

Republika ng Filipinas  
(Republic of the Philippines)  
MINISTRI NG EDUKASYON, KULTURA AT ISPORTS  
(MINISTRY OF EDUCATION, CULTURE AND SPORTS)  
Manila

June 14, 1984

MECS O R D E R  
No. 30, s. 1984

SALARY INCREASES OF NATIONAL GOVERNMENT  
OFFICIALS AND EMPLOYEES

To: Deputy Ministers  
Assistant Secretaries  
Bureau Directors/Cultural Agency Directors  
**Regional Directors**  
Chiefs of Services and Heads of Units  
Schools Superintendents  
Presidents, State Colleges and Universities  
Vocational School Superintendents/Administrators

1. Inclosed is a copy of National Compensation Circular No. 27, dated May 15, 1984 on the salary increases of national government officials and employees effective May 1, 1984 which is self-explanatory. Also attached is a copy of the letter of the Director, Office of Compensation and Position Classification dated June 8, 1984 clarifying Paragraphs 4.1.2 and 5.1 of NCC No. 27 in connection with the salary adjustment for teachers and related classes of positions, the hiring rates therefor, and the hiring rates for physician classes of positions.

2. The Plantilla of Personnel and the Notice of Salary Adjustment of Regional Directors, Assistant Regional Directors, Schools Division Superintendents, Assistant Schools Division Superintendents and Vocational School Superintendents shall be prepared by this Office. The Plantilla of Personnel and Notice of Salary Adjustment of officials and employees in regional offices, school divisions, national schools/universities/colleges and others concerned, except those mentioned above, should be prepared by the offices/schools concerned and submitted direct to the Office of Compensation and Position Classification (OCPC). A copy of the Plantilla of Personnel for regional offices, school divisions and national schools should be furnished this Office.

3. Please be guided accordingly.

(SGD.) JAIME C. LAYA  
Minister

Incls.:

As stated

References: MEC Orders: Nos. 23, s. 1981 and 24, s. 1982

Allotment: 1-2-3-4--(D.O. 1-76)

To be indicated in the Perpetual Index under the following subject:

BUREAUS & OFFICES	<u>PLANTILLA</u>	SALARY
EMPLOYEES	RULES & REGULATIONS	TEACHERS
OFFICIALS		

Republic of the Philippines  
OFFICE OF BUDGET AND MANAGEMENT  
Malacañang, Manila

NATIONAL COMPENSATION CIRCULAR NO. 27  
May 15, 1984

TO : HEADS OF MINISTRIES, BUREAUS, OFFICES AND AGENCIES OF  
THE NATIONAL GOVERNMENT, HEADS OF STATE UNIVERSITIES  
AND COLLEGES AND ALL OTHERS CONCERNED

SUBJECT : SALARY INCREASES OF NATIONAL GOVERNMENT OFFICIALS  
AND EMPLOYEES

1.0 PURPOSE

This Circular is being issued in compliance with Executive Order No. 951-A, dated May 1, 1984, authorizing 10% across-the-board salary increases/adjustments to officials and employees of the National Government.

2.0 COVERAGE

All officials and employees in the National Government are covered by this Circular.

3.0 DEFINITION

The actual salary of an employee for purposes of this Circular shall mean the basic salary received as of April 30, 1984 inclusive of merit increase granted on or before Dec. 31, 1983, if any, but exclusive of incentive pay, transportation/representation and cost of living allowances, bonus, honorarium, and/or any other additional compensation benefits.

4.0 RULES AND PROCEDURES FOR SALARY ADJUSTMENTS/INCREASES

4.1 National Classification and Compensation Plans\*

4.1.1 Officials and employees in the National Government whether regular, temporary, contractual or emergency, whose salaries follow the National Compensation and Position Classification Plans shall be granted a salary increase of ten percent (10%) or approximately equivalent to two salary steps in the National Salary Schedule.

4.1.2 Those whose salaries are not on step in the salary schedule, shall be increased by the same percentage provided under Paragraph 4.1.1 herein.

\*Illustrative Examples attached.

4.1.3 There shall be no upgrading or reclassification of positions as a consequence of the salary increases authorized herein and salary rates that will be over the maximum of the salary range/wage allocation of those positions shall be allowed.

