

Chapter 8

Compensation Scheme for Foreign Service Personnel

In pursuance of an independent foreign policy, Republic Act (RA) No. 7157, "Philippine Foreign Service Act of 1991," was enacted on September 19, 1991, to reorganize and strengthen the Philippine Foreign Service. One of its objectives is to provide suitable salaries, allowances and benefits that will attract personnel from all walks of Philippine life and to appoint persons to positions in the Foreign Service solely on the basis of merit and demonstrated capability in the promotion of national interests.

8.1 Coverage

The compensation scheme established under RA No. 7157 covers the following classes of positions under the Foreign Service Group:

Classes	Salary Grade
Foreign Service Staff Employee III	5
Foreign Service Staff Employee II	7
Foreign Service Staff Employee I	9
Foreign Service Staff Officer IV	11
Foreign Service Staff Officer III	15
Foreign Service Staff Officer II	18
Foreign Service Staff Officer I	22
Foreign Service Officer, Class IV	22
Foreign Service Officer, Class III	23
Foreign Service Officer, Class II	24
Foreign Service Officer, Class I	25
Counsellor	26
Chief of Mission, Class II	27
Chief of Mission, Class I	29

8.2 Designations When Assigned Abroad

When assigned abroad, Foreign Service Officers shall be commissioned as diplomatic or consular officers, or both. All official acts of these officers shall be performed under such commissions. Their diplomatic and consular titles, however, shall be coterminous with their assignments at the foreign posts. When in the foreign service, their designations are as follows:

8.2.1 A Chief of Mission shall be assigned as ambassador extraordinary and plenipotentiary to head a diplomatic mission or as deputy

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head of mission or as consul general to head a consular establishment.

- 8.2.2 A Counsellor (Career Minister) shall be assigned as career minister in a diplomatic mission, or as consul general to head a consular establishment.
- 8.2.3 A Foreign Service Officer, Class I, shall be assigned as first secretary in a diplomatic mission or consul in a consular establishment.
- 8.2.4 A Foreign Service Officer, Class II, shall be assigned as second secretary in a diplomatic mission or consul in a consular establishment.
- 8.2.5 A Foreign Service Officer, Class III, shall be assigned as third secretary in a diplomatic mission or vice-consul in a consular establishment.
- 8.2.6 A Foreign Service Officer, Class IV, shall be assigned as third secretary in a diplomatic mission or vice-consul in a consular establishment.

In a diplomatic post where there is a consular section, Foreign Service Officers may be designated as both diplomatic and consular officers.

8.3 Designations When in the Home Office

When in the Home Office, Foreign Service Officers are designated as follows:

- 8.3.1 A Chief of Mission shall be designated as assistant secretary when assigned to head any of the principal offices of the Department of Foreign Affairs (DFA).
- 8.3.2 A Counsellor (Career Minister) may be designated as executive director of an office.
- 8.3.3 A Foreign Service Officer, Class I, may be designated as division director.
- 8.3.4 A Foreign Service Officer, Class II, Class III, or Class IV, may be designated as assistant division director.

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8.3.5 A Foreign Service Officer in any class, including chiefs of mission and career ministers, may be designated as special assistant to the Secretary or to the Undersecretary of Foreign Affairs.

8.3.6 A Foreign Service Officer below the rank of chief of mission may be designated as principal assistant in any office.

Any assignment in the home office requiring a rank higher than the actual rank of the officer assigned shall be in an acting capacity.

8.4 System of Allowances

8.4.1 Allowances When Assigned Abroad

Foreign Service personnel who are assigned in foreign posts are entitled to the following allowances as provided under RA No. 7157:

8.4.1.1 Overseas Allowance (OA)

8.4.1.1.1 Purpose of OA - It is granted to Foreign Service personnel who are citizens of the Philippines to adjust their take home pay taking into account the:

- changes in the cost of living abroad which arise from changes in foreign currency conversion rates;
- differentials in the cost of living between the Philippines and foreign posts; and
- extraordinary and necessary expenses, not otherwise compensated for, which are incurred by officers or employees in the foreign posts.

