



MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

EXECUTIVE ORDER NO. 17

**REVISING THE IMPLEMENTING RULES AND REGULATIONS OF
THE SCIENTIFIC CAREER SYSTEM UNDER EXECUTIVE ORDER
NO. 901 (S. 1983)**

WHEREAS, Section 10, Article XIV of the Constitution provides that the State shall give priority to research and development, invention, innovation, and their utilization, and to science and technology education, training, and services;

WHEREAS, pursuant to Executive Order (EO) No. 784 (s. 1982), a Scientific Career System (SCS) has been established within the civil service, in order to support and encourage the development of science and technology, which is one of the major dimensions of the country's national development efforts;

WHEREAS, EO No. 901 (s. 1983), which provides for the implementing rules and regulations of the SCS, declares it a policy of the government to support and encourage the development of science and technology, attract scientific experts into public service, and provide a system for the recognition and reward of technological and scientific productivity in government;

WHEREAS, Section 7, Chapter 2, Title I, Book V of EO No. 292 or the "Administrative Code of 1987," provides that the Career Service shall include, among others, scientific and technical positions in scientific or research institutions, which shall establish and maintain their own merit system;

WHEREAS, Section 5 of Republic Act (RA) No. 8439 or the "Magna Carta for Scientists, Engineers, Researchers and Other Science and Technology Personnel in Government" recognizes the members of the SCS as science and technology personnel; and

WHEREAS, there is a need to update the existing implementing rules and regulations of the SCS in order to be more responsive to the evolving needs of the country's science and technology human resources in government service;

THE PRESIDENT OF THE PHILIPPINES

NOW, THEREFORE, I, FERDINAND R. MARCOS, JR., President of the Philippines, by virtue of the powers vested in me by the Constitution and existing laws, do hereby order:

Section 1. Scientific Career System. The Scientific Career System (SCS) is a system of recruitment, career progression, recognition, and reward of scientists in public service as a means of developing a pool of highly qualified and productive scientific personnel.

The System shall be characterized by: (a) entrance to and career progression or advancement based on qualifications, merit, and scientific productivity; (b) career paths that shall allow scientists to develop within their respective areas of expertise without leaving their status as scientists; and (c) incentives and rewards to ensure attraction and retention of highly qualified personnel in the science and technology sector.

Section 2. Coverage. The System shall apply to scientific personnel with master's and/or doctorate degrees in sciences who are directly involved in research and development.

The System shall cover scientific personnel in government, subject to rules and requirements duly resolved for the purpose. The System shall cover the following fields of specialization: (a) biological sciences; (b) engineering sciences and technology; (c) mathematical and physical sciences; (d) health sciences; (e) agricultural sciences; and (f) all scientific disciplines determined by the Scientific Career Council (SCC).

Section 3. Administration of the System. The SCC shall be composed of the Chairperson of the CSC as ex-officio Chairperson, the Secretary of the Department of Science and Technology (DOST) as ex-officio Co-Chairperson, and the following ex-officio members: President of the National Research Council of the Philippines (NRCP); President of the National Academy of Science and Technology (NAST); and President of the University of the Philippines System. The SCC shall administer the system, and shall have final authority to decide on all matters pertaining to the System.

The SCC shall establish a Technical Working Group which will serve as an advisory body to the SCC.

The SCC shall likewise establish Special Technical Committees (STC) to screen candidates for appointment to the System. The STCs shall be in the following fields of specialization, namely: (a) biological sciences; (b) engineering sciences and technology; (c) mathematical and physical sciences; (d) health sciences; (e) agricultural sciences; and (f) social sciences. Similar committees for other fields may also be created as needed.

Each of the above technical committees shall be composed of at least five (5) members who are recognized authorities in their respective fields, and who shall

each serve for a term of two (2) years. At least two (2) members shall be regular members of the NAST, and at least three (3) regular members of the NCRP.

A Scientific Career Evaluation Committee (SCEC) shall be established in institutions with applicants to the SCS to assist in the preliminary screening of candidates for consideration of the System. The SCEC shall be composed of members who are recognized by authorities and institutions.

Section 4. Appointment in the System. Appointment in the System shall be based on rank, from Scientist I to Scientist V. Scientist personnel shall be admitted into the System to the extent that they meet the minimum qualification as follows:

- a. *Scientist I.* Completion of at least a master's degree in the appropriate field of science, productive scholarship, and professional research and development (R&D) work which meets the prescribed qualification requirements, as determined by the SCC; and
- b. *Scientists II to V.* Qualification requirements for other ranks follow corresponding increases in number and level of professional R&D work which meets the prescribed qualification requirements, as determined by the SCC.

