

[LETTER OF IMPLEMENTATION NO. 63, March 16, 1978]

RELATIVE TO THE PAYMENT OF COMPENSATION IN THE FOREIGN SERVICE

WHEREAS, Presidential Decree No. 1285 establishes Foreign Service Compensation Plan for staff members of the national government who are stationed abroad;

WHEREAS, Executive Order No. 495 promulgated the general policies applicable to it;

HOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, do hereby approve the following rules and regulations to be observed in the payment of compensation for personnel of the national government stationed abroad:

1.0 Coverage

1.1 This Letter of Implementation shall be applicable exclusively to personnel of the National government whose assignment abroad are approved by the Secretary of Foreign Affairs and whose assimilated ranks are given under the provisions of this Letter.

1.2 The Departments and agencies covered by this Letter of Implementation are the Department of Foreign Affairs, Department of National Defense, Department of Agriculture, Department of Labor, Department of Public Information, Department of Tourism, Department of Finance, National Science Development Board, the Bureau of Internal Revenue, Department of Trade and others as may be duly approved.

2.0 Salary

2.1 The salaries of all other personnel of the Philippine government stationed abroad other than those of the Department of Foreign Affairs whose basic salaries are less than the minimum of the class and grade of their assimilated ranks in accordance with the rates established under P.D. No. 905, shall, subject to availability of funds, be adjusted to the minimum of the class effective January 1, 1978.

2.2 Officers and employees other than those of the Department of Foreign Affairs whose present salaries are equal to or higher, than the minimum of the class and grade of their assimilated ranks shall continue to receive their present salaries: Provided, however, that their overseas allowance shall be adjusted to the extent not to exceed the difference between the total of the minimum rates of the class and grade of their assimilated ranks as established under Presidential Decree No» 905 plus the overseas allowance prescribed for such rank under Letter of Implementation No. 58 less their present salaries.

2.3 Effective January 1, 1978, payment of salaries shall be made in Philippine pesos or its equivalent in foreign currency, computed on the basis of the prevailing exchange rates as established by the Central Bank of the Philippines.

2.4 Officers and employees outside of the Department of Foreign Affairs when recalled to the Hone Office shall be paid in accordance with the national compensation plan for hone office personnel and shall cease to be considered foreign service personnel for purposes of compensation.

3.0 Assimilated Ranks

3.1 For purposes of compensation, the assimilated ranks of agriculture, commercial, finance, revenue, labor, tourism, science, armed forces and their civil attaches and personnel of the Philippine government stationed abroad are as follows:

<u>Name of Agency</u>	<u>No.of Pos.</u>	<u>Designation</u>	<u>Assimilated Rank</u>
Department of Agriculture	4	Agriculture Attache	FSO III
	4	Agriculture Analyst	FSSO I
Department of Finance			
Office of the Secretary	15	Revenue Attache	FSOII
Bureau of Internal Revenue	5	Revenue Attache	FSO II
		Revenue Representative	FSO II
	4	Assistant Revenue Attache	FSO I
	4	Assistant Revenue Representative	FSO I
Department of Labor	16	Labor Attache	FSO I
Department of National Defense	13	Colonel/Navy Captain	FSO I
	3	Lieutenant Colonel/Commander	FSO II
	4	Major/Captain/Lieutenant Commander / Lieutenant, Senior Grade	FSO III
	1	First Lieutenant / Lieutenant, Junior Grade	FSO IV
	1	Second Lieutenant / Ensign	FSO IV
	3	Master Sergeant	FSSO I
	4	Technical Sergeant	FSSO II
	1	Staff Sergeant	FSSO III
	3	Sergeant	FSSO III
	1	Corporal	FSSE I

	1	Confidential Agent	FSSO I
Department of Public Information	17	Foreign Information Attache	FSSO I II
	3	Foreign Information Attache	FSSO I I
Department of Tourism	2	Tourism Coordinator	FSSO I
	12	Tourism Attache	FSSO II
	14	Public Relations Officer IV	FSSO I
	13	Administrative Assistant I	FSSO II
	5	Tourism Promotion Assistant	FSSO III
Department of Trade	46	Commercial Attache	FSSO I
	26	Commercial Attache	FSSO II
	52	Foreign Trade Analyst	FSSO I
	1	Commercial Analyst	FSSO II
National Science Development Board	4	Science Attache	FSSO I
Overseas Employment Development Board	4	Overseas Employment Analyst	FSSO I
	8	Overseas Employment Researcher	FSSO III
Philippines Overseas Construction Board	2	Commercial Attache	FSSO II

3.2 Except as the President may appoint, no officer of the Philippine government stationed abroad outside of the Department of Foreign Affairs shall be assigned assimilated rank higher than Foreign Service Officer Class 1.