#### 4.2 Special Salary Plans

Employees in agencies that follow special salary plans, other than the National Salary Schedule, or those whose agencies do not follow any formalized compensation plan shall be granted similar increases under the following conditions:

4.2.1 If the actual salary of the employee in the special salary plan is on step in the National Salary Schedule, his salary shall likewise be increased by the same percentage or the same number of salary steps in the National Salary Schedule provided under Par. 4.1.1 herein.

4.2.2 In cases where the actual salary of the employee in the special salary plan is not in any of the steps in the National Salary Schedule, his salary shall be adjusted by the same percentage increase as provided under Par. 4.1.1 herein.

#### 4.3 Non-Itemized Positions

4.3.1 The compensation of contractual employees/consultants shall be increased in accordance with Par. 4.1.1 herein, only when the contract of employment/services has been duly approved under the Ministry of the Budget/Civil Service Commission Joint Circular No. 3, dated February 23, 1977. The basis for the computation of the salary increases provided herein shall be the minimum of the salary range allocation of the comparable class in the National Classification Plan, exclusive of the 20% premium pay.

4.3.2 Emergency/casual employees whose salaries/wages are paid out of lump-sum appropriations shall be given the same percentage increases provided under Par. 4.1.1 hereof.

#### 4.4 Limitation

Notwithstanding the foregoing provisions in the computation of the salary adjustments authorized under this Circular no subordinate official or employee shall be adjusted to a salary rate beyond one salary step lower than that of his immediate supervisor.

5.0 ORIGINAL APPOINTMENTS

- 5.1 Effective May 1, 1964, all original appointments to positions covered by the National Compensation and Classification Plans shall be fixed at the new hiring rate of the salary range allocation of said positions as shown in Annex "A".
- 5.2 The hiring rate in agencies that follow special classification and pay plans and in agencies that do not follow any formalized classification and pay plans, shall be the hiring rate of the same or similar class/position in the agency, including those that follow the Salary Grade Schedule provided under Presidential Decree No. 965, as amended by Executive Order No. 594.

6.0 FUNDING SOURCES

6.1 Itemized Positions

- 6.1.1 Salary lapses and other personal services savings of the ministry/bureau/office/agency or state university/college concerned shall first be used to implement the salary increases authorized under this Circular.
- 6.1.2 Any remaining deficiency in the amounts needed for the herein authorized salary increases shall be covered by the lump-sum appropriation for salary increases incorporated in the budgets of national government agencies/offices.
- 6.1.3 Any further deficiency shall be covered the Salary Adjustment Fund authorized in the CY 1964 General Appropriations Act.
- 6.1.4 Funding from Item 6.1.2 shall be resorted to only if the fund source under Item 6.1.1 is already exhausted and funding from 6.1.3 shall be resorted to only if the fund source under Item 6.1 is already exhausted.

6.2 Non-Itemized Positions

- 6.2.1 The salary increase of all non-itemized positions provided herein shall be charged against the respective lump-sum appropriations for salaries/wages reflected in the regular agency budgets.
- 6.3 No action shall be subsequently taken on requests to use personal services savings for agencies which are authorized to draw against the Salary Adjustment Fund as a consequence of the salary increases authorized herein.

