



19 November 2025

HON. MA. CRISTINA A. ROQUE
Secretary, Department of Trade and Industry
(DTI) and NDC Chairperson

HON. SATURNINO H. MEJIA
General Manager (GM)
NATIONAL DEVELOPMENT COMPANY
NDC Building, 116 Tordesillas Street
Salcedo Village, Makati City

RE: AUTHORITY TO IMPLEMENT (ATI) THE CPCS II

**AUTHORITY TO GRANT MEDICAL ALLOWANCE TO
ELIGIBLE INCUMBENT OFFICERS AND EMPLOYEES**

Dear Secretary Roque and GM Mejia,

Pursuant to Section 3 of Executive Order (EO) No. 95, s.2025,¹ and Section 6 of Compensation Position Classification System (CPCS) Implementing Guidelines No. 2025-01,² the Governance Commission hereby **AUTHORIZES** the **NATIONAL DEVELOPMENT COMPANY (NDC)** to implement the CPCS II under EO No. 95, s.2025.

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

NATIONAL DEVELOPMENT COMPANY	
Category	2
GOCC Grade³	17
Pay Grade of the Highest-Ranking Officer⁴	27
Tier⁵	1
Applicable CPCS II Salary Structure	Category 2, Tier 1 Salary Structure

Upon receipt of this authority, the NDC shall adopt the Category 2, Tier 1 Salary Structure based on the scheme that will be approved by its Governing Board, with due consideration of the NDC's financial capacity to continually implement the CPCS II rates for its officers and employees.⁶ The NDC shall use the CPCS II Pay Grade (PG) equivalent of its positions, as provided in **Annex A**.

¹ Approving the Compensation and Position Classification System (CPCS) II and Pay Grades for Government-Owned or Controlled Corporations, repealing Executive Order No. 150 (s.2021), and for Other Purposes.

² Implementing Guidelines of Executive Order No. 95, s.2025.

³ Based on 2021-2023 financials, GOCC Category and number of Full-Time Equivalent (FTE) employees of the NDC pursuant to Chapter V (2) of the CPCS II attached to EO No. 95, s.2025.

⁴ The PG equivalent of the Highest-Ranking Officer is based on the computed GOCC Grade of the NDC as provided under **Annex B**.

⁵ Based on 2021-2023 financials of the NDC pursuant to Chapter VI (A) (1.1.2) of the CPCS II attached to EO No. 95, s.2025.

⁶ Chapter I (2) of CPCS Implementing Guidelines No. 2025-01.



The list of positions in **Annex A** is based on the approved NDC staffing pattern. It must be stressed that this authority to implement the CPCS II does not equate to a revision or modification of the approved and/or recognized staffing pattern of the NDC.

Considering that the NDC has already implemented the CPCS I under EO No. 150, s.2021,⁷ it may retroactively adopt the appropriate salary structure, and the enhanced allowances, benefits and incentives under the CPCS II **effective 01 January 2025** in accordance with Section 3 of EO No. 95, s.2025.

Further, the Governance Commission hereby **AUTHORIZES** the NDC to grant the Medical Allowance to each eligible incumbent officer and employee in the amount not to exceed **Ten Thousand Pesos (P10,000.00)** per annum, based on the NDC's classification and tier under the CPCS II and in accordance with CPCS Circular No. 2025-01.⁸

In the implementation of the CPCS II, the NDC Governing Board is hereby **ENJOINED** to ensure faithful compliance with the provisions of EO No. 95, s.2025, CPCS Implementing Guidelines No. 2025-01, CPCS Circular No. 2025-01, as well as all other applicable laws, issuances, rules and regulations, including those pertaining to budgeting, accounting, and auditing matters.

The NDC is thereby reminded that pursuant to Section 4 of the General Procedural Guidelines of CPCS Implementing Guidelines No. 2025-01 and Section 9 of CPCS Circular No. 2025-01, the NDC must submit its Salary Administration Scheme Report, together with the requisite Board approval, within one (1) month from the date of said Board approval. Furthermore, the NDC is required to submit its Total Compensation Framework annually, on or before 31 January of the succeeding year.

