



26 January 2022

**MR. RAMON M. LOPEZ**  
*DTI Secretary and Chairperson*  
**MS. MA. LOURDES F. REBUENO**  
*General Manager (GM) and CEO*  
**NATIONAL DEVELOPMENT COMPANY (NDC)**  
 116 Torsedillas St., Salcedo Village,  
 Makati City

**RE: AUTHORIZATION TO IMPLEMENT THE CPCS UNDER E.O. No. 150**

Dear Secretary Lopez and GM Rebueno,

In accordance with Section 8 of Executive Order (E.O.) No. 150, s. 2021<sup>1</sup> and Section 4 of the Compensation and Position Classification System (CPCS) Implementing Guidelines No. 2021-01,<sup>2</sup> the Governance Commission hereby authorizes the **NATIONAL DEVELOPMENT COMPANY (NDC)** to implement the CPCS under E.O. No. 150.

Based on NDC's nature of operations, financials, and full-time equivalent (FTE) positions, below is the summary of its CPCS classification and tier:

NDC	
<b>Category</b>	2
<b>GOCC Grade<sup>3</sup></b>	17
<b>Tier<sup>4</sup></b>	CPCS financials fall below the cut-off for the lowest Tier for Category 2 and 3 GOCCs
<b>Applicable CPCS Salary Structure</b>	Category 1 Salary Structure <sup>5</sup>

Upon receipt of this authorization, NDC shall adopt the Category 1 Salary Structure based on the scheme that will be approved by its Governing Board, with due consideration of the Corporation's affordability and sustainability to continually implement the CPCS rates for its officers and employees.<sup>6</sup> NDC shall use the CPCS Job Grade equivalent of its positions provided in **Annex A.**<sup>7</sup>

<sup>1</sup> Approving the Compensation and Position Classification System (CPCS) and Index of Occupational Services, Position Titles, and Job Grades for GOCCs (IOS-G) Framework, Repealing Executive Order No. 203 (s. 2016), and for Other Purposes.

<sup>2</sup> Implementing Guidelines of Executive Order No. 150, s. 2021. Published in the Official Gazette on 14 January 2022.

<sup>3</sup> Based on 2017-2019 financials in accordance with Section 4.1 of the CPCS Implementing Guidelines.

<sup>4</sup> Based on 2018-2020 financials in accordance with Section 4.3 of the CPCS Implementing Guidelines.

<sup>5</sup> Section 1.1.2. Part A, Chapter VI of the E.O. 150 attachment provides that: "All GOCCs under Categories 2 and 3 with financials falling at 1.98B below will automatically follow the pay structure for a Category 1 GOCC."

<sup>6</sup> Chapter I(2) of CPCS Implementing Guidelines.

<sup>7</sup> The listing of positions in Annex A does not revise nor modify the approved staffing pattern of NDC.

The final Job Evaluation (JE) results with the career bands of each position shall be provided once the same has been validated.<sup>8</sup> In the meantime, NDC may already adopt the CPCS salary structure as provided above. For allowances, benefits and incentives that require the determination of the career band of the positions entitled thereto, the same shall be granted in accordance with existing DBM and CSC issuances pursuant to Chapter XI of the CPCS, until such time that the GCG has issued the final JE results of the GOCCs.

Further, considering that NDC has fully complied with the CPCS requirements upon the approval of E.O. No. 150, it may retroactively apply the appropriate salary structure, and the allowances, benefits and incentives under the CPCS effective 05 October 2021 in accordance with Chapter I(1) of the CPCS Implementing Guidelines.

In the implementation of the CPCS, NDC Governing Board is hereby enjoined to ensure faithful compliance with the provisions of E.O. No. 150 and CPCS Implementing Guidelines No. 2021-01, as well as all existing budgeting, accounting, and auditing rules and regulations.

