



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

DEC 17 2024

DIVISION MEMORANDUM
No. 544, s. 2024

SERVICE RECOGNITION INCENTIVE TAX DEDUCTION

To: Assistant Schools Division Superintendent
Administrative Officer V - Budget
Accountant III
Senior Bookkeepers – Fiscally and Non-Fiscally Autonomous School
Accountant I – Bataan School of Fisheries
All Finance Personnel
Payroll Unit
All others concerned

1. Pursuant to Administrative Order No. 27 dated December 12, 2024, this order authorizes the grant of one-time Service Recognition Incentive (SRI) at a uniform rate not exceeding P20,000.00, pending the release of the corresponding DepEd Order for the grant of SRI on Department of Education employees.
2. This Office informs that the Service Recognition Incentive for Fiscal Year 2024 will be subjected to withholding tax, depending on the nature/sources of income earned by the individual recipient, in compliance with the National Internal Revenue Code and its Implementing Rules and Regulations.
3. As per Section 6, sub-bullet C, Item No. 11, of Revenue Regulations No. 11-2018, otherwise known as Tax Reform for Acceleration and Inclusion (TRAIN) law, Service Recognition Incentives (SRI) is included in Other benefits item, hence, exempted from withholding tax, **provided that the amount of Other benefits does not exceed ninety thousand pesos (90,000.00). Any excess to the 90,000.00 threshold will be included in the taxable income, subject to tax.**
4. The tax rate to be used for the excess in 90,000 threshold of Other Benefits will be based on the tax bracket below, for compensation paid from January 1, 2023 onwards:



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RANGE OF ANNUAL TAXABLE INCOME	TAX DUE
Not over P250,000.00	Exempted from personal income tax
Over P250,000.00 but not over P400,000.00	15% in excess over P250,000.00
Over P400,000.00 but not over P800,000.00	P22,500.00 + 20% of the excess over P400,000.00
Over P800,000.00 but not over P2,000,000.00	P102,500.00 + 25% of the excess over P800,000.00
Over P2,000,000.00 but not over P8,000,000.00	P402,500.00 + 30% of the excess over P2,000,000.00
Over P8,000,000.00	P2,202,500.00 + 35% of the excess over P8,000,000.00

5. Immediate and wide dissemination of this memorandum is enjoined.


CAROLINA S. VIOLETA, EdD, CESO V
Schools Division Superintendent

F1/F19
December 17, 2024



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CSC PRIME-HRM BRONZE AWARD
CSC Resolution No. 101110