



NATIONAL FOOD AUTHORITY

Administrative & General Services Department

Human Resource Development & Services Division



Visayas Avenue, VASRA, Diliman, Quezon City 1128

hrdsd@nfa.gov.ph

11 January 2024

MEMORANDUM
AO-2024- 01-013

TO: **ALL HEADS OF CENTRAL AND FIELD OFFICES**

SUBJECT: **SUBMISSION OF STATEMENT OF ASSETS, LIABILITIES AND NETWORTH (SALN) AND DISCLOSURE OF BUSINESS INTEREST & FINANCIAL CONNECTIONS ENDING 31 DECEMBER 2023**

This is to remind all officials and employees on the mandatory submission of **Statement of Assets, Liabilities and Net Worth (SALN) and Disclosures of Business Interest and Financial Connections ending 31 December 2023** as required under Section 8 of Republic Act No. 6713 (Code of Conduct and Ethical Standards for Public Officials and Employees).

In this regard, be guided by the following submission requirements and deadlines:

1. Use the Revised SALN Form (**Annex A**) pursuant to CSC Resolution No. 1500088 promulgated on 23 January 2015. Said form is downloadable from the CSC website: <https://www.csc.gov.ph/downloads/forms>.
2. All Representatives for Administrative Matters (RAMs), Regional and Branch Administrative Officers (RAOs / BAOs) shall reproduce the SALN Form (**Annex A**) then distribute it to all officials / employees in their respective offices.
3. **For the Central Office**, the RAMs should collect and submit **not later than 29 February 2024** the **duly accomplished and signed scanned copy of the SALN (in PDF format)**, and **two (2) original hard copies** of SALN of all officials / employees in their Department / Office, together with the duly accomplished and signed **Annexes B to G**.

For brevity, the duly accomplished and signed scanned copy of the SALNs shall be referred to as **e-SALN**.

4. **For Field Office employees**, the BAOs shall submit their **e-SALNs** to the RAO for consolidation, then, the latter shall submit to HRDSD **not later than 31 March 2024** their **Region's consolidated Annexes B to G**.

e-SALNs should be submitted thru the **Google Drive Application**, since file submission via e-mail would exceed the 25MB file limit. Offices with @nfa.gov.ph or @gmail.com email domain under Google should share / send their consolidated e-SALNs to **redaclag.nfariu@gmail.com**.

5. For guidance on the required forms and attachments to be submitted, kindly refer to the table below:

	ANNEX	REPORT TITLE	WHOSE CONCERN	MANNER OF SUBMISSION
1	A	SALN Form revised as of January 2015	<ul style="list-style-type: none"> All Officials and Employees 	<ul style="list-style-type: none"> Refer to Items 3 and 4
2	B	Summary List of Filers	<ul style="list-style-type: none"> RAM per Department BAO RAO (Regional Consolidated Report) 	<ul style="list-style-type: none"> Submit directly to AGSD-HRDS Submit to the Regional Office To be sent or shared via Google Drive to redaclag.nfariu@gmail.com by the RAO
3	C	Employees who did not submit their SALN (if none, submit the Annex C with "NONE" as notation)	<ul style="list-style-type: none"> RAM per Department BAO RAO (Regional Consolidated Report) 	<ul style="list-style-type: none"> Submit directly to AGSD-HRDS Submit to the Regional Office To be sent or shared via Google Drive to redaclag.nfariu@gmail.com by the RAO
4	D	Employees with Joint Filing of SALN (if none, submit the Annex D with "NONE" as notation)	<ul style="list-style-type: none"> RAM per Department BAO RAO (Regional Consolidated Report) 	<ul style="list-style-type: none"> Submit directly to AGSD-HRDS Submit to the Regional Office To be sent or shared via Google Drive to redaclag.nfariu@gmail.com by the RAO
5	E	Certificate of Compliance to GCG	<ul style="list-style-type: none"> Consolidated report to be signed by Regional Manager and RAO 	<ul style="list-style-type: none"> To be sent or shared via Google Drive to redaclag.nfariu@gmail.com by the RAO

6	F	Certification by the Review and Compliance Committee	<ul style="list-style-type: none"> Central and Field Office's Review and Compliance Committee Chairperson and Members (refer to the attached Special Order No. AO-2023-03-073 dated 06 March 2023) 	<ul style="list-style-type: none"> The Central Office Review and Compliance Committee shall prepare the required Annex F. For the Field Office, to be sent or shared via Google Drive to redaclag.nfariu@gmail.com by the RAO
7	G	Employees who are Separated from the Service (Indicate the cause and date of separation)	<ul style="list-style-type: none"> RAM per Department 	<ul style="list-style-type: none"> Submit directly to AGSD-HRSD
			<ul style="list-style-type: none"> BAO 	<ul style="list-style-type: none"> Submit to the Regional Office
			<ul style="list-style-type: none"> RAO (Regional Consolidated Report) 	<ul style="list-style-type: none"> To be sent or shared via Google Drive to redaclag.nfariu@gmail.com by the RAO
8	PDF	PDF File format	<ul style="list-style-type: none"> RAM per Department 	<ul style="list-style-type: none"> To be sent or shared via Google Drive to redaclag.nfariu@gmail.com by the RAM
			<ul style="list-style-type: none"> BAO 	<ul style="list-style-type: none"> Submit to the Regional Office
			<ul style="list-style-type: none"> RAO (Regional consolidated report) 	<ul style="list-style-type: none"> To be sent or shared via Google Drive to redaclag.nfariu@gmail.com by the RAO

