

Republika ng Pilipinas
(Republic of the Philippines)
DEPARTMENT OF EDUCATION, CULTURE AND SPORTS
(MINISTRY OF EDUCATION, CULTURE AND SPORTS)
Manila

September 3, 1984

MECS ORDER
No. 46, s. 1984

ADDENDUM TO MECS ORDER NO. 30, s. 1984
(Salary Increase of National Government Officials and Employees)

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

1. Inclosed is a copy of National Compensation Circular No. 27-A dated May 30, 1984 issued to supplement and clarify certain provisions of MCC No. 27 dated May 15, 1984, on the 10% Across the Board Salary Adjustment to Officials and Employees of the National Government pursuant to Executive Order No. 951-A dated May 1, 1984, for the information of all concerned.
2. Please be guided accordingly.

(SGD.) JAIME C. LAYA
Minister

Incl.: As stated

References:

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

Allotment: 1--(D.O. 1-76)

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

BUREAUS & OFFICES
EMPLOYEES
OFFICIALS
MANILA

RULES & REGULATIONS
SALARY
TEACHERS

(Inclosure to MECS Order No. 46, dated September 3, 1984)

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

NATIONAL COMPENSATION CIRCULAR NO. 27-A
May 30, 1984

To : Heads of Ministries, Bureaus, Offices and Agencies of the National Government, Heads of State Universities and Colleges and All Others Concerned

Subject: Supplemental Circular to NCC No. 27 dated May 15, 1984 on the 10% across-the-Board Salary Adjustment to Officials and Employees of the National Government Pursuant to Executive Order No. 951-A Dated May 1, 1984

1.0 Purpose

This Circular is being issued to supplement and to clarify certain provisions of NCC No. 27.

This Circular is intended to prescribe the rules and regulations authorizing a ten percent (10%) increase of the basic salary rate as approved by the President and implemented by the OBM.

2.0 Clarification on Section 4.1.1

Section 4.1 shall read: 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 adjusted by two salary steps in the National Salary Schedule equivalent to ten percent (10%).

Illustrative Example:

Miss Lorna Hayag is a Senior Clerk, R-46 whose basic salary is ₱6552 per annum which is a prescribed step in the National Salary Schedule. Her adjusted salary shall be ₱7236 which is two salary steps over ₱6552.

3.0 Clarification on Section 4.1.2

Section 4.1.2 states: "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."

3.1. Those whose salary rates are not on step in the National Salary Schedule shall be adjusted by a straight ten percent (10%) of the approved basic rate.

3.1.1 The following illustrative examples shall supercede 2.1 of the Illustrative Examples attached to NCC No. 27 for employees whose salaries are not on salary step in the National Salary Schedule.

- (a) Mrs. Erlinda Sanchez is an Elementary Grades Teacher (EGT), R-56, B.S.E., whose actual basic salary as of April 30, 1984 is P870 per month or P10,440 per annum.

Her adjusted salary shall be computed as follows:

	<u>Per Month</u>	<u>Per Annum</u>
Actual salary as of April 30, 1984	P870.00	P10,440.00
Add: 10% of her actual basic salary	<u>87.00</u>	<u>1,044.00</u>
Adjusted salary effective May 1, 1984	P957.00	P11,484.00

- (b) Mrs Rosario Sison is an Elementary Grades Teacher, R-56, B.S.E., whose actual salary as of April 30, 1984 is P909 per month or P10,908 p.a. due to a one step merit increase. Her adjusted salary shall be computed as follows:

	<u>Per Month</u>	<u>Per Annum</u>
Actual salary as of April 30, 1984	P909.00	P10,908.00
Add: 10%	<u>90.90</u>	<u>1,090.80</u>
Total	P999.90	P11,998.80

To facilitate computation, the adjusted salary of P999.90 per month shall be rounded up to the next higher peso, or P1,000.00 per month or P12,000.00 per annum.

4.0 On Section 4.3.1 re Non-Itemized Positions

This Section is hereby amended to read as follows:

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 and Civil Service Commission Joint Circular No. 3, dated February 23, 1977 and based on rates approved by the President. The basis for the computation of the salary increases provided herein shall be the hirina rate per NCC No. 16, s. 1981 of the salary range allocation of a comparable class in the National Classification Plan, exclusive of the 20% premium pay.

Illustrative Example:

Mr. Noel David is a contractual employee whose position is classified as Senior Civil Engineer, R-68 with a contractual rate of P1,875 per month. His adjusted salary will be computed as follows:

Hiring rate of Sr. Civil Engineer per MCC No. 16	P1,553.00
Add: 2 salary steps	<u>162.00</u>
Adjusted basic compensation	1,715.00
Add: 20% premium pay based on the adjusted basic compensation	<u>343.00</u>
Adjusted compensation as of May 1, 1984	P2,058.00 or rounded to P2,075 per month or P25,900 per annum

"5.0 Original appointments" shall read "5.0 APPOINTMENTS"

5.1 Section 5.1 is reworded to read as follows:

Effective May 1, 1984, the hiring rate of all appointments to positions covered by the National Compensation and Classification Plans shall be at the new hiring rate of the salary range allocation of the position as shown in Annex A, except as maybe prescribed by the OBM in occupational groups which have been authorized special salary adjustments such as the Medical Officers Group, Teaching and Related Teaching Positions, Airways Operations/Engineering, and others.

(SGD.) MANUEL S. ALBA
Minister of the Budget

NATIONAL SALARY SCHEDULE
HIRING RATE

<u>Salary Range</u>	<u>Rate/Annua</u>	<u>Rate/Month</u>
38)	P 5,928	P 494
39)		
40)		
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	6,400	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