



Pay scale of execs

LETTER of Instructions 345 ordered salary increases for government positions covered by the Wage and Position Classification Office (WAPCO) of the Budget Commission. The order includes government positions under the Career Executive Service.

The President directed the budget commissioner, the Civil Service Commission chairman and the Commission on Audit Chairman to increase salaries according to the following guidelines: 1) 4 to 6 ranges for technical positions, 3 ranges for teaching positions and 3 ranges for teaching positions, labor, trades, crafts, clerical and sub-professional positions; 2) increases in the salaries of the CES shall be in accordance with the approved Compensation Scheme for the service, to be initially implemented to the extent of 30 percent of the increase indicated scales; PD 847 adopts a Compensation Scheme for CES members.

Salary increases are effective January 1, 1976.



For members of the Career Executive Service Board, the President ordered the adoption of a Compensation Scheme through Presidential Decree 847 dated December 16, 1975. The Career Executive Service, created under Presidential Decree No. 1 (Integrated Reorganization Plan), is intended "to form a continuing pool of well-selected and outstanding oriented career administrators who shall provide competent and faithful service."

Under the decree, the President upon recommendation of the Career Executive Service Board, will issue original and promotional appointments to the appropriate rank, grade and salary in the service.

As a general rule, according to PD 847, the salaries of CES officers shall start at Grade 2 of the corresponding rank in the Compensation Scheme, while those of the incumbents and of the new appointees to positions, who are not officers, shall start at Grade 1 of the corresponding rank.

The decree, however, provides that subsequent salary increases and/or rank promotions may be granted to incumbents who are not CES members only after satisfactory completion of the CES Development Program and after compliance with such requirements as the board may set.

PD 847 provides that nothing in the decree shall reduce any salary received by any incumbent of any CES position, as a result of the implementation of the Compensation Scheme, except that the salary of his successor shall be in conformity with the scheme.

In appointments to the CES of individuals possessing specialized skills and exceptional talent, the President may authorize a salary higher than the salary provided for in the scheme.

Under PD 847, the Compensation Scheme shall govern salaries of all existing positions within the CES, of all positions that may be created within the CES, and of all positions as determined to be of the same category by the CESB.

13-month bonuses

PRESIDENT Marcos, through PD 851 December 16 ordered payment of a 13-month instead of 12-month annual salary for all workers receiving less than P1,000 a month.

It takes effect from December 22, 1975. For purposes of 13-month pay for 1975, it applies to those who were employees as of December 16, 1975. According to Department of Labor regulations implementing PD 851:

1. All employers covered by PD 851 shall pay to eligible employees the thirteenth-month pay not later than December 24 every year.

2. "Thirteenth-month pay" means one twelfth of the basic salary of an employee in a calendar year.

3. "Basic salary" includes all payments made by an employer to an employee for services rendered but not include cost-of-living allowances granted pursuant to PD 525 of LOI 174, profit-sharing payments, and all allowances and monetary benefits not considered part of the regular or basic salary at the time of promulgation of PD 851.

4. The decree does not apply to:

a) Distressed employers, such as (1) those currently incurring substantial losses or (2) non-profit institutions and organizations, whose income, from donations, contributions, grants and other earnings from any source, has consistently declined by more than 40 percent of their normal income for the past 2 years;

b) The government and any of its political subdivisions, including government-owned and controlled corporations, except corporations operating essentially as private subsidiaries of the government;

c) Employers already paying their employees 13-month pay or more in a calendar year or its equivalent at the time of this issuance; The term "its equivalent" used here includes Christmas bonus, mid-year bonus, profit-sharing payments and other cash bonuses amounting to less than one-twelfth of the basic salary, but not cash and stock dividends, cost of living allowances and all other allowances regularly enjoyed by the employee. If an employer pays less than one-twelfth of the employee's basic salary, the employer shall pay the difference.

d) Employers of household helpers and persons in the personal service of another in relation to such workers.

e) Employers of those paid purely on commission, boundary, or task basis, and who are paid a fixed amount for performing a specific work, irrespective of the time consumed in the performance thereof, except where the workers are paid on piece-rate basis in which case the employer shall be covered by this issuance insofar as such workers are concerned.

f) Workers paid on a piece-rate basis as those receiving a fixed amount for every piece or unit of work produced that is more or less regularly replicated, without regard to the time spent in producing the same.

5. All employees of covered employers are entitled to the benefit if their gross annual income does not exceed P1,000 a month, regardless of their position, designation or employment status, and irrespective of the method by which their wages are paid, provided that they have worked for at least one month during the calendar year.

6. A covered employer may pay one-half of the 13-month pay before the opening of the regular school year and the other half on or before the 24th day of December of every year. If an establishment contains a recognized union, the periodicity or frequency of payment of the 13th month pay may be the subject of agreement.

