

**[ EXECUTIVE ORDER NO. 278, November 07, 1957 ]**

**PROVIDING FOR THE IMPLEMENTING DETAILS FOR  
REORGANIZATION PLAN NO. 2-A RELATIVE TO STANDARDIZED  
PAY**

Pursuant to the powers vested in me by Republic Act Numbered Nine hundred and ninety-seven, as amended by Republic Act Numbered One thousand two hundred and forty-one, and upon the recommendation of the Government Survey and Reorganization Commission, the following Implementing Details of Reorganization Plan No. 2-A which relate to standardized pay are hereby promulgated:

SECTION 1. The authorized salary range of a position covered by the provisions of Reorganization Plan No. 1-A shall be that salary range authorized in or established pursuant to the provisions of Reorganization Plan No. 2-A for the class to which the position is allocated by the Wage and Position Classification Office, hereinafter referred to as "WAPCO."

SEC. 2. Salaries shall be adjusted toward the rates of the authorized salary range in accordance with the provisions of Reorganization plan No. 2-A, these Implementing Details, the directions of the President, and rules and regulations issued by the Commissioner, of the Budget pursuant thereto.

SEC. 3. No salary increase shall be granted to an officer or employee of any department, office, or other entity of the National Government, including government owned or controlled corporations, which raises his actual salary above the minimum of the salary range of the class to which his position is allocated by WAPCO until the salaries for all positions in the department, office, corporation, or other entity have been adjusted to the minimum of their respective authorized salary ranges.

SEC. 4. Subject to the provisions of section 3 above, each government owned or controlled corporation shall finance from its corporate funds the increases necessary to bring the salaries of its employees to the minimum of the appropriate salary ranges. Such increases shall be accomplished within three years from the effective date of these Implementing Details.

SEC. 5. No department, office, or other entity of the National Government, excluding government owned or controlled corporations, shall fill a position which is now vacant or subsequently becomes vacant without prior approval of the President. Requests for authorization to fill vacant positions shall be initiated by the head of the department or office concerned and must show compelling reasons to the satisfaction of the President why it is absolutely necessary for the effective continuation of the work of the department or office concerned to fill the vacant position. Ordinarily; consideration will be given only to filling positions requiring