

# [ PRESIDENTIAL DECREE NO. 1597, June 11, 1978 ]

## **FURTHER RATIONALIZING THE SYSTEM OF COMPENSATION AND POSITION CLASSIFICATION IN THE NATIONAL GOVERNMENT.**

**WHEREAS**, it is the declared and adopted policy of the National Government to standardize compensation of officials and employees of the national government, in accordance with the Constitutional mandate, on the basis of substantial similarity in duties and responsibilities and qualification requirements for satisfactory performance of assigned tasks;

**WHEREAS**, there are existing special salary laws, decrees, and other approvals that authorize salary rates other than those in the National Classification and Pay Plans;

**WHEREAS**, the proliferation of special salary laws is inimical to sound public administration and complicates the process of salary adjustment due to disparities and inflexibility in salary rates, pay ranges and/or other forms of compensation;

**NOW, THEREFORE, I, FERDINAND E. MARCOS**, President of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby order and decree:

**SECTION 1. *Statement of Policy.***—It is hereby declared policy that the officials and employees of the national government, including the Judiciary, the Career Executive Services, the Foreign Service, the Armed Forces, subordinate officials of Constitutional Commissions, government owned or controlled corporations, and state colleges and universities, shall be compensated in accordance with a National Position Classification and Compensation Plan approved by the President.

**SEC. 2. *Coverage.***—The coverage of the position classification and compensation systems established in Sec. 4 of P.D. No. 985 is hereby amended to limit the exemptions mentioned therein to the following officials: (a) elected officials and officers whose compensation is fixed by the Constitution, (b) local government officials and employees, who are governed by P.D. No. 1136.

**SEC. 3. *Repeal of Special Salary Laws and Regulations.***—All laws, decrees, executive orders and other issuances or parts thereof, that exempt agencies from the coverage of the National Compensation and Position Classification System as established by P.D. No. 985 and P.D. No. 1285, or which authorize and fix position classification, salaries, pay rates/ranges or allowances for specified positions, to groups of officials and employees, or to agencies, that are inconsistent with the position classification or rates in the National Compensation and Position Classification Plan, are hereby repealed.

**SEC. 4. *Salaries of Incumbents.***—All positions presently assigned salaries which have been fixed in special salary laws, decrees, executive orders or other authorizations, shall continue to be authorized said salaries until such time as the positions are fully integrated within the national compensation and position classification plan: *Provided*, That the Budget Commission shall issue such rules and regulations as will assure an orderly transition into a single national position classification and compensation system; *Provided, further*, That no incumbent of positions heretofore excluded from the coverage of P.D. No. 985 and P.D. No. 1285, shall suffer a reduction in total salary and allowances.