7.0 OTHER IMPLEMENTING RULES AND PROCEDURES

- 7.1 The Personnel Officer, Administrative Officer of the Ministry, Bureau, Office, Regional Office, Agency, State University or College or other entity of the National Government, shall prepare, for purposes of the salary increases under this Circular, a Plantilla of Personnel and Salary Adjustment Form as prescribed herein, attached as Annex "B".
- 7.2 The Plantilla of Personnel and Salary Adjustment Form shall be certified correct on each page by the Personnel Officer/Administrative Officer and approved by the Head of the Ministry, Bureau, Office/Regional Office, Agency, State University or College, or other entity of the National Government concerned.
- 7.3 The original and five (5) copies of the approved Plantilla of Personnel and Salary Adjustment Form shall be submitted to the Office of Compensation and Position Classification (OCPC), which shall examine and verify said documents on the basis of its records and certify them accordingly. The OCPC certified copies shall then be distributed as follows:
  - 7.3.1 one copy each to the Civil Service Commission (Central Office) and the Civil Service Commission Regional Office concerned, which shall serve as the Plantilla Appointment Proposal of the particular agency.
  - 7.3.2 one copy to the Commission on Audit, for compliance with auditing requirements.
  - 7.3.3 one copy to the Office of origin concerned for proper implementation.
  - 7.3.4 one copy to the Data Processing Service of the Office of Budget and Management (OBM).
  - 7.3.5 the original shall remain with the OCPC for purposes of records, control and post-audit.
- 7.4 The salary increases provided under this Circular shall be subject to appropriate adjustments if, upon review by OCPC, payment is found to be not in order. The recipient employee/official shall be liable for the refund of any overpayment made.
- 7.5 The Head of Ministry, Bureau, Regional Office, Agency, State Universities and Colleges or other entity of the National Government concerned, shall notify the official/employee in writing of this Circular, through a Notice of Salary Adjustment Form as prescribed herein, attached as Annex "C". A copy of the Notice of Salary Adjustment shall be furnished the GSIS, if the beneficiary is a member thereof.

7.6 This Notice of Salary Increase may be issued in the form of a Special Order to include employees having similar data and information such as CCFC classification of position, salary range, actual basic salary and adjusted salary. A sample form is hereto attached as Annex "D".

8.0 RESPONSIBILITY OF THE HEAD OF AGENCY

The head of Ministry, Bureau, Office, Agency, Regional Office, State Universities and Colleges, or other entity of the National Government concerned shall be held personally liable for any payment of salary increase not in accordance with the provisions of this Circular, and for non-submission of the required reports, without prejudice, however, to the refund of any excess payment by the employee concerned.

9.0 PAYMENT AND ALLOTMENT AND ACCOUNTING PROCEDURES

9.1 The salary increase herein authorized may be paid even before the receipt by the Agency of the Advice of Allotment from the Office of Budget and Management. The Cash Disbursement Ceiling (CDC) for the purpose shall be issued by the Office of Budget and Management even before the release of said Advice of Allotment, provided that the request shall be supported by a duly accomplished statement showing that the amount required cannot be covered from the Cash Disbursement Ceiling already allowed to the Agency on the basis of its regular allotment.

9.2 The Accounting Officer of each Ministry, Bureau, Regional Office, Agency, State University or College, or other entity of the National Government shall accomplish and submit to the Office of Budget and Management not later than fifteen (15) days from the end of a preceding month, a statement of actual payments for salary increases made during a preceding month on the basis of which the Advice of Allotment for the purpose shall be issued, prescribed form is attached herewith as Annex "E".

9.3 The Head of the Ministry, Bureau, Office, Regional Office, Agency, State University or College, or other entity of the National Government, shall submit on or before December 31, 1981 the Plantilla of Personnel and Salary Adjustment Form referred to in Par. 7.1 of this Circular. Failure to submit the Plantilla of Personnel and Salary Adjustment Form shall cause the suspension by the Office of Budget and Management of the release of the Advice of Allotment and Cash Disbursement Ceiling for the succeeding quarters.

10.0 CONTRIBUTIONS

The salary increases herein authorized are subject to the mandatory requirements of GSIS life and retirement insurance premiums if the recipient is a member of the GSIS, and the Home Development Mutual Fund of 1980.

11.0 SAVING CLAUSE

11.1 Cases not covered by the provisions of this Circular shall be submitted to the Minister of the Budget for appropriate action.

12.0 EFFECTIVITY OF SALARY INCREASES

The salary increases provided herein shall take effect on May 1, 1984.

(SIGNED)

MANUEL S. ALBA  
Minister of the Budget

NATIONAL SALARY SCHEDULE  
HIRING RATE

<u>Salary Range</u>	<u>Rate/Annum</u>	<u>Rate/Month</u>
38)		
39)		
40)	P 5,928	P 494
41)		
42)		
43	6,240	520
44	6,552	546
45	6,888	574
46	7,236	603
47	7,608	634
48	7,992	666
49	8,400	700
50	8,832	736
51	9,288	774
52	9,756	813
53	10,260	855
54	10,776	898
55	10,776	898
56	11,328	944
57	11,904	992
58	12,516	1,043
59	13,152	1,096
60	13,824	1,152
61	14,532	1,211
62	15,264	1,272
63	16,044	1,337
64	16,860	1,405
65	17,724	1,477
66	18,636	1,553
67	19,584	1,632
68	20,580	1,715
69	21,624	1,802
70	22,728	1,894
71	23,892	1,991
72	25,116	2,093
73	26,388	2,199
74	27,732	2,311
75	29,148	2,429
76	30,636	2,553
77	32,196	2,683
78	33,840	2,820
79	35,568	2,964
80	37,380	3,115
81	39,288	3,274
82	41,292	3,441
83	43,392	3,616
84	45,600	3,800
85	47,928	3,994



