

**[LETTER OF IMPLEMENTATION NO. 102, October
01, 1979]**

**AUTHORIZING THE IMPLEMENTATION OF STANDARD
COMPENSATION AND POSITION CLASSIFICATION PLANS FOR
THE EDUCATIONAL/ SCIENTIFIC/CULTURAL/SOCIAL GROUP OF
GOVERNMENT OWNED OR CONTROLLED CORPORATIONS**

WHEREAS, pursuant to the mandate of the Constitution, P.D. No. 985 was issued to standardize compensation of government officials and employees, including those in government-owned or 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 Ho. 62, created Compensation Committees to formulate and recommend policies and standards governing classification, compensation, allowances and incentives for such groups of corporations;

WHEREAS, LOI No. 841 directed the Compensation Committees to submit immediately for Presidential approval, adjustment in salary, allowances and fringe benefits as may be called for by present economic conditions, for government-owned or 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 Educational/Scientific/Cultural/Social group of corporations;

1. Scope of the Plan. The Position and Compensation Plans for the Educational/Scientific/Cultural/Social group shall apply to the following corporations:

- Cultural Center of the Philippines
- Philippine High School for the Arts
- Employees' Compensation Commission
- Environmental Center of the Philippines
- Metals Industry Research, and Development Center
- Music Promotion foundation of the Philippines
- National Research Council of the Philippines
- National Social Action Council National Youth and Sports Development Foundation of the Philippines
- Pambansang Katipunan ng Kabataang Barangay
- Philippine Charity Sweepstakes Office
- Philippine Heart Center for Asia

Philippine Institute for Development Studies
Philippine Veterans Assistance Commission
Science Foundation of the Philippines
Technology Resource Center

2. Position Classification. Positions shall be classified using the national classification method and on the basis of pre-determined standards and factors.

A position classification plan shall be prepared for the corporations in the educational/scientific/cultural/ social group, adjusted to reflect unique jobs in each of the corporations in the group. These shall be determined on the basis of approved standards/factors and issued by the Minister of the Budget.

3. Compensation Schedule. The schedule attached to this Letter shall comprise the compensation schedule applicable to positions paid on monthly or annual basis.

4. Salaries for Top Management Positions. The compensation of the executive positions in a corporation shall depend upon the asset size and operations of the corporation and upon its overall financial performance. The maximum levels of basic salary for the top positions in the largest and most profitable corporations shall be as follows:

President/Director- General/Administrator/Director/Executive Director	P78,000
Executive Vice President/Deputy Administrator/Assistant Director	70,000
Senior Vice President	63,000

Provided, That salaries actually being received by any official in excess of these rates may continue, subject to item no. 6 hereof.

5. Maximum Level of Allowances and Benefits. Policies on allowances and other benefits now in force for each corporation shall be maintained.

6. Implementing Details . Implementing details of the Position and Compensation Plan shall be issued by the Ministry of the Budget, which shall observe the following guidelines:

a. The increases shall be staggered within the limits of corporate financial performance. No government subsidy or equity investment shall be approved to finance any salary increase;

b. The implemented total increase in basic salary, allowances and fringe benefits in any one year shall be within the approved position classification and compensation plan for the group and for any one corporation, shall not in any case exceed twenty-five percent (25%) of the actual total personal