

**[LETTER OF IMPLEMENTATION NO. 103, October
01, 1979]**

**AUTHORIZING THE IMPLEMENTATION OF STANDARD
COMPENSATION AND POSITION CLASSIFICATION PLANS FOR
THE AGRICULTURAL/PROMOTIONAL TRADING GROUP OF
GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS**

WHEREAS, pursuant to the mandate of the Constitution, P.D. No. 985 was issued to standardize compensation of government officials and employees, including those in government-owned and 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 profits of such corporations;

WHEREAS, for purposes of rationalizing Compensation and Position Classification systems for groups of corporations belonging to the same functional sectoral interests 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;

WHEREASE, LOI No. 841 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 Agricultural/Promotional/ Trading group of corporations:

1. Scope of the Plan—The Position and Compensation Plans for the Agricultural/Promotional/Trading group shall apply to the following corporations:

- Agricultural Credit Administration
- Cooperatives Development Loan Fund
- Export Development Corporation
- Natioanl Grains Authority
- Philippine Coconut Authority
- Philippine Convention Bureau
- Philippine Cotton Corporation
- Philippine Fish Marketing, Authority
- Philippine International Trading Corporation