

[EXECUTIVE ORDER NO. 101, June 15, 1993]

REVISING THE COMPENSATION PLAN OF THE FOREIGN SERVICE OF THE PHILIPPINES

WHEREAS, Presidential Decree No. 1285 establishes the system of compensation standards and policies for personnel of the Philippine Government who are stationed abroad;

WHEREAS, Executive Order No. 495 establishes the rules and regulations implemented by Letter of Implementation No. 63 to be observed in the payment of compensation for personnel of the National Government who are stationed abroad;

WHEREAS, the latest adjustment of indices on overseas and living quarters allowances was made on 27 August 1981, or almost twelve (12) years ago;

WHEREAS, Executive Order No. 394 was issued on 15 February 1990 only as an interim measure to adjust the basis annual rates of overseas and living quarters allowances;

WHEREAS, Republic Act No. 7157, otherwise known as the Philippines Foreign Service Act of 1991, was passed to strengthen the capability of the Philippine Foreign Service and provide reasonable salaries, allowances and other benefits to Foreign Service personnel;

WHEREAS, the cost of living abroad has increased due to drastic changes in foreign currency conversion rates as well as extraordinary and necessary expenses not otherwise compensated for but which are incurred by officers and employees in the foreign service;

WHEREAS, it is necessary to provide government personnel assigned abroad with a fairly adequate means within the government's financial capability to enable them to live in a manner befitting their representative capacities so as to ably represent the country with distinction and dignity and to uphold the prestige of the Republic;

NOW, THEREFORE, I, FIDEL V. RAMOS, President of the Philippines, by virtue of the powers vested in me by law, do hereby approve the following rates, rules and regulations to be observed in the payment of compensation to personnel of the National Government to the Philippine Foreign Service.

SECTION 1.0 OVERSEAS ALLOWANCE

1.1 The basic annual rates of overseas allowance provided for under Section 1 of Executive Order No. 394 for all Philippine government personnel stationed abroad shall be amended as follows:

RANK	RATE IN US DOLLARS	
	From	To
Chief of Mission	21,375	43,391
Head of Diplomatic Mission	18,988	37,731
Others, including Consul General	15,624	32,809
Career Minister		
Foreign Service Officer	13,547	28,530
Class I	12,042	25,936
Class II	9,923	23,578
Class III	8,697	21,435
Class IV		
Foreign Service Staff Officer	–	21,435
Class I	8,225	20,414
Class II		

1.2 The overseas allowance indices provided for under Executive Order No. 723 are hereby revised and the newly opened posts are given an index as follows:

		PERCENTAGE	
		FROM	TO
Argentina	Buenos Aires	235	116
Australia	Canberra	180	106
	Melbourne	180	106
	Sydney	180	106
Austria	Vienna	240	130
Bahrain	Manama	235	113
Bangladesh	Dhaka	170	90
Belgium	Brussels	220	128
Brazil	Brasilia	160	93

Brunei	Bandar Seri Begawan		90
Canada	Montreal	160	95
	Ottawa	160	95
	Toronto	160	95
	Vancouver	160	95
	Winnipeg	160	95
Chile	Santiago	180	93
China	Beijing	150	92
C.N.M.I.	Saipan		102
Cuba	Havana	190	112
Egypt	Cairo	150	92
France	Paris	245	128
Gabon	Libreville	270	140
Germany	Berlin	245	128
	Bonn	245	128
	Hamburg	245	128
Greece	Athens	200	112
Hong Kong	Hong Kong	160	98
Hungary	Budapest		89
India	New Delhi	140	84
Indonesia	Jakarta	180	101
	Menado	120	67
Iran	Tehran	170	100
Iraq	Baghdad	190	113
Israel	Tel-Aviv	180	130
Italy	Rome	190	136
Japan	Kobe	270	162

	Tokyo	270	162
Jordan	Amman	245	113
Kenya	Nairobi	170	93
Kuwait	Kuwait	245	113
Libya	Tripoli	270	113
Malaysia	Kuala Lumpur	160	91
Mexico	Mexico City	140	93
Micronesia	Pohnpei		102
Morocco	Rabat	210	115
Myanmar	Yangon	140	82
Netherlands	The Hague	260	128
New Zealand	Wellington	160	110
Nigeria	Lagos	250	130
Oman	Muscat		113
Pakistan	Islamabad	150	89
Papua New Guinea	Port Moresby	180	102
Peru	Lima	100	93
Poland	Warsaw	150	89
Qatar	Doha		113
Romania	Bucharest	150	89
Russia	Moscow	200	130
Saudi Arabia	Jeddah	245	113
	Riyadh	245	113
Senegal	Dakar	230	131
Singapore	Singapore	160	98
South Korea	Seoul	200	108
Spain	Barcelona		128

	Madrid	190	128
Sri Lanka	Colombo	140	82
Sweden	Stockholm	240	142
Switzerland	Berne	270	142
	Geneva	270	142
Thailand	Bangkok	160	91
Turkey	Ankara		113
U.A.E.	Abu Dhabi	245	113
United Kingdom	London	240	136
U.S.A.	Agana	155	102
	Chicago	180	97
	Honolulu	175	110
	Los Angeles	160	95
	New Orleans	160	93
	New York	175	100
	San Diego		93
	San Francisco	160	93
	Seattle	160	96
	Washington, D.C.	175	96
Vatican	Holy See	190	136
Vietnam	Hanoi	140	84
Yugoslavia	Belgrade	170	92

1.3 Overseas allowance indices may be adjusted whenever the following conditions exist, and certified accordingly by the Secretary:

a) That the cost of living at post abroad is proportionately so high that an allowance is necessary to enable an officer or employee at such post to carry out his work efficiently;

b) That extraordinary and necessary expenses not otherwise compensated for are incurred by an officer or employee of the Foreign Service incident to his assignment