MINISTRY OF EDUCATION, CULTURE AND SPORTS

PLANNING OF PERSONNEL AND SALARY ADJUSTMENT WORK

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Item No.	Item for PSI for	Designation	CCPG Classification of Position	Salary Range	Authorized Salary	Actual Salary	Justified Salary	Annualized Salary	Home of Incumbent	S	Date of Last Promotion	Remarks
:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:
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:	:	:	:	:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:	:	:	:	:

Page Total =

RECEIVED CORRECT:

APPROVED:

Administrative Officer/Personnel Officer

Head of Agency

Status merit Increase received on or before December 31, 1983.

Republic of the Philippines  
MINISTRY OF EDUCATION, CULTURE AND SPORTS  
M a n i l a

NOTICE OF SALARY ADJUSTMENT/INCREASE

\_\_\_\_\_ Date

Mr./Ms. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Sir/Madam:

Pursuant to National Compensation Circular No. \_\_\_\_\_  
implementing Executive Order No. \_\_\_\_\_ dated \_\_\_\_\_  
your salary is hereby adjusted effective \_\_\_\_\_  
as follows:

Basic Annual/Daily Salary of . . . . . P \_\_\_\_\_  
Add: Merit Increase if any. . . . . P \_\_\_\_\_  
Add: Salary Increase. . . . . P \_\_\_\_\_  
Adjusted Salary Effective  
May 1, 1981. . . . . P \_\_\_\_\_

This salary adjustment is subject to review and post-audit by the Office of Compensation and Position Classification (OCPC) and to appropriate re-adjustment and refund if found not in order.

Position Title \_\_\_\_\_  
Item No. (FSI BF Blg. 230/640) \_\_\_\_\_  
Page \_\_\_\_\_  
Present Salary Range \_\_\_\_\_

Very truly yours,

\_\_\_\_\_  
Head of Agency/Regional Director

Republic of the Philippines  
MINISTRY OF EDUCATION, CULTURE AND SPORTS  
Manila

NOTICE OF SALARY ADJUSTMENT/INCREASE

Date

Special Order  
No. \_\_\_\_\_, s. 198:

Pursuant to National Compensation Circular No. \_\_\_\_\_  
implementing Executive Order No. \_\_\_\_\_ dated \_\_\_\_\_  
the salaries of the following officials/employees have been  
increased from \_\_\_\_\_ to \_\_\_\_\_ effective \_\_\_\_\_

Name of Official/ Employee	Item No. for PSI BP Blg.
-------------------------------	-----------------------------

- 1.
- 2.
- 3.
- 4.
- 5.

Their salaries have been adjusted as of \_\_\_\_\_  
as follows:

Basic Annual/Monthly/Daily Salary  
as of \_\_\_\_\_ P \_\_\_\_\_

Add: Merit Increase, if any. . . . . P \_\_\_\_\_

Add: Salary Increase . . . . . P \_\_\_\_\_

Adjusted Salary as of \_\_\_\_\_ P \_\_\_\_\_

This salary adjustment is subject to review and post-audit  
by the Office of Compensation and Position Classification (OCCPC)  
and to appropriate re-adjustment and refund if found not in  
order.

Head of Agency

Republic of the Philippines  
MINISTRY OF EDUCATION, CULTURE AND SPORTS  
M a n i l a

NOTICE OF SALARY ADJUSTMENT/INCREASE

\_\_\_\_\_  
Date

The Minister of the Budget  
M a n i l a

Attention: Budget Operations Office I-II

S i r :

Pursuant to National Compensation Circular No. \_\_\_\_\_  
dated \_\_\_\_\_, 1984, I hereby request for the release  
of \_\_\_\_\_ from the \_\_\_\_\_ of Batas Pambansa  
Blg. 640, PSI for CY 1984 to cover disbursement for salary  
increase therein authorized made during the month of \_\_\_\_\_  
for the following:

Executive Order No. \_\_\_\_\_ P \_\_\_\_\_  
P \_\_\_\_\_  
P \_\_\_\_\_  
P \_\_\_\_\_

The above-mentioned figures and the attached supporting  
documents are hereby certified to be correct.