6. The RAM, RAO, and BAO are enjoined to ensure that the employees' SALN are **properly accomplished** prior to its submission, taking notice of the most common areas of deficiencies:

- a) The filling-up of all applicable information in the SALN form. Otherwise, such items should be marked with "N/A or not applicable";
- b) A check mark on the box provided for "Joint filing" / "Separated filing", or "Not Applicable" if the spouse is not a government employee;
- c) The signature of the declarant's spouse even if he or she is not a public officer or employee;
- d) The attachment of a written explanation in a separate sheet in case the spouse cannot sign the SALN; and
- e) Exact address of real properties, not properly declared.

For guidance, please refer to the attached CSC's Frequently Asked Questions on the Statement of Assets, Liabilities, and Net Worth (SALN).

7. All Regional and Branch Offices shall furnish the AGSD-HRDSD with a **certified photocopy of proof of receipt from their designated SALN repository agencies.**

To those offices that will submit their SALNs through the Office of the Ombudsman (as their SALN repository agency), you are directed to comply with the format provided under Office of the Ombudsman Memorandum Circular No. 2 dated 02 August 2017, where **e-SALNs** must be in **PDF format** and **individually saved per declarant** using the file name as illustrated below:

Document	File Name
1. SALN of Dela Cruz, Juan A.	1. SALN of Dela Cruz, Juan A.

8. In relation to the NFA's compliance to the reportorial requirement of the Governance Commission for GOCCs (GCG), the RAO shall accomplish **Annex E** (Certificate of Compliance to GCG) to be submitted to AGSD-HRDSD not later than **31 March 2024**. In accomplishing **Annex E**, be guided by the following:

- a) **Column B** – total number of employees shall refer to those employees (of the Department / Region and Branch Offices within the Region) who were **still in the service as of 31 December 2023**.
- b) **Column C** – should include all officials and employees including:
- Joint filers of SALN with their spouses, but should be individually accounted for; and
 - Employees who are on prolonged leave of absence or on study leave / scholarship grant are still required to submit the SALN.
- c) Employees who have been separated from the service, due to retirement, resignation, and transfer any date prior to 31 December 2023, **shall not be included in the inventory of employees under Column B**, and therefore should not cause the office's failure to attain 100% compliance.

However, separated employees are still required to file their SALN within thirty (30) days after their separation from the service pursuant to Section 8 of R.A. 6713, and as required in the processing of clearance and the payment of Terminal Leave Benefits (TLB). The RAOs and BAOs are enjoined to ensure that SALNs of separated employees are collected in accordance with law.

- d) Employees on absence without official leave or on authorized leave of absence shall likewise be required to submit SALN to their respective departments / offices within the deadline. Otherwise, a Show Cause Order shall be given to them. Such information / remarks should be indicated in the lower portion of Annex E.

Failure of any official or employee to comply with submission of the SALN within the prescribed period shall be penalized in accordance to **Section 4 of CSC Memorandum Circular No. 3, s. 2013** on the "Sanction for Failure to Comply / Issuance of a Show Cause Order," which state:

Failure of an official or employee to correct/submit his/her SALN in accordance with the procedure and within the given period pursuant to the directive in Section 3, hereof, shall be a ground for disciplinary action. The Head of Office shall issue a show-cause order directing the official or employee concerned to submit his/her comment or counter-affidavit; and if the evidence so warrants, proceed with the conduct of the administrative proceedings pursuant to the Revised Rules on Administrative Cases in the Civil Service (RRACCS), CSC Resolution No. 1101502 dated November 8, 2011. The offense of failure to file SALN is punishable under Section 46 (D)(8) Rule X thereof, with the following penalties:

First Offense - Suspension of one (1) month and one (1) day to six (6) months

Second Offense - Dismissal from the service

Public officials and employees who fail to comply within the thirty (30) day period required under Section 3 hereof or who submit their SALNs beyond the said period shall be considered as not having filed their SALNs, and shall be made liable for the offense of Failure to File SALN with a penalty of suspension of one (1) month and one (1) day to six (6) months for the first offense, and dismissal from the service for the second offense.