8.4.1.1.2 Basic Annual Rates of OA - The basic annual rates of OA are indicated in Annex A of this Chapter.

8.4.1.1.3 Indices for OA - The DFA indices for OA indicated in Annex B of this Chapter shall be

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used to compute the OA at the post of assignment.

- 8.4.1.1.4 OA for Husband and Wife - The husband and wife who are assigned in the same post shall be entitled to separate OA corresponding to each of their respective ranks.
- 8.4.1.1.5 Conditions for Grant of OA - The grant of OA shall be in accordance with the provisions of Section 66 of RA No. 7157 and subject to the condition that nobody shall suffer a reduction as a result of the revision of the rates/indices. In case of reduction, the rates shall apply prospectively and the personnel concerned shall continue to receive their present OA for the duration of their tour of duty at the post.
- 8.4.1.1.6 OA for Personnel Assigned at Hardship Posts - Personnel assigned in hardship posts, as may be determined by the DFA Secretary, shall receive an additional 5% increase in their OA to meet other expenses brought about by dangerous, unhealthy or excessively adverse living conditions prevailing at post, subject to the availability of funds.
- 8.4.1.1.7 OA for Personnel on Temporary Assignment - Foreign service personnel assigned abroad, including chiefs of mission, who are detailed to another post shall, for the duration of the detail, be entitled to the OA based on the index of the post where they are temporarily assigned.
- 8.4.1.1.8 Review and Adjustment of OA Rates - The basic annual rates of OA may be adjusted not oftener than once a year, as determined by the President, upon the recommendation of the Permanent Committee created under Section 67, RA No. 7157, consisting of the DFA Secretary, the Department of Budget

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and Management Secretary and the Bangko Sentral ng Pilipinas Governor.

8.4.1.1.9 Index of Newly Opened Post - In the case of a newly opened foreign service post which index has not yet been fixed, the index of the nearest post in terms of economic conditions shall apply, pending Executive approval of an appropriate index for the new post.

8.4.1.2 Living Quarters Allowance (LQA)

8.4.1.2.1 Purpose of LQA - It is granted to foreign service personnel to enable them to rent and maintain quarters befitting their representative capacities.

8.4.1.2.2 Basic Annual Rates of LQA - The basic annual rates of LQA which are commutable are as indicated in Annex A of this Chapter.

8.4.1.2.3 Indices for LQA - The DFA indices for LQA indicated in Annex B of this Chapter shall be used to compute the LQA at the post of assignment.

8.4.1.2.4 Conditions for Grant of LQA - The grant of LQA shall be in accordance with the provisions of Section 65 of RA No. 7157 and subject to the condition that nobody shall suffer a reduction as a result of the revision of the rates/indices. In case of reduction, the rates shall apply prospectively and the personnel concerned shall continue to receive their present LQA for the duration of their tour of duty at the post.

8.4.1.2.5 Classification of Family Status - Payment of the LQA shall be based on the following classification of foreign service personnel:

- With family – if living at the post of assignment with the spouse or at least one (1) qualified dependent child who has not reached 21 years of age

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- Without family – if single, widow, or widower, or legally separated, and living without dependent

Unmarried children who are mentally or physically handicapped as attested to by a medical certificate, incapable of supporting themselves and living with the officer or employee abroad, shall be considered, for this purpose, regardless of age, as dependents.

8.4.1.2.6 Basis of Payment of LQA - Payment of the LQA shall be made strictly on the basis of actual status at post. However, those whose dependents have temporarily left their residences at the posts shall retain their "with family" status, provided that for the duration of their absences, the personnel concerned shall not move to cheaper or smaller lodgings; provided, further, that their absence at any one time shall not exceed beyond three (3) months; provided, finally, that the dependents have not established residences elsewhere. Gainful employment outside of post is an indication of having changed domicile.

8.4.1.2.7 LQA of Husband and Wife - In the case of husband and wife who are both assigned in one (1) post, only the spouse with the higher rank shall be entitled to the LQA, and for purposes of family status under Item 8.4.1.2.5 hereof, the other spouse shall be considered as dependent.

8.4.1.2.8 Joint Rental of Apartment or Housing Unit - In case where, because of acute housing shortage, prohibitive rental cost or other circumstances, two (2) or more foreign service personnel are constrained to rent one (1) apartment or housing unit jointly, the claimants shall be entitled to their respective allowances, provided that the Head of Post shall certify in the claim

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voucher that their individual allowances are insufficient to cover the rental of one (1) apartment or housing unit at the post.

