

[EXECUTIVE ORDER NO. 461, September 05, 2005]

REVISING FURTHER THE COMPENSATION PLAN OF THE FOREIGN SERVICE OF THE PHILIPPINES

WHEREAS , Republic Act No. 7157, otherwise known as the Philippine Foreign Service Act of 1991, provides that the President shall approve, upon recommendation of the Secretary of Foreign Affairs and the Secretary of Budget and Management, the rates, indices and maximum allowable amounts and policies on allowances which shall be applicable to all national government employees stationed abroad pursuant to the Foreign Service Compensation Decree;

WHEREAS , Executive Order No. 101, dated 15 June 1993, provides for the revision of the Compensation Plan of the Foreign Service of the Philippines;

WHEREAS , no adjustment has ever been made since the issuance of said Executive Order;

WHEREAS , since that time, there have been significant changes in the economic scenario which have resulted in a general increase in the cost of living abroad;

WHEREAS , it is necessary for government to provide, within its financial capability, personnel assigned abroad with a fairly adequate means to enable them to live in a manner befitting their representative capacity so as to ably represent the country with distinction and dignity;

NOW, THEREFORE, I, GLORIA MACAPAGAL ARROYO , President of the Republic of the Philippines, by virtue of the powers vested in me by law, do hereby approve the following rates, rules and regulations to be observed in the payment of compensation to personnel of the National Government in the Foreign Service.

SECTION 1.0 OVERSEAS ALLOWANCE

1.1 The basic annual rates of overseas allowance provided for under Section 1 of Executive Order No. 101 for all Philippine Government personnel stationed abroad are hereby amended as follows:

RANK	RATE IN US DOLLARS	
	From	To
Chief of Mission		
Head of Diplomatic Post	43,391	69,599
Others, including Consul General	37,731	60,521
Career Minister	32,809	52,626
Foreign Service Officer		

Class I	28,530	45,762
Class II	25,936	41,601
Class III	23,578	37,819
Class IV	21,435	34,382
Foreign Service Staff Officer		
Class I	21,435	34,382
Class II	20,414	32,744
Class III	19,442	31,185
Class IV	18,516	29,700
Foreign Service Staff Employee		
Class I	16,833	27,000
Class II	16,031	25,714
Class III	15,268	24,490

1.2 The overseas allowance indices provided for under Section 1.2 and Section 5.2 of Executive Order No. 101 are hereby revised and the newly proposed posts are also given an index as follows:

COUNTRY/POST		PERCENTAGE	
		From	To
Argentina	Buenos Aires	116	82
Australia	Canberra	106	90
	Melbourne	106	90
	Sydney	106	90
	Vienna	130	96
Austria	Vienna	130	96
Bahrain	Manama	113	91
Bangladesh	Dhaka	90	77
Belgium	Brussels	128	94
Brazil	Brasilia	93	82
Brunei	Bandar Seri Begawan	90	75
Cambodia	Phnom Penh	91	75
Canada	Montreal	95	93
	Ottawa	95	91
	Toronto	95	93
	Vancouver	95	91
	Winnipeg	95	91
Chile	Santiago	93	82
China	Beijing	92	89
	Guangzhou	92	89
	Hong Kong SAR	98	100
	Shanghai	92	89

	Xiamen	92	89
CNMI	Saipan	102	86
Cuba	Havana	112	85
Czech Republic	Prague	89	90
Egypt	Cairo	92	76
France	Paris	128	98
Gabon	Libreville	140	93
Germany	Berlin	128	98
	Bonn	128	93
	Hamburg	128	92
Greece	Athens	112	89
Hungary	Budapest	89	92
India	New Delhi	84	79
Indonesia	Jakarta	101	81
	Manado	67	70
Iran	Tehran	100	83
Iraq	Baghdad	113	84
Ireland	Dublin	—	95
Israel	Tel-Aviv	130	90
Italy	Milan	136	96
	Rome	136	96
Japan	Osaka	162	128
	Tokyo	162	128
Jordan	Amman	113	77
Kenya	Nairobi	93	78
Kuwait	Kuwait City	113	81
Laos	Vientiane	91	80
Lebanon	Beirut	130	90
Libya	Tripoli	113	82
Malaysia	Kuala Lumpur	91	75
Mexico	Mexico City	93	85
Micronesia	Pohnpei	102	86
Myanmar	Yangon	82	83
Morocco	Rabat	115	83
Netherlands	The Hague	128	93
New Zealand	Wellington	110	90
Nigeria	Abuja	130	93
Norway	Oslo	—	105
Oman	Muscat	113	81
Pakistan	Islamabad	89	80
Palau	Koror	102	86
Papua New	Port Moresby	102	88