Pursuant to CSC Resolution No. 1300173 dated 24 January 2013 on the use of the SALN Form and the Guidelines in the Filling-Out of SALN Form, the heads of agencies are given authority to delegate the power to administer the oath for the SALN Form. Thus, in order to facilitate the timely filing and submission of SALNs, the following officials are hereby authorized to administer the oath to declarant in their respective SALNs:

	NFA OFFICIALS AND EMPLOYEES / SALN DECLARANTS	SIGNATORY / PERSON ADMINISTERING OATH
1	Deputy Administrator, Assistant Administrators, Regional Managers and Department Managers	Head of Agency or Head of AGSD
2	Branch Managers	Concerned Regional Manager or Head of AGSD
3	Field Office employees (from Assistant Branch Managers and below)	Concerned Branch Manager and Regional Manager, or Head of AGSD
4	Central Office employees (Division Chiefs and below)	Concerned Head of Office, or Head of AGSD

Additionally and in the case of employees already separated from the service, a declarant may take his / her oath before an accredited / registered Notary Public.

For strict compliance.

RODERICO R. BIOCO
Administrator

SWORN STATEMENT OF ASSETS, LIABILITIES AND NET WORTH

As of December 31, 2015
(Required by R.A. 6713).

Note: Husband and wife who are both public officials and employees may file the required statements jointly or separately.
☐ Joint Filing ☐ Separate Filing ☐ Not Applicable

DECLARANT:

(Family Name) (First Name) (M.I.)

ADDRESS:

SPOUSE:

(Family Name) (First Name) (M.I.)

POSITION:

AGENCY/OFFICE:

OFFICE ADDRESS:

POSITION:

AGENCY/OFFICE:

OFFICE ADDRESS:

UNMARRIED CHILDREN BELOW EIGHTEEN (18) YEARS OF AGE LIVING IN DECLARANT'S HOUSEHOLD

NAME	DATE OF BIRTH	AGE

ASSETS, LIABILITIES AND NETWORTH

(Including those of the spouse and unmarried children below eighteen (18) years of age living in declarant's household)

1. ASSETS

a. Real Properties*

DESCRIPTION <small>(e.g. lot, house and lot, condominium and improvements)</small>	KIND <small>(e.g. residential, commercial, industrial, agricultural and mixed use)</small>	EXACT LOCATION	ASSESSED VALUE	CURRENT FAIR MARKET VALUE	ACQUISITION		ACQUISITION COST
			<small>(As found in the Tax Declaration of Real Property)</small>		YEAR	MODE	

Subtotal: _____

b. Personal Properties*

DESCRIPTION	YEAR ACQUIRED	ACQUISITION COST/AMOUNT

Subtotal : _____

TOTAL ASSETS (a+b): _____

* Additional sheet/s may be used, if necessary.

2. LIABILITIES*

NATURE	NAME OF CREDITORS	OUTSTANDING BALANCE

TOTAL LIABILITIES: _____

NET WORTH : Total Assets less Total Liabilities = _____

* Additional sheet/s may be used, if necessary.

BUSINESS INTERESTS AND FINANCIAL CONNECTIONS

(of Declarant / Declarant’s spouse/ Unmarried Children Below Eighteen (18) years of Age Living in Declarant’s Household)

☐ I/ We do not have any business interest or financial connection.

NAME OF ENTITY/BUSINESS ENTERPRISE	BUSINESS ADDRESS	NATURE OF BUSINESS INTEREST &/OR FINANCIAL CONNECTION	DATE OF ACQUISITION OF INTEREST OR CONNECTION

RELATIVES IN THE GOVERNMENT SERVICE

(Within the Fourth Degree of Consanguinity or Affinity. Include also Bilas, Balae and Inso)

☐ I/ We do not know of any relative/s in the government service)

NAME OF RELATIVE	RELATIONSHIP	POSITION	NAME OF AGENCY/OFFICE AND ADDRESS

I hereby certify that these are true and correct statements of my assets, liabilities, net worth, business interests and financial connections, including those of my spouse and unmarried children below eighteen (18) years of age living in my household, and that to the best of my knowledge, the above-enumerated are names of my relatives in the government within the fourth civil degree of consanguinity or affinity.

I hereby authorize the Ombudsman or his/her duly authorized representative to obtain and secure from all appropriate government agencies, including the Bureau of Internal Revenue such documents that may show my assets, liabilities, net worth, business interests and financial connections, to include those of my spouse and unmarried children below 18 years of age living with me in my household covering previous years to include the year I first assumed office in government.

Date: _____

(Signature of Declarant)

Government Issued ID: _____
ID No.: _____
Date Issued: - _____

(Signature of Co-Declarant/ Spouse)

Government Issued ID: _____
ID No.: _____
Date Issued: _____

SUBSCRIBED AND SWORN to before me this ____day of _____, affiant exhibiting to me the above-stated government issued identification card.