8.4.1.2.9 Advance Payment of LQA - In posts where there is a standard practice among landlords to require advance rental or deposit equivalent to at least six (6) months to one (1) year rental of the unit, payment in advance of LQA sufficient to cover the required amount may be authorized, provided that the advance rental shall be paid directly to the landlord by the post; provided, further, that the claimant shall submit to the Home Office a copy of the pertinent contract of lease duly certified by the Head of Post which should invariably contain a diplomatic clause; provided that in case of recall, reassignment or for any other reason, the unexpired portion of the amount paid shall be duly refunded to the post, subject to the condition that in case of force majeure whereby the unexpired portion is not refunded, the claimant shall not be held accountable.

8.4.1.2.10 Payment of Key Money for Goodwill and Rental Through a Real Estate Agent – In places where the new lessees are invariably required at the outset to pay key money for goodwill and in places where lessees are required by the host government, or by customary business practice, to rent a house or apartment unit through an agent and pay the corresponding real estate agent's fee or commission upon signing of the lease contract, payment of the above may be authorized chargeable against the account of the Department concerned, provided that the Head of Post shall certify in the pertinent cash voucher that such payments are required by the host government or customary at the post and not refunded by the owner to the lessee; provided further, that any key money and/or real estate agent's fee or

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commission that may be required upon renewal of the lease contract shall likewise be chargeable against the account of the Department concerned.

8.4.1.2.11 Actual Rental – In lieu of commutable living quarters allowance, payment of actual rental of quarters occupied by the Head of Post may be authorized, subject to the availability of funds and as may be warranted by the housing situation in the post of assignment. Payment of the utilities shall be in accordance with regulations as may be prescribed by the DFA Secretary.

8.4.1.2.12 Index of Newly-Opened Post - In the case of a newly-opened foreign service post which index has not yet been fixed, the index of the nearest post in terms of economic conditions shall apply, pending approval of an appropriate index for the new post.

8.4.1.3 Post Allowance (PA)

8.4.1.3.1 Purpose of PA - It is granted to defray unusual expenses incident to the operation and maintenance of the official residence suitable for the chief of diplomatic mission or consular representative of the Philippines at the post.

8.4.1.3.2 Allotment Fund for PA - An allotment fund may be made by the DFA Secretary to defray the unusual expenses incident to the operation and maintenance of an official residence suitable for the chief diplomatic or consular representative of the Philippines at the post.

8.4.1.3.3 Payment of PA – The PA shall be granted at a per annum rate beginning on the first day of the month following arrival thereat. It shall be payable only when on duty status at his/her station.

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8.4.1.3.4 Duty Status - A Head of Mission or Principal Officer shall be considered on duty status even when on:

- temporary duty outside the city or place where the officer maintains regular office but within the territorial limits of the officer's diplomatic or consular jurisdiction
- temporary duty outside the diplomatic or consular jurisdiction for a consecutive period not exceeding 60 days; beyond 60 days, no allowance shall be paid except as specifically approved by the President; payment of PA to be resumed only on the date of the actual return to the territory within the officer's diplomatic or consular jurisdiction
- leave of absence with pay, provided the leave is spent within the territorial jurisdiction of the post; no PA to be paid if the officer goes on leave with pay outside the territorial jurisdiction of the post

8.4.1.3.5 Territorial Limits - The territorial limits, in case of concurrent jurisdiction, shall extend to all countries or areas covered by the concurrent offices.

8.4.1.3.6 No PA shall be paid if the officer lives in a hotel as residence.

8.4.1.3.7 Entitlement to PA may be suspended due to insufficiency of funds.

8.4.1.4 Family Allowance (FA)

8.4.1.4.1 Purpose of FA - It is granted to assist foreign service personnel living with their families at the post of assignment in meeting the incremental expenses arising from foreign assignment, computed for the

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dependent spouse and for unmarried legal minor dependent children not exceeding three (3) in number.

