

[LETTER OF IMPLEMENTATION NO. 97, August 31, 1979]

AUTHORIZING THE IMPLEMENTATION OF STANDARD COMPENSATION AND POSITION CLASSIFICATION PLANS FOR THE INFRASTRUCTURE/UTILITIES GROUP OF GOVERNMENT OWNED OR CONTROLLED CORPORATIONS.

WHEREAS, pursuant to the mandate of the Constitution, P.D. No. 985 was issued to standardized compensation of government officials and employees, including those in government-owned and controlled corporations, taking into account the nature of the responsibilities pertaining to, and the qualifications required for, the positions concerned;

WHEREAS, the said Decree authorizes the adoption of additional financial incentives for viable and profit-making corporations and those performing critical functions, to be supported from net earnings and profits of such corporations;

WHEREAS, for purposes of rationalizing Compensation and Position Classification systems for groups of corporations belonging to the same functional sectoral interests which presently maintain differing compensation and position classification plans, the said Decree and subsequently LOI No. 62, created Compensation Committees to formulate and recommend policies and standards governing classification, compensation, allowances and incentives for such groups or corporations;

WHEREAS, LOI No. 841 directed the Compensation Committees to submit immediately for Presidential approval, adjustments in salary, allowances and fringe benefits as may be called for by present economic conditions for government-owned and controlled corporations;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines by virtue of the powers vested in me by law, do hereby instruct the implementation of the Uniform Position Classification and Pay Plan for the Infrastructure and Utilities group of corporations:

1. Scope of the Plan - The Position and Compensation Plans for the Infrastructure and Utilities group shall apply to the corporations in the transport, the power, the infrastructure, and the water utilities sector, as follows:

- a. Transport Utilities

Philippine National Lines
Philippine Aerospace Development Corporation
Philippine National Railways
Metro Manila Transit Corporation

- b. Power Utilities

National Power Corporation
National Electrification Administration
Cavite Electric and Development Authority

- c. Infrastructure Utilities

National Irrigation Administration
Philippine Ports Authority
National Housing Authority
Farm Systems Development Corporation
Philippine Tourism Authority

- d. Water Utilities

Local Water Utilities
Local Water Utilities Administration
Metropolitan Waterworks and Sewerage System

2. Position Classification - Positions shall be classified using a Point Rating System on the basis of the following factors: education, experience, analysis, problem solving and ingenuity, decisions and judgment, financial and property responsibility, responsibility for supervision, responsibility for contacts, responsibility for confidential information, physical effort, and working conditions.