(Person Administering Oath)

SWORN STATEMENT OF ASSETS, LIABILITIES AND NET WORTH

As of _____
(Sample additional sheet/s for the declarant)

NAME: _____ POSITION: _____
(Family Name) (First Name) (M.I.) AGENCY/OFFICE: _____

ASSETS, LIABILITIES AND NET WORTH

1. ASSETS
a. Real Properties

DESCRIPTION	KIND	EXACT	ASSESSED	CURRENT FAIR	ACQUISITION		ACQUISITION
(e.g. lot, house and lot, condominium and improvements)	(e.g. residential, commercial, industrial, agricultural and mixed use)	LOCATION	VALUE	MARKET VALUE	YEAR	MODE	COST
			(As found in the Tax Declaration of Real Property)				

Subtotal: _____

b. Personal Properties

DESCRIPTION	YEAR ACQUIRED	ACQUISITION COST/AMOUNT

Subtotal : _____

TOTAL ASSETS (a+b): _____

2. LIABILITIES

NATURE	NAME OF CREDITORS	OUTSTANDING BALANCE

TOTAL LIABILITIES: _____

BUSINESS INTERESTS AND FINANCIAL CONNECTIONS

NAME OF ENTITY/BUSINESS ENTERPRISE	BUSINESS ADDRESS	NATURE OF BUSINESS INTEREST &/OR FINANCIAL CONNECTION	DATE OF ACQUISITION OF INTEREST OR CONNECTION

Annex B
(Use MS Excel)

**NATIONAL FOOD AUTHORITY
SUMMARY LIST
NFA Regional/Branch/Central Office**

**EMPLOYEES WHO FILED THEIR
Statement of Assets, Liabilities and Net worth (SALN)
Calendar Year 2023
(Employee list as of 31 December 2023)**

REGION/BRANCH/DEPARTMENT/OFFICE: _____

No.	NAME OF EMPLOYEE			TIN	POSITION	NETWORTH
	LAST NAME	FIRST NAME	MIDDLE NAME			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						

CERTIFIED CORRECT:

SAO/BAO/RAM

NOTED:

Head of Office

Annex C
(Use MS Excel)

**NATIONAL FOOD AUTHORITY
SUMMARY LIST
NFA Regional/Branch/Central Office**

**EMPLOYEES WHO DID NOT SUBMIT THEIR
Statement of Assets, Liabilities and Net worth (SALN)
Calendar Year 2023
(Employees who were in the service as of 31 December 2023)**

REGION/BRANCH/DEPARTMENT/OFFICE: _____

No.	NAME OF EMPLOYEE			TIN	POSITION	NETWORTH
	LAST NAME	FIRST NAME	MIDDLE NAME			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						

CERTIFIED CORRECT:

SAO/BAO/RAM

NOTED:

Head of Office

Annex D
(Use MS Excel)

**NATIONAL FOOD AUTHORITY
SUMMARY LIST
NFA Regional/Branch/Central Office**

**EMPLOYEES WITH JOINTLY FILED SALN
As of 31 December 2023**

REGION/BRANCH/DEPARTMENT/OFFICE: _____

No.	NAME OF EMPLOYEE			TIN	POSITION	NETWORTH
	LAST NAME	FIRST NAME	MIDDLE NAME			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						

CERTIFIED CORRECT:

SAO/BAO/RAM

NOTED:

Head of Office

CERTIFICATE OF COMPLIANCE
SALN Submission/Filing
For the period ending 31 December 2023

This certifies that the National Food Authority, (Region) has fully satisfied the Statement of Assets, Liabilities and Net Worth (SALN) required of the Performance-Based Incentives System for Fiscal Year 2023.

This also attests that the submission of the Regional Office has substantially complied with the minimum requisites for content and formalities prescribed under Republic Act 6713 and its Implementing Rules and Regulations, which are as follows:

- A. Basic Information
- B. Assets (Real Properties and Personal Assets)
- C. Liabilities
- D. Net Worth
- E. Financial Connection and Business Interest
- F. Relatives in the Government

This further certifies that out of (number) employees who are in the service as of December 31, 2023 qualified for PBB under the 2023 PBIS Guidelines, (number) employees have completed and filed their SALN, as reflected below :

OFFICE	NO. OF EMPLOYEES (As of 12/31/23)	NO. OF EMPLOYEES WITH DULY ACCOMPLISHED AND SUBMITTED SALN	PERCENTAGE OF COMPLIANCE	REMARKS
A	B	C	D	E
REGIONAL OFFICE				
BRANCH A				
BRANCH B				
BRANCH C				
BRANCH D				
BRANCH E				
BRANCH F				
BRANCH G				
TOTAL				

This Regional Office has forwarded/filed all SALNs to the Office of the Ombudsman in accordance with R.A. 6713 and its implementing rules and guidelines.

IN WITNESS WHEREOF, we have hereunto affixed our signatures this ___ day of ____ 2024
at _____.

Regional Administrative Officer

Regional Manager

National Food Authority
Summary List of Filers
STATEMENT OF ASSETS, LIABILITIES AND NET WORTH
Calendar Year 2023

CERTIFICATION

This is to certify that the SALNs submitted were reviewed and found compliant by the Review and Compliance Committee of this Office.

