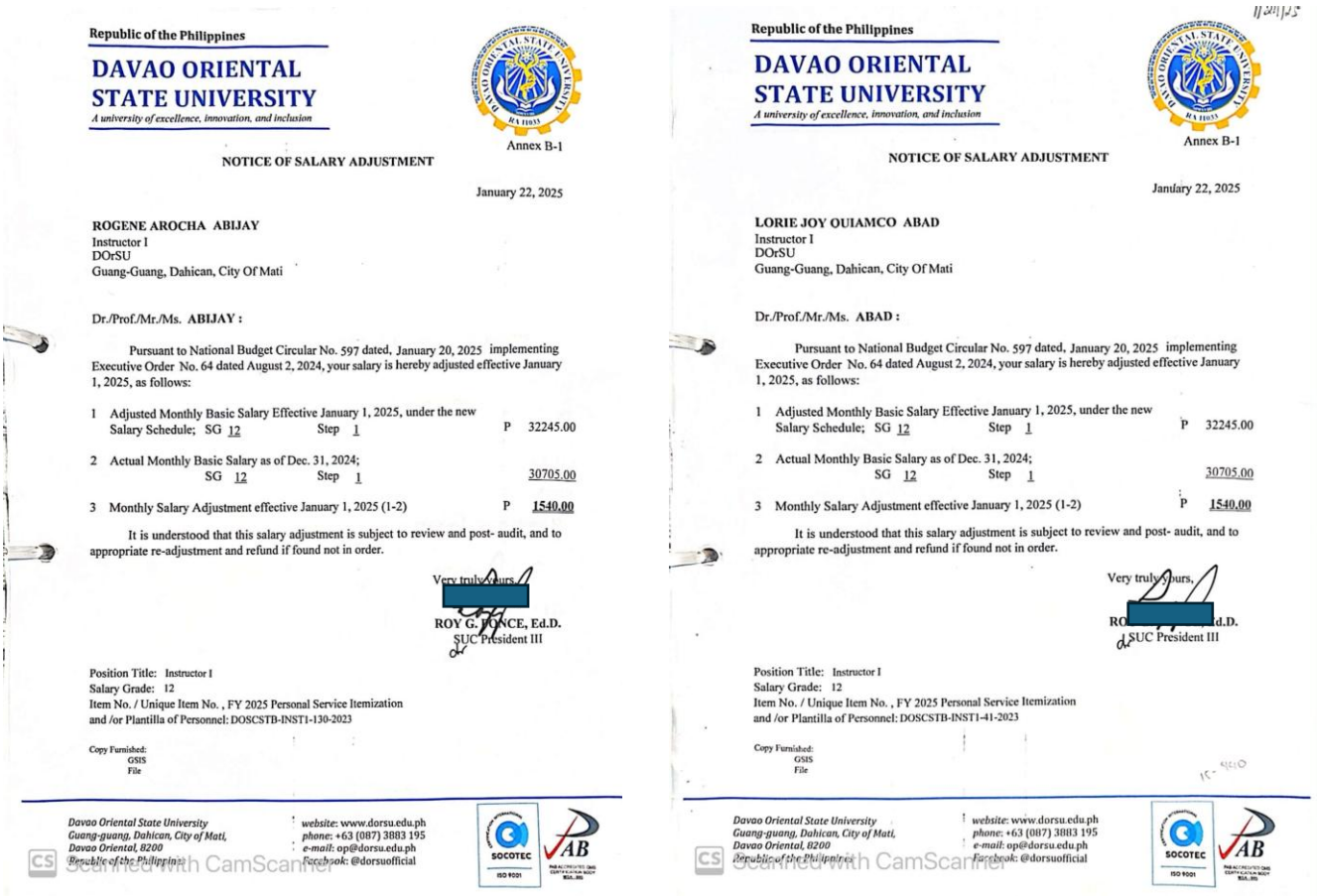
DAVAO ORIENTAL STATE UNIVERSITY
Sustainable Development Goal 8: Decent Work and Economic Growth
Indicator 8.2.6 – Employment policy pay scale equity

DOrSU upholds pay scale equity through compliance with national laws on government compensation and gender equality, together with applicable Department of Budget and Management (DBM) circulars. In line with our vision of inclusivity, we apply these standards to promote fair and transparent compensation. For personnel covered by the government salary schedule, basic pay is determined by the position's classification, salary grade, and the employee's authorized step within that grade, regardless of sex.