8.4.1.4.2 Rates of FA – An officer or employee, other than an alien or casual/contractual employee, who is assigned abroad and whose family resides with the officer or employee at the post of assignment, shall be entitled to a commutable FA equivalent to:

- US\$ 150 per month for the dependent spouse; and
- US\$ 75 per month for each dependent child not exceeding three (3) in number.

8.4.1.4.3 Definition of Dependent Child - A dependent child shall mean legitimate, illegitimate, legitimated or legally adopted child who is not over 21 years, unmarried, not gainfully employed, and living with the officer or employee at the post of assignment.

8.4.1.4.4 When Unmarried Children are Considered Dependents - Unmarried children who are mentally or physically handicapped as attested to by medical certificate, incapable of supporting themselves and living with the officer or employee abroad, shall be considered, for this purpose, regardless of age, as dependents.

8.4.1.4.5 Dependents Not Living with Foreign Service Personnel - Subject to the prior approval of the Department head, full FA may be paid to any claimant whose dependent does not live with the officer or employee at the post of assignment under any of the following circumstances:

- The officer or employee is compelled to live alone due to dangerous, notably unhealthy or excessively adverse living

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conditions, or by other unavoidable circumstances like lack of appropriate, reasonable educational facilities for the officer's or employee's children; or

- For the convenience of the Government, the officer or employee must live alone without any or all the members of the officer's or employee's family at the post of assignment.

All other meritorious cases may be considered by the Department head as the circumstances and the exigencies of the service may warrant.

8.4.1.5 Clothing Allowance (CA)

8.4.1.5.1 Purpose of CA - It covers the increased cost of clothing incurred in posts where the climate is different from that of the Philippines or where unusual circumstances exist.

8.4.1.5.2 Rates of CA - The following are the rates for CA which shall be granted once every 12 months:

Rank	Rates in US \$	
	Tropical Zone	Temperate Zone
Chiefs of Mission, Counsellors (Career Ministers) and those assigned as Principal Officers or Consuls General	\$400	\$500
Foreign Service Officers including those assigned as Consuls or Acting Principal Officers	\$300	\$400
Foreign Service Staff Officers and Employees	\$200	\$250

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8.4.1.5.3 Classification of Posts - The rates of payment of CA shall be in accordance with the following classification of posts:

- The following posts are considered as falling under the temperate zone, having 4 distinct seasons, namely, summer, autumn, winter and spring:

Abu Dhabi	Hanoi	Riyadh
Ankara	Hongkong	Rome
Athens	Islamabad	San Francisco
Baghdad	Jeddah	Santiago
Beijing	Kobe	Seoul
Berne	Kuwait	Stockholm
Bonn	London	Sydney
Brasilia	Los Angeles	Tehran
Brussels	Madrid	Tel Aviv
Bucharest	Manama	The Hague
Budapest	Mexico City	Tokyo
Buenos Aires	Milan	Toronto
Cairo	Moscow	Tripoli
Canberra	Muscat	Vancouver
Chicago	New Delhi	Vatican City
Dhaka	New York	Vienna
Doha	Ottawa	Washington, D.C.
Geneva	Paris	Wellington
Hamburg	Pretoria	Xiamen

- The following posts are considered as falling under the tropical zone:

Agana	Jakarta	Phnom Penh
Bangkok	Kuala Lumpur	Port Moresby
Brunei	Lagos	Saipan
Havana	Manado	Singapore
Honolulu	Nairobi	Yangon

8.4.1.6 Medical Allowance (MA)

8.4.1.6.1 Purpose of MA - It is intended to cover the cost of medical insurance in countries where medical care is unusually expensive, including cost of hospitalization and medical treatment of foreign service personnel and legal dependents living with the officer or employee at the post.

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- 8.4.1.6.2 Medical Insurance - Foreign service personnel may be required by the DFA to subscribe to a medical insurance scheme available in the host country. Twenty-five percent (25%) of the corresponding premiums shall be payable by the personnel concerned and 75% thereof shall be borne by the Government as its contribution.
- 8.4.1.6.3 Hospitalization - In the event of illness or injury requiring hospitalization of a foreign service personnel, not as a result of vicious habits, intemperance or misconduct on his/her part, the Government shall reimburse the cost of medical expenses provided that no medical insurance scheme is available in the post of assignment.
- 8.4.1.6.4 Medical Expenses - The medical expenses shall cover the cost of hospitalization and/or payment of the services of the attending physician, including travel expenses to and from the hospital or clinic, and such other incidental expenses as may be incurred in connection with such hospitalization treatment but not to exceed US\$1,000.
- 8.4.1.6.5 Legal Dependents - Only legal dependents living with the officer or employee at the post shall be entitled to the MA.