Further, the review was made in accordance with the review and compliance procedure in filing and submission of SALNs pursuant to CSC Resolution No. 1500088 promulgated on January 23, 2015.

Issued on the ____ day of _____ at _____.

Chairperson

Member

Member

NATIONAL FOOD AUTHORITY
SUMMARY LIST
NFA Regional/Branch/Central Office

EMPLOYEES WHO ARE SEPERATED FROM THE SERVICE AND SUBMITTED THEIR SALN
For the Year 2023

REGION/BRANCH/DEPARTMENT/OFFICE: _____

No.	NAME OF EMPLOYEE			TIN	POSITION	NETWORKTH	SEPARATION CAUSE	SEPARATION DATE
	LAST NAME	FIRST NAME	MIDDLE NAME					
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								

CERTIFIED CORRECT:

SAO/BAO/RAM

NOTED:

Head of Office



NATIONAL FOOD AUTHORITY

Office of the Administrator

Visayas Avenue, Barangay VASRA, Diliman, Quezon City 1128

www.nfa.gov.ph

06 March 2023

SPECIAL ORDER **AO-2023-03- 073**

In the interest of the service and in compliance to the Civil Service Commission Resolution No. 1300455, the constitution of the National Food Authority (NFA) Review and Compliance Committee (RCC) for the Statement of Assets, Liabilities and Net Worth (SALN) shall be composed of the following:


- I. Central Office Departments / Offices
 - Chairperson - AGSD Department Manager
 - Members - Chief Personnel Specialist, AGSD-HRDSD
Attorney V, LAD-Investigation and Documentation Division
- II. Regional / Branch Offices
 - Chairperson - Regional Manager / Branch Manager
 - Members - Assistant Regional Manager / Assistant Branch Manager, Supervising Administrative Officer / Administrative Officer V

The Committee shall have the following functions:

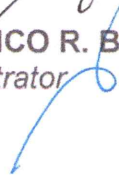
1. Ensures 100% compliance of NFA employees' submission of SALN for the period ending 31 December of every year by strictly enforcing the Memorandum OA-2023-01-002 dated 26 January 2023 on the Submission of SALNs and Disclosure of Business Interests & Financial Connections.
2. Prepares the Certificate of Compliance for GCG and Certification that the SALNs submitted are reviewed and found compliant and endorse the same for signature of the Administrator for the Central Office / Regional Manager for the Field Office.
3. Transmit the Certifications along with the other Annexes per the Memorandum OA-2023-01-002 to the appropriate SALN Repositories.

All other, issuances, or parts thereof which are inconsistent with any of the provisions herein, are hereby repealed or modified accordingly.

They shall continue to serve with the highest degree of responsibility, efficiency, integrity, and honesty and shall remain accountable to the people in accordance with the doctrine, "A public office is a public of trust".



RODERICO R. BIOCO
Administrator





post pl.

Re: Review and Compliance Committee
for the Statement of Assets, Liabilities
and Net Worth (SALN)

Number: 1300455

Promulgated: 04 MAR 2013

X-----X

RESOLUTION

WHEREAS, Section 17, Article XI of the 1987 Philippine Constitution requires public officers and employees to submit upon assumption of office and during such period as may be required by law, a declaration under oath of their assets, liabilities and net worth (SALN);

WHEREAS, Section 8 of Republic Act No. 6713 (Code of Conduct and Ethical Standards for Public Officials and Employees) requires the declarant *"to accomplish and submit declarations under oath of, and the public has the right to know, their assets, liabilities, net worth and financial and business interests including those of their spouses and of unmarried children under eighteen (18) years of age living in their households;"*

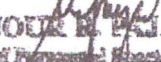
WHEREAS, Section 12 of Republic Act No. 6713 provides that the Civil Service Commission shall have the primary responsibility for its administration and enforcement, and the authority to promulgate rules and regulations necessary to carry out its provisions;

WHEREAS, Section 10 of Republic Act No. 6713 provides that the designated committees of the House of Congress and heads of agencies of the executive and judicial department shall establish procedures for the review of the SALN and determine if the same has been submitted on time, complete and in proper form, and render opinion interpreting the provisions on review and compliance procedure in the filing thereof;

WHEREAS, CSC Resolution No. 060231 dated February 1, 2006, amended and clarified Rule VIII of the Rules Implementing Republic Act No. 6713 on the review and compliance of the SALN wherein officials who are authorized to establish review and compliance procedure in the legislative, executive and judicial departments of the government were identified;

WHEREAS, the Commission recognized the need to amend and clarify the persons authorized to review and evaluate the submitted SALNs.

