

# **[ LETTER OF IMPLEMENTATION NO. 101, October 01, 1979 ]**

## **AUTHORIZING THE IMPLEMENTATION OF STANDARD COMPENSATION AND POSITION CLASSIFICATION PLANS FOR THE INDUSTRIAL/AREA DEVELOPMENT GROUP OF GOVERNMENT OWNED OR CONTROLLED CORPORATIONS**

WHEREAS, pursuant to the mandate of the Constitution, F. D. No. 985 was issued to standardize compensation of government officials and employees, including, those in government-owned or controlled corporations, taking into account the nature of the responsibilities pertaining to, and the qualifications required for, the positions concerned;

WHEREAS, the said Decree authorizes the adoption of additional financial incentives for viable and profit-making corporations and those performing critical functions, to be supported from net earnings and profit of such corporations;

WHEREAS, for purposes of rationalizing Compensation and Position Classification Systems for groups of corporations belonging to the same functional sectoral interest which presently maintain differing compensation and position classification plans, the said Decree and subsequently LOI No. 62, created Compensation Committees to formulate and recommend policies and standards governing classification compensation, allowances and incentives for such groups of corporations;

WHEREAS, LOI No. 341 directed the Compensation Committees to submit immediately for Presidential approval, adjustments in salary, allowances and fringe benefits as may be called for by present economic conditions, for government-owned or controlled corporations;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by law, do hereby instruct the implementation of the Uniform Position Classification and Pay Plan for the Industrial/Area Development group of corporations;

1. Scope of the Plan, The Position and Compensation Plans for the Industrial/Area Development group shall apply to the following corporations:

- Central Luzon-Cagayan Valley Authority
- Export Processing Zone Authority
- Human Settlements Development Corporation
- Laguna Lake Development Authority
- Leyte Sub-A Basin Development Authority
- Manila Gas Corporation
- National Development Company
- Public Estates Authority

2. Positions Classification. Positions shall be classified using the national classification method and on the basis of pre-determined standards and factors,