Very truly yours,

\_\_\_\_\_  
Head of Office

\_\_\_\_\_  
Accounting Officer

Illustrative Examples

1.C Employees whose salaries are on salary step in the National Salary Schedule

1.1 Miss Lorna de Castro is a Senior Clerk, R-16 whose actual salary is P6552 per annum. Her adjusted salary will be computed as follows:

$$\begin{array}{r} 10\% \text{ of her salary (P6552)} = \text{P } 655.20 \\ \underline{\hspace{1.5cm}} \\ \text{P7,207.20} \end{array}$$

Since P7207.20 is not a salary step in the National Salary Schedule, her salary will be adjusted to P7236 per annum which is the immediate higher salary step in the National Salary Schedule, effective May 1, 1981.

2.0 Employees whose salaries are not on salary step in the National Salary Schedule

2.1 Mr. Julio Reyes is a Geodetic Survey Aide, R-10 whose actual salary is P5382 per annum. His adjusted salary will be computed as follows:

$$\begin{array}{r} 10\% \text{ of his salary (P5382)} = \text{P } 538.20 \\ \underline{\hspace{1.5cm}} \\ \text{P5,920.20} \end{array}$$

Since P5920.20 is not a salary step in the National Salary Schedule, his salary will be adjusted to P5,926 per annum, which is the immediate higher salary step in the National Salary Schedule, effective May 1, 1981.

3.0 Employees whose salaries are covered by Special Salary Plans

3.1 Mrs. Dolly Soliven is an Instructor, SC-12 whose actual salary is P15264 per annum. Her adjusted salary will be computed as follows:

$$\begin{array}{r} 10\% \text{ of her salary (P15264)} = \text{P } 1,526.40 \\ \underline{\hspace{1.5cm}} \\ \text{P16,790.40} \end{array}$$

Since P16,790.40 is not on a salary step in the E.C. No. 594 Salary Schedule, her salary will be adjusted to P16,860 which is the immediate higher salary step in the salary schedule being followed in their agency.

4.0 Employees whose salaries do not follow any formalized Salary Plan

4.1 Miss Edna Hapin is a Project Coordinator whose actual salary is P15,000 per annum. Her adjusted salary will be computed as follows:

10% of her salary (P15,000) - = P 1,500

Plus: her actual salary - = 15,000

Adjusted salary effective  
May 1, 1984 - = P16,500  
vvvvvvv

Hiring Rate For Teaching and Related Teaching  
Positions in the MEGS and its Cultural Agencies  
Under NCC No. 27 effective May 1, 1984.

Salary Range	Rate/Annun Under NCC #17	Rate/Annun Under CIN Letter to the MEGS (P96.00/mo. across-the-board Salary Increase	Hiring Rate/ Annun Under NCC #27	Hiring Rate/Month
38	--	--	--	--
39	--	--	--	--
40	--	--	--	--
41	--	--	--	--
42	--	--	--	--
43	--	--	--	--
44	--	--	--	--
45 *	5,376	6,528	7,138	599
46	5,640	6,792	7,476	623
47	5,928	7,080	7,788	648
48	6,240	7,392	8,136	673
49	6,552	7,704	8,484	707
50	6,888	8,040	8,844	737
51	7,236	8,388	9,228	769
52	7,608	8,760	9,636	802
53	7,992	9,144	10,058	836
54	8,400	9,552	10,512	870
55	8,832	9,984	10,992	916
56	9,288	10,440	11,484	957
57	9,756	10,908	12,000	1,000
58	10,260	11,412	12,564	1,047
59	10,776	11,928	13,128	1,094
60	11,328	12,480	13,728	1,144
61	11,904	13,056	14,264	1,197
62	12,516	13,668	15,036	1,253
63	13,152	14,304	15,744	1,312
64	13,824	14,976	16,476	1,373
65	14,532	15,684	17,256	1,438
66	15,264	16,416	18,060	1,505
67	16,044	17,196	18,924	1,577
68	16,860	18,012	19,824	1,652
69	17,724	18,876	20,772	1,731
70	18,636	19,788	21,768	1,814
71	19,584	20,736	22,812	1,901
72	20,580	21,732	23,916	1,993
73	21,624	22,776	25,056	2,088
74	22,728	23,880	26,268	2,189
75	23,892	25,044	27,552	2,296
76	25,116	26,268	28,896	2,408
77	26,388	27,540	30,300	2,525
78	27,732	28,894	31,776	2,648
79	29,148	30,300	33,236	2,775
80	30,636	31,788	34,868	2,917
81	32,196	33,348	36,684	3,067
82	33,840	34,992	38,496	3,223
83	35,568	36,720	40,392	3,366
84	37,380	38,532	42,396	3,533
85	39,283	40,440	44,484	3,707