Finally, it must be stressed that pursuant to Section 12 of E.O. No. 150, in relation to Section 5(h) of Republic Act No. 10149,<sup>9</sup> failure or refusal to implement the CPCS rates, or the lower amounts provided under Section 11 thereof when applicable, shall cause the GOCC to undergo a mandatory action and be reorganized, merged, streamlined, abolished or privatized, upon recommendation of its Supervising Agency, without prejudice to the imposition of other penalties as sanctioned by other applicable laws, rules and regulations.

**FOR YOUR GUIDANCE AND COMPLIANCE.**

Very truly yours,



Digitally signed by:  
**CHAIRMAN SAMUEL G. DAGPIN, JR.**



**MICHAEL P. CLORIBEL**  
*Commissioner*



**MARITES C. DORAL**  
*Commissioner*

**Cc: COA Resident Auditor – NDC**

<sup>8</sup> The CPCS Consultant, Willis Towers Watson (WTW), conducts the initial JE of the positions in the GOCCs based on the Job Descriptions submitted by the GOCCs. The JE results are then being validated by the GCG.

<sup>9</sup> *GOCC Governance Act of 2011.*



Annex A

**CPCS JOB GRADE EQUIVALENT OF THE POSITIONS OF NDC**

<b>National Development Company (NDC)</b>			
<b>No.</b>	<b>Units</b>	<b>Salary Grade</b>	<b>CPCS Job Grade</b>
	<b>Office of the General Manager</b>		
1	General Manager	30	17
1	Special Assistant to Corporate Head I	25	12
1	Executive Assistant III	20	11
1	Private Secretary III	18	11
1	Chauffeur IV	8	6
	<b>Internal Audit Office</b>		
1	Department Manager III (IAO)	26	14
1	Management and Audit Officer V	22	12
1	Management and Audit Officer IV	18	11
2	Management and Audit Officer III	15	10
	<b>Office of the Assistant General Manager - Corporate Support Group</b>		
1	Assistant General Manager (CSG)	29	16
1	Executive Assistant IV	22	12
1	Secretary III	10	7
	<b>Legal Department</b>		
1	Department Manager III (Legal)	26	14
2	Attorney V	25	12
2	Attorney IV	23	12
	<b>Finance and Administrative Department</b>		
1	Department Manager III (FAD)	26	14

National Development Company (NDC)			
No.	Units	Salary Grade	CPCS Job Grade
	<b>Human Resource Unit</b>		
1	Human Resource Management Officer V	22	12
1	Human Resource Management Officer III	18	11
	<b>General Services</b>		
1	Administrative Services Officer VI	22	12
1	Administrative Services Officer IV	18	11
1	Administrative Services Officer III-BAC	15	10
1	Administrative Service Officer III	15	10
	<b>Accounting Unit</b>		
1	Accountant V	22	12
1	Accountant IV	20	11
2	Accountant III	19	11
	<b>Treasury Unit</b>		
1	Treasury Operations Officer VI	22	12
1	Cashier III	18	11
1	Cashier II	14	9
	<b>Budget Unit</b>		
1	Budget Officer V	22	12
1	Budget Officer III	18	11
	<b>Corporate Planning</b>		
1	Department Manager III (CorPlan)	26	14
1	Planning Officer IV	22	12
1	Information Technology Officer I	19	11
2	Senior Planning Specialist	19	11
	<b>Operations Group</b>		
1	Assistant General Manager	29	15
1	Assistant General Manager (FMG)	29	15
1	Assistant General Manager (Investment 1)	29	15

<b>National Development Company (NDC)</b>			
<b>No.</b>	<b>Units</b>	<b>Salary Grade</b>	<b>CPCS Job Grade</b>
1	Assistant General Manager (Investment 2)	29	15
1	Assistant General Manager (Investment 3)	29	15
5	Corporate Executive Officer II	24	12
2	Department Management Officer IV	22	12
3	Development Management Officer IV	22	12
2	Department Management Officer III	18	11
3	Development Management Officer III	18	11
5	Secretary III	10	7
<b>64</b>	<b>Grand Total</b>		

