

PROVIDING FOR THE IMPLEMENTING DETAILS FOR REORGANIZATION PLAN NO. 2-A RELATIVE TO STANDARDIZED PAY

EXECUTIVE ORDER NO. 278, November 07, 1957

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Pursuant to the powers vested in me by Republic Act Numbered Nine hundred and ninety-seven, as amended by Republic Act Numbered One thousand two hundred and forty-one, and upon the recommendation of the Government Survey and Reorganization Commission, the following Implementing Details of Reorganization Plan No. 2-A which relate to standardized pay are hereby promulgated:

SECTION 1. The authorized salary range of a position covered by the provisions of Reorganization Plan No. 1-A shall be that salary range authorized in or established pursuant to the provisions of Reorganization Plan No. 2-A for the class to which the position is allocated by the Wage and Position Classification Office, hereinafter referred to as "WAPCO."

SEC. 2. Salaries shall be adjusted toward the rates of the authorized salary range in accordance with the provisions of Reorganization plan No. 2-A, these Implementing Details, the directions of the President, and rules and regulations issued by the Commissioner, of the Budget pursuant thereto.

SEC. 3. No salary increase shall be granted to an officer or employee of any department, office, or other entity of the National Government, including government owned or controlled corporations, which raises his actual salary above the minimum of the salary range of the class to which his position is allocated by WAPCO until the salaries for all positions in the department, office, corporation, or other entity have been adjusted to the minimum of their respective authorized salary ranges.

SEC. 4. Subject to the provisions of section 3 above, each government owned or controlled corporation shall finance from its corporate funds the increases necessary to bring the salaries of its employees to the minimum of the appropriate salary ranges. Such increases shall be accomplished within three years from the effective date of these Implementing Details.

SEC. 5. No department, office, or other entity of the National Government, excluding government owned or controlled corporations, shall fill a position which is now vacant or subsequently becomes vacant without prior approval of the President. Requests for authorization to fill vacant positions shall be initiated by the head of the department or office concerned and must show compelling reasons to the satisfaction of the President why it is absolutely necessary for the effective continuation of the work of the department or office concerned to fill the vacant position. Ordinarily; consideration will be given only to filling positions requiring highly specialized work of a unique nature. Approval will usually not be given to fill positions which are (similar to other filled positions in the entity. Officers or, employees violating the provisions of this section shall be personally liable for the amount of salaries and wages paid without prior authority and may be subject to further disciplinary action.

SEC. 6. The net savings made available by the Government Survey and Reorganization Commission, plus all savings of the National Government as of June 30, 1957, shall not revert to the General Fund but shall be made available, within legal limitations, for the adjustment of salaries toward the rates authorized by Reorganization

Plan No. 2—A. Whenever substantial savings have been made or will be clearly available, the President, upon the recommendation of the Commissioner of the Budget, shall direct the allotment of such savings, or such part of them as may be available, to effect a percentage adjustment of salaries which shall be uniform throughout all departments, offices, and other entities of the National Government, excluding government owned or controlled corporations. Departments, offices, and other, entities not reorganized shall be required to effect savings from their appropriations in order to contribute to the common fund to make the percentage salary adjustments hereinbefore mentioned.

SEC. 7. Upon completion of all adjustments to the minimum, all salaries shall be adjusted to the proper range and step in accordance with the provisions of Reorganization Plan No. 2-A and the rules prescribed pursuant thereto and the actual salary for each position shall thereafter be at one of the steps in the authorized range.

SEC. 8. If any provision of these implementing Details should be held invalid, the other provisions shall not be affected thereby.

SEC. 9. This Order shall take effect as of July 1, 1957.

Done in the City of Manila, this 7th day of November, in the year of Our Lord, nineteen hundred and fifty-seven, and of the Independence of the Philippines, the twelfth.

(Sgd.) CARLOS P. GARCIA
President of the Philippines

By the President:
(Sgd.) FORTUNATO DE LEON
Executive Secretary

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