Section 5. Salary Schedule. The salary schedule for the scientists appointed to the System shall be in accordance with the attached compensation plan (Annex A) and shall include fringe benefits and reasonable allowances comparable to those of the Career Executive Service, provided that the said plan may be revised with the concurrence of the Department of Budget and Management (DBM) and subject to compliance with applicable laws, rules and regulations.

Section 6. Conferment/Advancement in the System. The process for conferment and/or advancement in the System shall be as follows:

- a. The SCEC shall assess the qualifications of candidates for conferment and/or advancement in the system.
- b. The SCEC shall submit its assessment of the candidates to the respective heads of institutions who shall then submit to the SCS Secretariat the names of the nominees for further screening. The SCS Secretariat shall submit the nominees to the STCs for evaluation.
- c. The STC shall proceed to evaluate the candidates, and make their recommendations to the SCC.
- d. The SCC shall confer on scientific personnel the ranks of Scientist I, II, III, IV and V.
- e. Career scientists with broad experience in leadership and research management can be appointed or designated to positions in the Career Executive Service (CES), subject to the rules set by the SCC, and such other applicable laws, rules and regulations.

- f. The plantilla position of the scientist remains with the parent agency, even after the conferment. After conferment, the career scientist shall follow/abide by the rules of the parent agency and the SCS.

Section 7. Criteria for Conferment in the System. Education and productivity shall be the criteria for conferment of scientific ranks.

Education shall refer to advanced academic degree of at least a master's degree from a college or university of recognized standing, either locally or abroad.

Productivity shall refer to significant scientific outputs and professional standing contributions as defined by the SCC.

Section 8. Training and Development. The SCS shall provide a continuing program of training and development for all active scientists.

Section 9. Security of Tenure. No person covered by the System shall be divested of, or demoted in rank, except for cause as provided by existing laws.

Section 10. SCS Secretariat. The NAST, as the SCS Secretariat, shall provide the necessary technical and administrative support to the SCC.

Section 11. Funding Source. The funds required to implement and administer the System shall be as follows:

- a. For the SCS Secretariat, the necessary funding requirement shall be charged against the appropriations of the NAST under the General Appropriations Act. For the succeeding years, the NAST shall incorporate in its annual budget an allocation for the SCS Secretariat.
- b. For the national government agencies and state universities and colleges, the amount needed for the salaries and benefits of the conferred scientists shall be charged against their respective appropriations.
- c. For government-owned or -controlled corporations (GOCCs), the amount needed for the salaries and benefits of the conferred scientist shall come from their respective corporate operating budgets, subject to the financial capability of the GOCC and the approval of its Governing Board and the DBM.
- d. For local government units, the amount needed for the salaries and benefits of the conferred scientist shall be charged against their respective local funds in accordance with RA No. 7160 or the "Local Government Code of 1991."

It is understood that the release of the funds necessary for the implementation of this Order shall be subject to compliance with pertinent budgeting and accounting laws, rules and regulations.

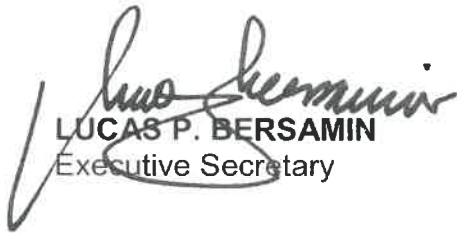
Section 12. Separability. If any section or part of this Order is declared unconstitutional or invalid, the other sections or provisions not otherwise affected shall remain in full force and effect.


Section 13. Repeal. All orders, rules, regulations, and issuances or parts thereof, which are inconsistent with this Order, are hereby repealed or modified accordingly.


Section 14. Effectivity. This Order shall take effect immediately.

DONE, in the City of Manila, this 20th day of February, in the year of Our Lord, Two Thousand and Twenty-Three.

By the President:


LUCAS P. BERSAMIN
Executive Secretary

Office of the President
MALACAÑANG RECORDS OFFICE
CERTIFIED COPY

ATTY. CONCEPCION ZEN E. FERROLINO-ENAD
DIRECTOR IV


**SCIENTIFIC CAREER SYSTEM
COMPENSATION PLAN**

RANK	SALARY GRADE
Scientist I	26
Scientist II	27
Scientist III	28
Scientist IV	29
Scientist V	30