Certified True Copy:


SEYMOUR H. PAJARES
Chief Executive Officer
Commission on Government Procurement

In a Race to Serve: Responsive, Accessible, Courteous and Effective Public Service

IN VIEW OF THE FOREGOING, the Commission **RESOLVES** to adopt the following guidelines in the review and compliance procedure in the filing and submission of the SALN:

1. Every office/agency shall have a Review and Compliance Committee, which shall be composed of one (1) Chairman and two (2) members;
2. The Review and Compliance Committee shall be designated and authorized by the head of agency to receive the SALN and to evaluate if the same has been submitted on time, complete and in proper form.
3. The Review and Compliance Committee shall prepare a list of the following employees, in alphabetical order, to the head of agency, copy furnished the Civil Service Commission, on or before May 15 of every year:
 - a. Those who filed their SALNs with complete data;
 - b. Those who filed their SALNs but with incomplete data; and
 - c. Those who did not file their SALNs.


Quezon City.


FRANCISCO T. DUQUE III
Chairman


ROBERT S. MARTINEZ
Commissioner

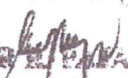
VACANT
Commissioner

Attested by:


DOLORES B. BONIFACIO
Director IV
Commission Secretariat and Liaison Office

AGR/X36/X51/j195

Certified True Copy:


SEYMOUR H. PARES
Chief Personnel Officer
Commission Secretariat and Liaison Office



FREQUENTLY ASKED QUESTIONS ON THE STATEMENT OF ASSETS, LIABILITIES, AND NET WORTH (SALN)

This compilation of frequently asked questions (FAQs) on the Statement of Assets, Liabilities, and Net Worth (SALN) aims to capture the most common questions asked by government workers and the public on filling out and filing the SALN. These questions are gathered from client queries received by the Civil Service Commission (CSC) through phone call, email, and comments on its social media accounts.

This material also aims to promote better understanding of the SALN and make it easier for government workers to fill out and submit the form. •

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- 3** Features of SALN Form
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- 10** Declaration of Liabilities
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- 11** Relatives by Affinity, Consanguinity, Plus *Inso, Balae, Bilas*
- 12** Signature, Oath
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- 14** Issues Pertaining to the Ombudsman and other Agencies
- 15** List of Repository Agencies

FREQUENTLY ASKED QUESTIONS ON THE SALN

Basic Information

What is the SALN?

It is the statement of assets, liabilities, and net worth, and the disclosure of financial connections or business interests and identification of relatives within the fourth degree of consanguinity or affinity. Further, it also requires the declarant to name his/her *bilas*, *balae* and *inso* who are in government service.

What is the purpose of the SALN?

"The purpose of the SALN is promote transparency in the civil service and to establish a deterrent against government officials bent on enriching themselves through unlawful means."¹

Who are exempted from filing the SALN Form?

1. Those serving in honorary capacity—persons who are working in the government without service credit and without pay.
2. Those whose position title is laborer - persons whose work depends on mere physical power to perform ordinary manual labor, and not one engaged in services consisting mainly of work requiring mental skill or business capacity, and involving the exercise of intellectual faculties.
3. Those who are casual or temporary workers - persons hired to do work outside what is considered necessary for the usual operations of the employer's business.

When should the SALN be filed?

The SALN should be filed:

1. within thirty (30) days after assumption of office, statements of which must be reckoned as of his/her first day of service;
2. on or before April 30 of every year thereafter, statements of which must be reckoned as of the end of the preceding year; or
3. within thirty (30) days after separation from the service, statements of which must be reckoned as of his last day of office.

¹Estrella Abid-Babano vs. Executive Secretary, G.R. No. 201176, 28 August 2019.

Republic Act No. 6713 otherwise known as the Code of Conduct and Ethical Standards for Public Officials and Employees

The currently prescribed form is the one revised as of January 2015 per CSC Resolution No. 1500088 promulgated on 23 January 2015.

2. LIABILITIES*

NATURE	NAME OF CREDITORS	OUTSTANDING BALANCE

TOTAL LIABILITIES: _____

NET WORTH : Total Assets less Total Liabilities = _____

* Additional sheet/s may be used, if necessary.

BUSINESS INTERESTS AND FINANCIAL CONNECTIONS

(of Declarant / Declarant's spouse/ Unmarried Children Below Eighteen (18) years of Age Living in Declarant's Household)

☐ I/ We do not have any business interest or financial connection.

NAME OF ENTITY/BUSINESS ENTERPRISE	BUSINESS ADDRESS	NATURE OF BUSINESS INTEREST &/OR FINANCIAL CONNECTION	DATE OF ACQUISITION OF INTEREST OR CONNECTION

RELATIVES IN THE GOVERNMENT SERVICE

(Within the Fourth Degree of Consanguinity or Affinity, Include also Bios, Bolan and Inno)

☐ I/ We do not know of any relative/s in the government service)

NAME OF RELATIVE	RELATIONSHIP	POSITION	NAME OF OFFICE/OFFICE AND ADDRESS

I hereby certify that these are true and correct statements of my assets, liabilities, net worth, business interests and financial connections, including those of my spouse and unmarried children below eighteen (18) years of age living in my household, and that to the best of my knowledge, the above-mentioned are names of my relatives in the government within the fourth civil degree of consanguinity or affinity.