3.3 The assignment abroad of personnel in any department, bureau or office of the government, including appointments to said positions, shall have the prior clearance of the Secretary of Foreign Affairs.

3.4 The assignment of assimilated rank to personnel of the Philippine Government stationed abroad shall remain with the President who shall act on the basis of the recommendation of the Secretary of Foreign Affairs and the Commissioner of the Budget.

3.5 The assimilated ranks referred to in 3.1 above are for purposes of

compensation only and shall not confer diplomatic rankings for purposes of protocol. Civil Attaches shall always rank after the lowest ranking Foreign Service Officer in the post.

3.6 The assimilated ranks assigned to the above positions whose incumbents are presently stationed abroad and duly accredited by the Department of Foreign Affairs shall be confirmed by the Secretary of Foreign Affairs in the manner and form to be prescribed by him.

4.0 Overseas Allowance

4.1 The following shall be the basic annual rates of overseas allowance for all officers and employees of the Philippine government stationed abroad:

<u>Rank</u>	<u>Rates</u>
a) Chiefs of Mission	
Heads of Diplomatic Mission	\$19,700
Others including those assigned as Consul General	17,500
b) Career Ministers	14,400
c) Foreign Service Officers including those with assimilated rank	
Class 1	12,150
Class II	10,800
Class III	8,900
Class IV	7,800
d) Foreign Service Staff Officers	
Class I	7,000
Class II	6,350
Class III	5,600
e) Foreign Service Staff Employees	
Class I	\$ 4,950
Class II	4,300
Class III	3,750

4.2 Time of Payment

The overseas allowance accrues on the date of departure from Manila and ceases on the date of arrival in Manila when recalled to the Home Office; provided, however, that said allowance shall be adjusted in accordance with the DFA index on the date of arrival at the post of assignment.

4.3 DFA Index

4.3.1 The following "DFA Index" as submitted by the permanent Committee created under Section 9 of the aforementioned order, shall serve as the percentage adjustment of the particular post of assignment. To arrive at the adjusted overseas allowance the rates provided under 4.1 above shall be multiplied with the corresponding DFA index, as follows:

<u>Country and Post</u>		<u>Overseas Allowance</u>
Argentina	Buenos Aires	105%
Australia	Canberra	125
	Sydney	125
Austria	Vienna	155
Belgium	Brussels	155
Brazil	Brasilia	125
Burma	Rangoon	90
Canada	Ottawa	125
	Vancouver	125
Cuba	Havana	100%
Egypt	Cairo	100
France	Paris	155
Gabon	Libreville	140
Germany West	Badgodesberg	160
	Hamburg	160
India	New Delhi	100
Indonesia	Djakarta	115
	Menado	95
	Tarakan	90
Iran	Teheran	125
Israel	Tel Aviv	120
Italy	Rome (Holy See)	120
Japan	Tokyo	160
	Kobe	160
Kenya	Nairobi	100
Korea	Seoul	110
Laos	Vientiane	130
Libya	Tripoli	140
Malaysia	Kuala Lumpur	115
Mexico	Mexico City	100
Netherland	The Hague	140
Nigeria	Lagos	125
New Zealand	Wellington	120
Pakistan	Islamabad	100
Papua New Guinea	Port Moresby	120
Peoples Republic of China	Peking	120
Romania	Bucharest	120
Saudi Arabia	Jeddah	150
Senegal	Dakar	110
Singapore	Singapore	115
Spain	Madrid	120
Sri Lanka	Colombo	90
Switzerland	Berne	160
	Geneva	160
Thailand	Bankok	115
United Kingdom	London	130