8.4.1.7 Representation Allowance (RA)

- 8.4.1.7.1 Purpose of RA - It is granted to chiefs of mission, special envoys, permanent delegates or representatives to international bodies, principal officers, and other ranking diplomatic officers, and ranking foreign service officers stationed abroad to enable such officers to uphold the prestige of the Republic of the Philippines, to represent the country with dignity and distinction, and to carry out their functions more effectively.

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- 8.4.1.7.2 Uses of RA - RA shall be expended only for purposes which are of a public character, beneficial to the interests of the public service, and connected with the exercise of the functions of the Government in relation to the conduct of foreign affairs. They may be expended for necessary entertainment, charitable contributions, memorials, flowers, gifts, club initiation fees, membership dues, and the like. The office to whom the allowance is granted may disburse any portion of it to cover necessary entertainment by the officer's subordinates to accomplish certain tasks assigned to them.
- 8.4.1.7.3 Supporting Document - Expenses charged to RA must be supported by proper receipts or vouchers if the individual amount of expenditures exceeds US\$50.00 or its equivalent. Where expenses are incurred for entertainment, the voucher must be accompanied by a statement of the officer concerned or by such proofs showing that the expenses have been made in the public interest.
- 8.4.1.7.4 Special Entertainment - Should special entertaining be necessary because of formal visits of Philippine dignitaries travelling on diplomatic or special passports, the DFA Secretary shall be informed in advance thereof and specific requests for funds therefor shall be made. No such expenses shall be incurred without the prior authorization of the DFA Secretary.
- 8.4.1.7.5 The annual RA rates are as follows:
- High Cost Posts are posts which have overseas allowance index in the range of 90 and above

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Rank/Position	Representation Allowance
Chief of Mission <i>(not Head of Post)</i>	US \$ 6,000
Counsellor (Career Minister)	4,500
Foreign Service Officer, Class I	3,600
Foreign Service Officer, Class II	2,700
Foreign Service Officer, Class III	1,800
Foreign Service Officer, Class IV	1,800
Foreign Service Staff Officer I	1,440
Others duly authorized by the Secretary	1,440

- Medium Cost Posts are posts which have overseas allowance indices in the range of 80 to 89

Rank/Position	Representation Allowance
Chief of Mission <i>(not Head of Post)</i>	US \$ 3,600
Counsellor (Career Minister)	3,600
Foreign Service Officer, Class I	2,880
Foreign Service Officer, Class II	2,160
Foreign Service Officer, Class III	1,440

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Rank/Position	Representation Allowance
Foreign Service Officer, Class IV	1,440
Foreign Service Staff Officer I	1,080
Others duly authorized by the Secretary	1,080

- Low Cost Posts are posts which have overseas allowance indices in the range of 70 to 79

Rank/Position	Representation Allowance
Chief of Mission <i>(not Head of Post)</i>	US \$ 2,700
Career Minister	2,700
Foreign Service Officer, Class I	2,100
Foreign Service Officer, Class II	1,620
Foreign Service Officer, Class III	1,080
Foreign Service Officer, Class IV	1,080
Foreign Service Staff Officer I	900
Others duly authorized by the Secretary	900

8.4.1.8 Education Allowance (EA)

- 8.4.1.8.1 Purpose of EA - It is granted to compensate for additional cost incurred to educate legal dependents not exceeding 3 who are

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enrolled in the primary, elementary and high school levels where free public education at the post is not provided for.

- 8.4.1.8.2 Actual Costs – The EA may be granted as reimbursement of actual costs, within such maximum amount as set by the DFA and DBM Secretaries, with the approval of the President, per school year for each child, subject to presentation of receipts and other evidences of payment of matriculation, tuition fees, books and other school fees.

