

**[ EXECUTIVE ORDER NO. 901, July 19, 1983 ]**

**PRESCRIBING RULES AND REGULATIONS TO IMPLEMENT THE  
SCIENTIFIC CAREER SYSTEM INITIALLY IN THE NATIONAL  
SCIENCE AND TECHNOLOGY AUTHORITY**

WHEREAS, a Scientific Career System has been established within the civil service pursuant to Executive Order No. 784 dated March 17, 1982 in order to support and encourage the development of science and technology which is one of the major dimensions in the country's national development efforts;

WHEREAS, the implementation of the new system would bring about profound changes in the operation of the total civil service and must therefore be put into effect on a gradual basis starting with the National Science and Technology Authority which is the primary agency in the field of scientific and technological development;

WHEREAS, there is need to prescribe rules and regulations to put the system in operation in the NSTA;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution and the authority vested in me by Presidential Decree No. 1416 as amended, do hereby order and direct:

SECTION 1. Statement of Policy – It shall be the policy of the government to support and encourage the development of science and technology, to attract scientific experts into the public service, and to provide a system for the recognition and reward of technological and scientific specialists in the government who have, by their scientific productivity, efficiency, innovativeness and effectiveness on the job, shown their dedication to the public service.

SECTION 2. Definition and Character – The Scientific Career System (SCS) is a system of recruitment, career progression, recognition and reward of scientists in the public service as a means of developing a pool of highly qualified and productive scientific personnel.

The System shall be characterized by:

- (a) Entrance to and career progression or advancement based on qualification, merit and scientific productivity;
- (b) Career paths that shall allow scientists to develop within their respective areas of expertise without leaving their status as scientists; and
- (c) Incentives and rewards to insure attraction and retention of highly qualified manpower in the science and technology sector.

SECTION 3. Coverage – The System shall apply to scientific personnel with masteral and/or doctoral degrees in the sciences who are directly involved in research and development.

Other highly qualified scientific personnel who are occupying sensitive positions which are critical to research and development at the time of the approval of these rules may be included in the system upon the recommendation of the Director General of the National Science and Technology Authority (NSTA).

The System shall embrace the NSTA and its component agencies provided that other scientific personnel in the national government shall likewise be covered by the System as soon as rules and requirements for the purpose have been worked out.

As used in these rules, the System shall cover natural sciences, engineering and technology, medical sciences and agricultural sciences as listed in Annex 1. The Scientific Career System herein established may hereafter, upon the recommendation of the NSTA Director General, include other fields and disciplines in its coverage for the purpose of meeting the requirements of the national scientific community.

SECTION 4. Rank in the System – Appointment in the System shall be based on rank – from Scientist I to Scientist V. Scientific personnel shall be admitted into the System to the extent that they meet the minimum qualifications as follows:

(a) Scientist I – Completion of a masteral degree in the appropriate fields of science and the (10) years of productive scholarship and professional research and development (R & D) work beyond the masteral degree or a doctoral degree and five (5) years of productive scholarship and professional R & D work beyond the doctoral degree.

(b) Corresponding qualification requirements for the other ranks (Scientists II-IV) shall be developed by the SCC.

SECTION 5. Salary Schedule – The salary schedule for the scientists appointed to the System shall be in accordance with the attached compensation plan (Annex II), and shall include fringe benefits and reasonable allowances comparable to those of the Career Executive Service, provided that the said plan may be revised with the concurrence of the Office of Budget and Management.

SECTION 6. Administration of the System –

(a) The Civil Service Commission (CSC) shall administer the System and shall have final authority to decide on all matters pertaining to the System.

(b) A Scientific Career Council (SCC) shall be established jointly by the CSC and NSTA to screen candidates for appointment to the System. The Council shall be composed of the Chairman of the Civil Service Commission as ex-officio Chairman, the Director General of the National Science and Technology Authority as ex-officio Co-Chairman and the following ex-officio members: the Chairman of the National Research Council of the Philippines, the President of the National Academy of Science and Technology, and the President of the University of the Philippines System.