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We have employees who earn the monthly minimum wage, but others who earn per day, and others who earn per hours of service. How is the salary adjustment applied to the latter two cases? In addition, these employees earn less than the monthly minimum wage, since they do not work full days, but the Social Security Treasury charges us as if it were the monthly minimum.

Let's assume that your company is in "large" category. Therefore, the minimum monthly salary would be RD$24,990. And that would be what would have to be paid to the first group, that is, the group that would be paid monthly.

As for the remaining two groups (those who earn per day and those who earn per hour), we should proceed as follows: RD$24,990 (monthly minimum wage) ÷ 23.83 = RD$1,048.67. That would be the amount of the minimum wage per day. And, on the other hand, RD$1,048.67 ÷ 8 hours = RD$131.08. And that would be the amount of the minimum wage per hour.

Consequently, if you pay equal or above RD$1,048.67 per day to collaborators who work per day, you are within the law. And, as for those who work by the hour, they will be within the framework of the law, if they are paid equal to or above RD$131.08 per hour of work.

As for the Social Security Treasury (TSS), a few years ago, the TSS portal had boxes enabled to register part-time jobs. However, for some time now, the TSS has changed, and now you must request what they call "dispensation" and then apply the withholdings in the exact proportion to the time worked.

For that part, I suggest that you contact TSS User Services, so that they can tell you what steps to take.

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