Guinea			
Peru	Lima	93	78
Poland	Warsaw	89	85
Portugal	Lisbon	—	87
Qatar	Doha	113	79
Romania	Bucharest	89	81
Russia	Moscow	130	95
Saudi Arabia	Jeddah	113	86
	Riyadh	113	86
Senegal	Dakar	131	91
Singapore	Singapore	98	80
South Africa	Pretoria	105	92
South Korea	Seoul	108	107
Spain	Barcelona	128	94
	Madrid	128	94
Sri Lanka	Colombo	82	77
Sweden	Stockholm	142	99
Switzerland	Berne	142	107
	Geneva	142	107
Thailand	Bangkok	91	77
Timor-Leste	Dili	101	89
Turkey	Ankara	113	86
U.A.E.	Abu Dhabi	113	86
	Dubai	—	86
United Kingdom	London	136	100
U.S.A.	Agana	102	100
	Chicago	97	100
	Honolulu	110	100
	Houston	94	100
	Los Angeles	95	100
	New Orleans	93	100
	New York	100	100
	San Diego	93	100
	San Francisco	93	100
	Seattle	96	100
	Washington, D.C.	96	100
Vatican	Holy See	136	96
Venezuela	Caracas	93	82
Vietnam	Hanoi	84	79

1.3 Husband and wife who are assigned in the same post shall be entitled to a separate allowance with index corresponding to their respective ranks.

1.4 The granting of overseas allowance shall be in accordance with the provisions of Section 66 of R.A. 7157 and subject to the condition that nobody shall suffer a reduction as a result of these new rates. In case of reduction, the rates shall apply prospectively and the personnel concerned shall continue to receive their present overseas allowance for the duration of their tour of duty at the post.

Hardship posts as may be determined by the Secretary shall receive an additional five percent (5%) increase in their overseas allowance to meet other expenses brought about by dangerous, unhealthy or excessively adverse living conditions prevailing at post, subject to the availability of funds.

1.6 Foreign Service personnel assigned abroad, including Chiefs of Mission, who are detailed to another post shall, for the duration of the detail, be entitled to the overseas allowance index of the post where they are temporarily assigned.

SECTION 2.0 LIVING QUARTERS ALLOWANCE

The basic annual rates of living quarters allowance provided for under Section 2 of Executive Order No. 101 for all Philippine Government personnel stationed abroad are hereby amended as follows:

RANK	RATE IN US DOLLARS			
	With Family		Without Family	
	From	To	From	To
Chief of Mission				
Head of Diplomatic Post	33,984	42,871	27,777	35,041
Others including Consul General	28,318	35,723	23,146	29,199
Career Minister	24,625	31,064	20,130	25,394
Foreign Service Officer				
Class I	22,389	28,244	18,296	23,080
Class II	20,352	25,674	16,636	20,986
Class III	18,503	23,341	15,124	19,079
Class IV	16,820	21,218	13,747	17,342
Foreign Service Staff Officer				
Class I	16,820	21,218	13,747	17,342
Class II	15,290	19,288	13,094	16,518
Class III	14,563	18,371	12,470	15,731
Class IV	13,869	17,496	11,875	14,980
Foreign Service Staff Employee				
Class I	12,579	15,868	10,771	13,588
Class II	12,579	15,868	10,771	13,588