I hereby authorize the Ombudsman or his/her duly authorized representative to obtain and secure from all appropriate government agencies, including the Bureau of Internal Revenue such documents that may show my assets, liabilities, net worth, business interests and financial connections, to include those of my spouse and unmarried children below 18 years of age living with me in my household covering previous years to include the year I first assumed office in government.

Date: _____

(Signature of Declarant)

(Signature of Co-Declarant/ Spouse)

Government Issued ID: _____

Government Issued ID: _____

Date Issued: _____

Date Issued: _____

SUBSCRIBED AND SWORN to before me this ____ day of _____, affiant exhibiting to me the above-stated government issued identification card.

(Person Administering Oath)

Page 2 of ____

Features of the SALN Form

What are the important features of the SALN form?

1. The SALN form has been made user-friendly so it is easy to fill out.
2. Its legal basis is RA No. 6713 (Code of Conduct and Ethical Standards for Public Officials and Employees) only, because it is the later law compared to RA No. 3019 (Anti-Graft Corrupt Practices Act).
3. There is a portion where spouses who are both government employees may indicate whether they are filing jointly or separately.
5. The form clarifies that the Assessed Value and the Current Fair Market Value should be based on what is stated in the Tax Declaration of Real Property.

ASSESSED VALUE	CURRENT FAIR MARKET VALUE
(As found in the Tax Declaration of Real Property)	

SWORN STATEMENT OF ASSETS, LIABILITIES AND NET WORTH
As of _____
(Required by R.A. 6713)

Note: Husband and wife who are both public officials and employees may file the required statements jointly or separately.
☐ Joint Filing ☐ Separate Filing ☐ Not Applicable

DECLARANT: _____
(Family Name) (First Name) (M.I.)

ADDRESS: _____

SPOUSE: _____
(Family Name) (First Name) (M.I.)

POSITION: _____
AGENCY/OFFICE: _____
OFFICE ADDRESS: _____

4. In the declaration of real properties, the form requires the exact location of the property.
6. Several portions of the previous form have been removed like the amount and sources of gross income, amount of personal and family expenses and amount of income taxes paid, all of which were required to be declared under RA No. 3019 (Anti-Graft Corrupt Practices Act).
7. The declaration of nature of real properties is no longer required.
8. The subcategories (tangible, intangible) under personal properties were removed.
9. In the present form, the identification of relatives is required to be 'to the best of my knowledge'. All other declarations are required to be 'true and detailed.'

1. ASSETS

a. Real Properties*

DESCRIPTION (e.g. lot, house and lot, condominium and improvements)	KIND (e.g. residential, commercial, industrial, agricultural and mixed use)	EXACT LOCATION

RELATIVES IN THE GOVERNMENT SERVICE

(Within the Fourth Degree of Consanguinity or Affinity. Include also Bilas, Balao and Inso)
☐ I/ We do not know of any relative/s in the government service

NAME OF RELATIVE	RELATIONSHIP	POSITION	NAME OF AGENCY/OFFICE AND ADDRESS

Filing of the SALN and Declarant Information

In case declarant spouses are both in the government service, how should they file their SALN jointly? And who should be the declarant between the two of them?

In case of joint filing of husband and wife who are both in the government service, both of them shall be considered declarants. The signature portion of the SALN indicates the space for the spouse as "Spouse/Co-declarant." All real and personal properties shall be declared including their respective paraphernal and capital properties, if there are any. After filling out the form, the spouses may reproduce the SALN Form as the number of copies is required, but their signatures should be original in the SALN Form to be submitted to their respective agencies.

If the declarant's spouse is not in the government service, or if the declarant is unmarried, what box should the declarant tick off in the top portion of the SALN referring to joint or separate filing of the SALN Form?

The declarant shall tick off the box marked as "Not applicable."

In the case of uniformed personnel, what should they indicate in the space requiring the position? Is it the rank or the designation?

Uniformed personnel are appointed to rank, thus, they should indicate their rank in the blank space for position.

What is the meaning of 'living in declarant's household'?

Actual presence in the residence of the declarant.

Are children who are supported by the declarant but living outside the household due to studies included in the declaration?

Yes, it includes dependent children who are temporarily staying apart from the declarant's household due to studies.

Declaration of Real and Personal Properties

What is the assessed value and current fair market value?

For purposes of the SALN, the amounts found in the tax declaration of real properties shall be used as the basis for the declaration.

Is it necessary that the fair market value and assessed value of real properties come from the Assessor's Office of the municipality/city where the property is registered?

Yes.

How can the assessed value and current fair market value of the property be declared if there is no tax declaration?

The declarant may indicate "not applicable" or N/A.

How do we declare inherited properties?

Inherited properties are transferred to the heirs by operation of law. Hence, even without a transfer of the property under the name of the declarant, the latter shall declare his/her share in the inherited properties as his/her assets. For the acquisition cost, the declarant shall state zero (0). For real properties inherited, the declarant is required to provide the assessed value and current fair market value found in the tax declaration of the real properties concerned.