Our compensation framework is anchored in Republic Act (RA) No. 6758, or the Compensation and Position Classification Act of 1989, which establishes the principle of equal pay for substantially equal work. Under this law, differences in compensation are based on differences in duties, responsibilities, and qualification requirements. DBM National Budget Circulars No. 597 and No. 601 implement the second and third tranches, respectively, of the updated salary schedule under Executive Order No. 64, s. 2024. These standardized rates provide a common basis for determining the basic salaries of covered personnel.

In administering these rates, women and men at the same salary grade and step receive the same prescribed basic salary. Salary adjustments are documented through Notices of Salary Adjustment indicating the employee's position, salary grade, step, and corresponding salary. These records make salary determinations traceable to the published schedule and provide a basis for comparing compensation across employees. We also provide employees with payslips detailing their earnings, deductions, and net pay, enabling them to review their compensation and raise any discrepancies for clarification or appropriate action.

Through these practices, we promote transparency and accountability in salary administration while reinforcing DOrSU's commitment to an inclusive workplace where employees are compensated fairly, regardless of sex.



Republic of the Philippines
DAVAO ORIENTAL STATE UNIVERSITY
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Annex B-1

NOTICE OF SALARY ADJUSTMENT

January 22, 2025

ROGENE AROCHA ABIJAY
Instructor I
DOrSU
Guang-Guang, Dahican, City Of Mati

Dr./Prof./Mr./Ms. **ABIJAY :**

Pursuant to National Budget Circular No. 597 dated, January 20, 2025 implementing Executive Order No. 64 dated August 2, 2024, your salary is hereby adjusted effective January 1, 2025, as follows:

1	Adjusted Monthly Basic Salary Effective January 1, 2025, under the new Salary Schedule; SG 12 Step 1	P 32245.00
2	Actual Monthly Basic Salary as of Dec. 31, 2024; SG 12 Step 1	30705.00
3	Monthly Salary Adjustment effective January 1, 2025 (1-2)	P 1540.00

It is understood that this salary adjustment is subject to review and post- audit, and to appropriate re-adjustment and refund if found not in order.

Very truly yours,

[redacted]
ROY G. [redacted], Ed.D.
SUC President III

Position Title: Instructor I
Salary Grade: 12
Item No. / Unique Item No. , FY 2025 Personal Service Itemization and /or Plantilla of Personnel: DOSCSTB-INST1-130-2023

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Annex B-1

NOTICE OF SALARY ADJUSTMENT

January 22, 2025

LORIE JOY OUIAMCO ABAD
Instructor I
DOrSU
Guang-Guang, Dahican, City Of Mati

Dr./Prof./Mr./Ms. **ABAD :**

Pursuant to National Budget Circular No. 597 dated, January 20, 2025 implementing Executive Order No. 64 dated August 2, 2024, your salary is hereby adjusted effective January 1, 2025, as follows:

1	Adjusted Monthly Basic Salary Effective January 1, 2025, under the new Salary Schedule; SG 12 Step 1	P 32245.00
2	Actual Monthly Basic Salary as of Dec. 31, 2024; SG 12 Step 1	30705.00
3	Monthly Salary Adjustment effective January 1, 2025 (1-2)	P 1540.00

It is understood that this salary adjustment is subject to review and post- audit, and to appropriate re-adjustment and refund if found not in order.

Very truly yours,

[redacted]
SUC President III

Position Title: Instructor I
Salary Grade: 12
Item No. / Unique Item No. , FY 2025 Personal Service Itemization and /or Plantilla of Personnel: DOSCSTB-INST1-41-2023

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Sources

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