7. The decree does not prevent employers from giving the benefits it

stipulates to employees receiving more than one thousand pesos a month or benefits higher than those provided by the decree.

8. The benefits granted by the decree should not be credited as part of the regular wage of the employees for purposes of determining overtime and premium pay fringe benefits, as well as premium contributions to the State Insurance Fund, social security, medicare, private welfare and retirement plans.

9. Distressed employers shall qualify for exemption if authorized by the Secretary of Labor. Petitions for exemptions may be filed with the nearest regional office having jurisdiction over the employers not later than January 15, 1976.

10. Every covered employer shall make a report to the nearest regional labor office not later than January 15 of each year. The report shall contain: a) name of establishment; b) address; c) principal product or business; d) total employment; e) total number of workers benefited; f) amount granted per employee; g) total amount of benefits granted; h) name, position and tel. no. of person giving information.

11. Non payment of the 13-month pay shall be treated in the same way as money claims cases and shall be processed according to the Labor Code and the rules of the National Labor Relations Commission.

12. The decree does not authorize any employer to eliminate, or diminish in any way, supplements, or other employee benefits being enjoyed by the employees at the time of promulgation of the decree or the regulations.

Two towns abolished

BASILAN CITY and two other towns of Basilan province were abolished by President Marcos through Presidential Decree No. 840 "to render its territorial partition more responsive to the peace, rehabilitation and total development of the area."

The capital of the province has been transferred to the municipality of Isabela.

Basilan province still comprises the whole island of Basilan and other adjacent islands.

Under the decree, Basilan province has now seven municipalities, namely:

1. Isabela, which will occupy areas covered by the former city of Basilan and by the towns of Isabela and Malamban;

2. Lantawan, which will cover its present area and that of the former municipality of Piles;

3. Sumisip, which will occupy its present area and the former municipality of Tapiantana;

4. Maluso;

5. Tipo-Tipo;

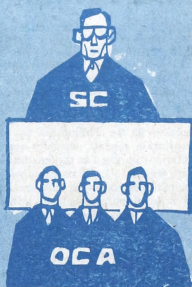
6. Lantawan; and

7. Tubaran.

The Regional Commissioner of Region IX is authorized under the decree to reappoint and reassign provincial and municipal government employees. He is also authorized to recommend to the President the reappointment and reassignment of incumbent elective officials, so that the governmental framework will remain unimpaired and effective.

Employees of the national government assigned in Basilan province will be reappointed or reassigned according to the provisions of the law.

To carry out its purpose, PD 840 appropriates an initial P1.7 million from funds in the National Treasury not yet appropriated.



Helping the courts

UNDER Presidential Decree No. 828 dated November 19, President Marcos formed an Office of the Court Administrator (OCA) in the Supreme Court to assist the high court in the exercise of its administrative supervision over all courts. Under Article X, Section 6 of the new Constitution, the administrative supervision over all courts has been transferred from the Department of Justice to the Supreme Court.

The new office will be headed by a court administrator and will have three deputy court administrators. The administrator shall have the same rank privileges and compensation and qualification as the presiding justice of the Court of Appeals while the deputy administrators will have the same ranks as the associate justices of the Appeals Body. The Supreme Court shall determine and define the powers, functions and responsibilities of the court administrator and his deputies. It shall also create such offices, services, divisions and other units in the OCA as it may deem necessary. For this purpose, the chief justice is authorized to adopt and carry out the corresponding staffing patterns.

The court administrators of the new office in the Supreme Court shall be appointed by the Chief Justice of the high tribunal and shall serve until they reach the age of 65 years or become incapacitated to discharge the duties of their office. However, these administrators may be removed or relieved for just cause by a vote of not less than eight justices of the Supreme Court.

The new decree also provides that the chief justice may appoint or detail any member of the judiciary with the proper qualifications to the position of court administrator or deputy court administrator. However, provides that any member of the judiciary so appointed or detailed shall not be deemed to have relinquished his judicial position, nor lost his seniority, precedence, benefits and other privileges.

PD 828 provides that the position titles and salaries of personnel shall be in accordance with the Judiciary Position Classification and Pay Plans. The salaries of the court administrator and his deputies shall not be decreased during their continuance in office. Until otherwise provided by law, however, their salaries shall be P56,000 and P52,400 each, respectively.

All subordinates, officials and employees to be appointed under PD 828 shall belong to the classified service and shall be governed by the Civil Service Law, except those whose positions are highly technical or primarily confidential. To carry out its purpose, PD 828 appropriates an initial sum of P2,000,000. The appropriations for succeeding fiscal years shall be included in the Annual General Appropriations Decree. □