th Month Pay and Other Benefits (maximum of P90,000) _____</p> <p><b>35</b> De Minimis Benefits _____</p> <p><b>36</b> SSS, GSIS, PHIC &amp; PAG-IBIG Contributions and Union Dues (Employee share only) _____</p> <p><b>37</b> Salaries and Other Forms of Compensation _____</p> <p><b>38</b> Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37) _____</p> <p><b>B. TAXABLE COMPENSATION INCOME REGULAR</b></p> <p><b>39</b> Basic Salary _____</p> <p><b>40</b> Representation _____</p> <p><b>41</b> Transportation _____</p> <p><b>42</b> Cost of Living Allowance (COLA) _____</p> <p><b>43</b> Fixed Housing Allowance _____</p> <p><b>44</b> Others (specify) _____</p> <p><b>44A</b> _____</p> <p><b>44B</b> _____</p> <p style="text-align: center;"><b>SUPPLEMENTARY</b></p> <p><b>45</b> Commission _____</p> <p><b>46</b> Profit Sharing _____</p>
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# Guidelines And Instructions For Bir Form 2316

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