

# [ LETTER OF INSTRUCTIONS NO. 533, April 21, 1977 ]

## RELATIVE TO SALARY INCREASE FOR NATIONAL GOVERNMENT EMPLOYEES

TO: The Heads of Departments, Offices, Bureaus and Agencies  
Heads of Government Owned and Controlled Corporations and State Universities and Colleges  
The Acting Commissioner of the Budget  
The Chairman, Career Executive Service Board  
All Others Concerned

WHEREAS, the national position classification and compensation plan has not kept pace with cost of living and is competitive neither with those of most government-owned and controlled corporations, not with those of the private sector;

WHEREAS, it is essential to formulate salary adjustments within the context of the financial capability of government and existing salary differentials among regular agencies of government and those who do not follow the national compensation plan;

NOW THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, do hereby order and direct:

1. A ten (10) percent salary adjustment across-the-board for personnel of the departments, bureaus, offices and agencies of the National Government and whose positions are allotted less than P600 a month as of March 31, 1977, in the national position classification and compensation plan, the adjustment to take effect May 1, 1977: Provided, That in no case shall the adjusted salary of an individual exceed P600/month; and Provided, That public school teachers should be specifically included in this salary adjustment, over and above that already granted them effective January 1, 1977.
2. A thirty (30) percent implementation of the recommended upgrading of salaries in the National Government based on the findings of the Budget Commission in the 1976 Salary Survey of private entities, effective July 1, 1977.
3. Implementation in full of the compensation levels of Career Executive Service officials (CESOs) as embodied in P.D. No. 847, the adjustment to take effect July 1, 1977.
4. Officials and employees who have retired or are due to retire from the service within one (1) month immediately preceding the dates of implementation of the salary increases mentioned in numbers 1, 2, and 3 of this Letter of Instructions, but who otherwise are qualified beneficiaries thereof, shall be entitled to the retirement benefits that would have accrued to them had they retired at the established effectivity dates.
5. Government-owned and controlled corporations, state colleges and universities, and agencies of the national government, who do not follow the national position classification and compensation plan, may be authorized to grant salary increases in accordance with the provisions of P.D. No. 985;