\*Lowest upgraded salary range under NCC #17 for related teaching positions.

FOR PHYSICIANS CLASSES OF POSITIONS  
FOR PHYSICIANS CLASSES OF POSITIONS  
Effective May 1, 1984

<u>Salary Range</u>	<u>Rate/Annum</u>	<u>Rate/Month</u>
R-74	P 25,116	P 2,093
75	26,388	2,199
76	27,732	2,311
77	29,148	2,429
78	30,636	2,553
79	32,196	2,683
80	33,840	2,820
81	35,568	2,964
82	37,380	3,115
83	39,288	3,274
84	41,292	3,441
85	43,392	3,616
85 2nd step	45,600	3,800
85 3rd step	47,928	3,994
85 4th step	50,376	4,198
85 5th step	52,944	4,4,12



June 8, 1984

The Honorable Minister  
Ministry of Education,  
Culture and Sports  
Palacio del Gobernador  
Plaza Roma, Manila

S i r :

This has reference to Paragraph 4.1.2 and 5.1 of NCC No. 27, which are requested to be clarified in connection with the salary adjustment for teachers and related classes of positions, the hiring rates therefor, and the hiring rates for Physician Classes of positions.

Paragraph 4.1.2 of NCC No. 27 provides that "Those whose salaries are not on step in the salary schedule shall be increased by the same percentage provided under Paragraph 4.1.1 herein."

Paragraph 5.1 of the Circular states that "Effective May 1, 1984, all original appointments to positions covered by the National Compensation and Classification Plans shall be fixed at the new hiring rate of the salary range allocation of said positions as shown in Annex "A"."

Since the teachers' salaries are out of step in the salary schedule, these shall be adjusted by 10%, effective May 1, 1984.

Examples: A. Salary Adjustment for Elementary  
Grades Teacher (EGT), R-56, B.S.E.  
whose actual salary as of April 30,  
1984 is P10,440 p.a. or P870 p.m.

10% of P10,440 = P1,044      10% of P870 = P87

Add: Actual Salary  
as of April 30,  
1984      = P10,440  
Adjusted Salary      = P11,484 p.a.

P987.000...

B. Salary adjustment for EGT,  
R-56, B.S.E. whose actual  
salary as of April 30, 1984  
is P10,908 p.a. or P909 per  
month due to one step merit  
increase -

10% of P10,908 = P1,090.80      10% of 909 = 90.90

Add: Actual	
Salary as	
of April	
30, 1984 =	<u>P10,908.00</u>
	P11,998.80 p.a.
	<u>909.</u>
	P999.90 p.m.

The adjusted monthly salary of P999.90 in example B above shall be rounded up to the nearest peso at P1,000.00 per month. The same shall apply to similar adjustments.

For clarification of paragraph 5.1 of NCC No. 27, the hiring rate for teachers and related classes of positions shall be the salary of the teaching positions under NCC No. 17 and the additional P96 p.m., adjusted by 10% under NCC No. 27, as indicated in the attached table on Hiring Rates for Teaching and Related Classes of Positions in the MECS and its Cultural agencies.

The hiring rates for Physician classes of positions effective May 1, 1984, shall be at the rates indicated in the attached schedule of Hiring Rates for Physicians.

Very truly yours,

(SGD.) A.C. OFILADA  
Director