8.5 Service Attachés

- 8.5.1 Assignment and Accreditation - The assignment and accreditation of personnel in any agency of the Government as service attachés to embassies or representatives to consulates shall have the prior clearance of the DFA Secretary who shall take into account the specific places where the services of these officers or employees from the other government agencies are needed, except Trade Attachés who shall be assigned and accredited only after consultation with the Department of Trade and Industry Secretary.
- 8.5.2 Appointments - The authority to appoint service attachés and representatives shall be vested in the Department Secretary sending them. An agency shall have only one (1) service attaché or representative accredited to one (1) post, except military and trade attachés.
- 8.5.3 Assimilated Ranks - The President shall determine, upon recommendation of the DFA Secretary, the assimilated ranks of service attachés for purposes of compensation.
 - 8.5.3.1 As a general rule and except as the President may appoint, no officer of the Philippine Government outside of the DFA shall be assigned an assimilated rank higher than Foreign Service Officer, Class I.
 - 8.5.3.2 The assimilated ranks shall not confer diplomatic rankings for purposes of protocol.

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The assimilated ranks of military and civilian attachés from the Department of National Defense, Department of Trade and Industry, Department of Tourism, Department of Finance and Department of Agriculture are indicated in Annex C of this Chapter.

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Annex A

**Table of Annual Rates for Overseas and Living Quarters Allowances
for Foreign Service Personnel
(in US \$)**

Rank/Position	Overseas Allowance (OA)	Living Quarters (LQA)	
		With Family	Without Family
Chief of Mission			
Head of Diplomatic Mission	69,599	42,871	35,041
Others, including Consul General	60,521	35,723	29,199
Counsellor (Career Minister)	52,626	31,064	25,394
Foreign Service Officer, Class I	45,762	28,244	23,080
Foreign Service Officer, Class II	41,601	25,674	20,986
Foreign Service Officer, Class III	37,819	23,341	19,079
Foreign Service Officer, Class IV	34,382	21,218	17,342
Foreign Service Staff Officer I	34,382	21,218	17,342
Foreign Service Staff Officer II	32,744	19,288	16,518
Foreign Service Staff Officer III	31,185	18,371	15,731
Foreign Service Staff Officer IV	29,700	17,496	14,980
Foreign Service Staff Employee I	27,000	15,868	13,588
Foreign Service Staff Employee II	25,714	15,868	13,588
Foreign Service Staff Employee III	24,490	15,868	13,588

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Annex B

**Table of Indices for Overseas and Living Quarters Allowances
for Foreign Service Personnel**

Post	OA in %	LQA in %	Post	OA in %	LQA in %
Abu Dhabi	86	100	Madrid	94	130
Abuja	93	90	Manado	70	70
Agana	100	100	Manama	91	100
Amman	77	100	Melbourne	90	100
Ankara	86	110	Mexico City	85	115
Athens	89	130	Milan	96	130
Baghdad	84	100	Montreal	93	100
Bandar Seri Begawan	75	95	Moscow	95	130
Bangkok	77	95	Muscat	81	100
Barcelona	94	130	Nairobi	78	90
Beijing	89	95	New Delhi	79	70
Beirut	90	125	New Orleans	100	100
Berlin	98	130	New York	100	100
Berne	107	130	Osaka	128	150
Bonn	93	130	Oslo	105	130
Brasilia	82	110	Ottawa	91	102
Brussels	94	130	Paris	98	130
Bucharest	81	130	Phnom Penh	75	90
Budapest	92	130	Pohnpei	86	100
Buenos Aires	82	90	Port Moresby	88	115
Cairo	76	95	Prague	90	130
Canberra	90	97	Pretoria	92	100
Caracas	82	115	Rabat	83	100
Chicago	100	100	Riyadh	86	100
Colombo	77	70	Rome	96	130
Dakar	91	100	Saipan	86	100
Dhaka	77	65	San Diego	100	100
Dili	89	100	San Francisco	100	100
Doha	79	100	Santiago	82	90
Dubai	86	100	Seattle	100	100
Dublin	95	130	Seoul	107	125
Geneva	107	130	Shanghai	89	100
Guangzhou	89	100	Singapore	80	100
Hamburg	92	130	Stockholm	99	130
Hanoi	79	70	Sydney	90	100
Havana	85	100	Tehran	83	95
Holy See	96	130	Tel-Aviv	90	125

