



BIR Form No.  
**2316**

January 2018 (ENCS)

**Certificate of Compensation  
Payment/Tax Withheld**

For Compensation Payment With or Without Tax Withheld



2316-0118ENCS

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

1 For the Year (YYYY) \_\_\_\_\_

**Part I - Employee Information**

3 TIN \_\_\_\_\_

4 Employee's Name (Last Name, First Name, Middle Name) \_\_\_\_\_

5 RDO Code \_\_\_\_\_

6 Registered Address \_\_\_\_\_

6A ZIP Code \_\_\_\_\_

6B Local Home Address \_\_\_\_\_

6C ZIP Code \_\_\_\_\_

6D Foreign Address \_\_\_\_\_

7 Date of Birth (MM/DD/YYYY) \_\_\_\_\_

8 Contact Number \_\_\_\_\_

9 Statutory Minimum Wage rate per day \_\_\_\_\_

10 Statutory Minimum Wage rate per month \_\_\_\_\_

11  Minimum Wage Earner (MWE) whose compensation is exempt from withholding tax and not subject to income tax

**Part II - Employer Information (Present)**

12 TIN \_\_\_\_\_

13 Employer's Name \_\_\_\_\_

14 Registered Address \_\_\_\_\_

14A ZIP Code \_\_\_\_\_

15 Type of Employer:  Main Employer  Secondary Employer

**Part III - Employer Information (Previous)**

16 TIN \_\_\_\_\_

17 Employer's Name \_\_\_\_\_

18 Registered Address \_\_\_\_\_

18A ZIP Code \_\_\_\_\_

**Part IVA - Summary**

19 Gross Compensation Income from Present Employer (Sum of Items 26 and 29) \_\_\_\_\_

20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36) \_\_\_\_\_

21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 30) \_\_\_\_\_

22 Add: Taxable Compensation Income from Previous Employer, if applicable \_\_\_\_\_

23 Gross Taxable Compensation Income (Sum of Items 21 and 22) \_\_\_\_\_

24 Tax Due \_\_\_\_\_

25 Amount of Taxes Withheld  
25A Present Employer \_\_\_\_\_  
25B Previous Employer, if applicable \_\_\_\_\_

26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B) \_\_\_\_\_

2 For the Period From (MM/DD/YYYY) \_\_\_\_\_ To (MM/DD/YYYY) \_\_\_\_\_  
**Part IV-B Details of Compensation Income & Tax Withheld from Present Employer**

**A. NON-TAXABLE/EXEMPT COMPENSATION INCOME**

Item	Description	Amount
27	Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE	
28	Holiday Pay (MWE)	
29	Overtime Pay (MWE)	
30	Night Shift Differential (MWE)	
31	Hazard Pay (MWE)	
32	13th Month Pay and Other Benefits (maximum of P90,000)	
33	De Minimis Benefits	
34	SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	
35	Salaries and Other Forms of Compensation	
36	Total Non-Taxable/Exempt Compensation Income (Sum of Items 27 to 35)	

**B. TAXABLE COMPENSATION INCOME REGULAR**

37	Basic Salary	
38	Representation	
39	Transportation	
40	Cost of Living Allowance (COLA)	
41	Fixed Housing Allowance	
42	Others (specify):	
42A		
42B		

**SUPPLEMENTARY**

43	Commission	
44	Profit Sharing	
45	Fees Including Director's Fees	
46	Taxable 13th Month Benefits	
47	Hazard Pay	
48	Overtime Pay	
49	Others (specify):	
49A		
49B		
50	Total Taxable Compensation Income (Sum of Items 37 to 49B)	

I/We declare, under the penalties of perjury that this certificate has been made in good faith, verified by me/us, and to the best of my/our knowledge and belief, is true and correct, pursuant to the provisions of the National Internal Revenue Code, as amended, and the regulations issued under authority thereof. Further, I/we give my/our consent to the processing of my/our information as contemplated under the "Data Privacy Act" of 2012 (R.A. No. 10173) for legitimate and lawful purposes.

51 Present Employer/Authorized Agent Signature over Printed Name \_\_\_\_\_ Date Signed \_\_\_\_\_

52 Employee Signature over Printed Name \_\_\_\_\_ Date Signed \_\_\_\_\_

CTC/Valid ID No. of Employee \_\_\_\_\_ Place of Issue \_\_\_\_\_ Date Signed \_\_\_\_\_ Amount paid, if CTC \_\_\_\_\_

**To be accomplished under substituted filing**

53 Present Employer/Authorized Agent Signature over Printed Name (Head of Accounting/Human Resource or Authorized Representative) \_\_\_\_\_

54 Employee Signature over Printed Name \_\_\_\_\_

\*NOTE: The BIR Data Privacy is in the BIR website (www.bir.gov.ph)

# Guidelines And Instructions For Bir Form 2316

**Albert A Gayle**

A decorative graphic element consisting of a light blue horizontal bar with a rounded right end, and a red-to-white gradient semi-circle on the right side.

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