Finally, it should be noted that pursuant to Section 12 of EO No. 95, s.2025, in relation to Section 5(h) of Republic Act (RA) No. 10149,⁹ failure or refusal to implement the CPCS II 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 provided under other applicable laws, rules and regulations.

FOR YOUR GUIDANCE AND COMPLIANCE.

Very truly yours,


ATTY. MARIUS P. CORPUS
Chairperson


**ATTY. GERALDINE MARIE B.
BERBERABE-MARTINEZ**
Commissioner

Cc: COA Resident Auditor – NDC

⁷ 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.

⁸ Guidelines on the Grant of Medical Allowance. Uploaded to the GCG official website: <https://gcg.gov.ph>.

⁹ GOCC Governance Act of 2011.



Annex A

**CPCS II TABLE OF POSITIONS WITH CORRESPONDING PAY GRADES
 FOR THE NATIONAL DEVELOPMENT COMPANY (NDC)**

No.	Unit/Position	Pre-CPCS I Salary Grade	CPCS II Pay Grade
	Office of the General Manager		
	Office of the General Manager		
1	General Manager	30	27
1	Special Assistant to Corporate Head I	25	23
1	Executive Assistant III	20	20
1	Private Secretary III	18	18
1	Chauffeur IV	8	8
	Internal Audit Office		
1	Department Manager III (IAO)	26	24
1	Management and Audit Officer V	22	21
1	Management and Audit Officer IV	18	18
2	Management and Audit Officer III	15	15
	Office of the Assistant General Manager - Corporate Support Group		
	Office of the Assistant General Manager - Corporate Support Group		
1	Assistant General Manager (CSG)	29	26
1	Executive Assistant IV	22	21
1	Secretary III	10	10
	Legal Department		
1	Department Manager III (Legal)	26	24

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No.	Unit/Position	Pre-CPCS I Salary Grade	CPCS II Pay Grade
2	Attorney V	25	23
2	Attorney IV	23	21
	Finance and Administrative Department		
1	Department Manager III (FAD)	26	24
	Human Resource Unit		
1	Human Resource Management Officer V	22	21
1	Human Resource Management Officer III	18	18
	General Services		
1	Administrative Services Officer VI	22	21
1	Administrative Services Officer IV	18	18
1	Administrative Services Officer III-BAC	15	15
1	Administrative Service Officer III	15	15
	Accounting Unit		
1	Accountant V	22	21
1	Accountant IV	20	20
2	Accountant III	19	19
	Treasury Unit		
1	Treasury Operations Officer VI	22	21
1	Cashier III	18	18
1	Cashier II	14	14
	Budget Unit		
1	Budget Officer V	22	21
1	Budget Officer III	18	18
	Corporate Planning		
1	Department Manager III (CorPlan)	26	24
1	Planning Officer IV	22	21

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No.	Unit/Position	Pre-CPCS I Salary Grade	CPCS II Pay Grade
1	Information Technology Officer I	19	19
2	Senior Planning Specialist	19	19
	Operations Group		
1	Assistant General Manager	29	26
1	Assistant General Manager (FMG)	29	26
1	Assistant General Manager (Investment 1)	29	26
1	Assistant General Manager (Investment 2)	29	26
1	Assistant General Manager (Investment 3)	29	26
5	Corporate Executive Officer II	24	22
2	Department Management Officer IV	22	21
3	Development Management Officer IV	22	21
2	Department Management Officer III	18	18
3	Development Management Officer III	18	18
5	Secretary III	10	10
64	GRAND TOTAL		

Annex A Reviewed and Certified Correct by:


ATTY. JOCELYN GRACE N. NAVATO
 Director IV
 Corporate Standards Office


CONIE ANN C. MORTILLA
 Director III
 Corporate Standards Office


JAENA M. ROSAL
 Director IV
 Corporate Governance Office – C



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3/F, BDO Towers Paseo, 8741 Paseo De Roxas, Makati City, Philippines 1226



Annex B

**CONVERSION TABLE OF GOCC GRADE TO
PAY GRADE (PG) EQUIVALENT OF THE GOCC'S HIGHEST-RANKING OFFICER**

GOCC Grade	Pay Grade
20	30
19	29
18	28
17	27
16	26