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Post	OA in %	LQA in %	Post	OA in %	LQA in %
Hongkong SAR	100	115	The Hague	93	130
Honolulu	100	110	Tokyo	128	150
Houston	100	100	Toronto	93	102
Islamabad	80	70	Tripoli	82	100
Jakarta	81	95	Vancouver	91	102
Jeddah	86	100	Holy See	96	130
Koror	86	100	Vienna	96	130
Kuala Lumpur	75	90	Vientiane	80	70
Kuwait City	81	100	Warsaw	85	130
Libreville	93	100	Washington, D.C.	100	100
Lima	78	90	Wellington	90	115
Lisbon	87	130	Winnipeg	91	100
London	100	130	Xiamen	89	95
Los Angeles	100	100	Yangon	83	70

Note: The reference post for the annual rates for OA and LQA (at 100%) is New York City.

Sample Computation of OA and LQA

Given:

Employee A, married with one dependent child, holding the position of Foreign Service Staff Officer I and posted in Geneva

OA = US \$ 34,382

LQA = US \$ 21,218

Required: Annual proportionate OA and LQA while in Geneva

OA = US \$ 34,382 for the reference post x 107% for Geneva

100% for the reference post

OA = (US \$ 34,382) (1.07)

OA = US \$ 36,788.74

LQA = US \$ 21,218 for the reference post x 130% for Geneva

100% for the reference post

LQA = (US \$ 21,218) (1.30)

LQA = US \$ 27,583.40

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Annex C

Assimilated Ranks of Military and Civilian Attachés, Representatives and Other Personnel of the Philippine Government Stationed Abroad

Department	Position/Designation	Assimilated Rank
(a) Department of National Defense	Brigadier General	Counsellor
	Colonel/Navy Capatain	Foreign Service Officer, Class I
	Lieutenant Colonel/ Major/Lieutenant Commander/Commander	Foreign Service Officer, Class II
	Captain/Lieutenant Senior Grade	Foreign Service Officer, Class III
	First Lieutenant/Lieutenant Junior Grade	Foreign Service Officer, Class IV
	Second Lieutenant/Ensign	Foreign Service Officer, Class IV
(b) Department of Trade and Industry	Special Trade Representative	Counsellor
	Foreign Trade Service Officer I	Foreign Service Officer, Class I
	Foreign Trade Service Officer II	Foreign Service Officer, Class II
	Foreign Trade Service Officer III	Foreign Staff Officer, Class III
	Foreign Trade Service Officer IV	Foreign Service Officer, Class IV
	Foreign Trade Service Staff Officer	Foreign Service Staff Officer II

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Department	Position/Designation	Assimilated Rank
(c) Department of Tourism	Tourism Attaché	Foreign Service Officer, Class I
	Public Relations Officer IV	Foreign Service Officer, Class II
	Administrative Assistant	Foreign Service Staff Officer IV
	Tourism Promotion Assistant	Foreign Service Staff Officer III
	Regional Convention Coordinator	Foreign Service Officer, Class I
	Convention Service Officer	Foreign Service Officer, Class II
	Senior Market Assistant	Foreign Service Staff Officer IV
	Administrative Assistant II	Foreign Service Staff Officer III
(d) Department of Finance	Finance Attaché	Foreign Service Officer, Class I
	Revenue Attaché	Foreign Service Officer, Class I
	Assistant Revenue Attaché	Foreign Service Officer, Class II
(e) Department of Labor and Employment	Labor Attaché II	Foreign Service Officer, Class I
	Labor Attaché I	Foreign Service Officer, Class II
	Overseas Worker Welfare Officer IV	Foreign Service Officer, Class III
	Overseas Worker Welfare	Foreign Service Staff

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Department	Position/Designation	Assimilated Rank
(f) Department of Agriculture	Officer III (Center Coordinator)	Officer I
	Agricultural Attaché	Foreign Service Officer, Class I
	Agricultural Analyst	Foreign Service Officer, Class III

Note:

The allowances/benefits of incumbents of the positions from the above-listed Departments while stationed abroad are computed in the same manner as those of foreign service personnel of the DFA, based on the assimilated ranks.