How should land assets inherited from grandparents be declared?

Real property acquired gratuitously shall be declared under real property and the acquisition cost shall be zero.

How does an employee declare a co-owned property?

The declarant shall only declare that portion allotted to him over the co-owned property.

Is there a ceiling on the price of property that we declare?

R.A. No. 6713 does not provide for a ceiling on properties to be declared.

How should payments made for a preselling property be declared?

The amount paid as of 31 December shall be declared under personal property as equity or interest over the subject property.

If the house is still under construction as of 31 December, how should it be declared?

The house construction is an improvement. It is declared under real property with the amount of expenses incurred for the construction as of 31 December as acquisition cost.

The declarant purchased a property and has fully paid for it but still does not possess the title. Should that property be declared in the SALN?

If the declarant already possesses a duly executed Deed of Absolute Sale, it should be declared in the SALN.

How should land improvements initiated by the declarant be reflected when the land is not under his/her name?

Land improvements shall be declared in the SALN even if the land to which it is attached does not belong to the declarant.

Should a property acquired through rights be declared?

The basis of ownership of the property should be the title or the Deed of Absolute Sale, not the rights.

Should insurance policies be declared in the SALN?

Yes, under personal properties. The amount to be disclosed under acquisition cost shall be the amount already paid.

Should pensions be declared in the SALN?

Pensions received for the year of declaration should be declared as personal property either cash on hand or cash in bank, as the case may be.

Should shares of stock be declared in the SALN?

Yes, shares of stock are personal properties. The acquisition cost shall refer to the amount paid in acquiring the share of stock not the total value thereof as of 31 December of the preceding year.

How are earnings and income from other sources or private practice of profession be declared?

These shall either form part of the declarant's cash on hand or in bank which shall be determined as of 31 December of the preceding year.

Should GSIS contributions be declared under personal properties?

GSIS contributions need not be declared.

In the case of variable life insurance, portions of the paid premiums are invested by the insurer in financial markets, and the policy accumulates cash value from the dividends. Should an employee declare the investments plus the accumulated cash value as separate entries from the premiums?

For variable life insurance, the amount of premiums paid as of 31 December shall be declared as acquisition cost under personal property.

Should the amount of annual salary received be indicated in the SALN?

The salary received by the declarant shall be declared either as cash on hand or in bank if it is still with the declarant as of 31 December.

Are living things such as pets and plants considered as personal properties?

Yes.

Do we have to declare minimal valued properties?

Yes, the law does not distinguish.

How do we declare minimal valued properties?

The declarant may declare minimal valued properties collectively, according to the nature/kind of the personal property like books; and the declarant may use "various years" as year acquired.

Is it not burdensome on the part of the declarant to declare all personal properties?

No, because properties of minimal value or with the same kind/nature may be declared in group/bulk.

Is there a ceiling on the price of property that we declare?

R.A. No. 6713 does not provide for a ceiling on properties to be declared.

Will there be a liability if the declarant failed to include an asset in the previous year/s but rectified it in the current year's submission?

All public officials and employees are obligated to make a true declaration of his/her assets, liabilities, net worth and business/financial connections.

Should depreciated or destroyed properties be declared?

Depreciated properties are required to be disclosed in the SALN, however, the depreciation cost is not considered in determining the acquisition cost. Destroyed properties need not be declared as its existence has already been extinguished.

Should vehicles and other personal properties that are no longer usable but still in the employee's possession be declared?

Yes.

How does an employee declare vehicles and other similar properties purchased on installment basis?

The purchase of property on installment basis may be covered by either a contract to sell or deed of absolute sale with mortgage.

For real property covered by a contract to sell, where ownership over the property transfers only upon full payment of the purchase price, it is declared under Personal Property. The acquisition cost is the total amount already paid as of 31 December.

For real property covered by a deed of absolute sale but subject to a real estate mortgage, the property is declared under Real Property. The acquisition cost refers to the purchase price as stated in the deed of absolute sale.

All personal properties acquired on installment basis is declared under Personal Property. If it is subject to a contract to sell where the ownership transfers upon full payment of the purchase price, the acquisition cost refers to the amount already paid as of December 31. If it is subject of a deed of absolute sale with chattel mortgage, the purchase price as indicated in the deed of absolute sale is declared as acquisition cost.

Why do I need to declare the property of my spouse and unmarried children below (18) years of age living in my household?

It is required by RA No. 6713.

The declarant's spouse, who is employed in the private sector, owns stocks. Should these stocks be disclosed in the SALN?

Yes, the law requires the public official or employee to declare all assets, liabilities, net worth and business/financial connections including those of his/her spouse and unmarried children below 18 years of age living in his/her household.

If the declarant's spouse is not in government service, and said spouse has inherited properties before marriage, should these properties be declared in the SALN?

Yes, the law requires the public official or employee to declare all assets, liabilities, net worth and business/financial connections including those of his/her spouse and unmarried children below 18 years of age living in his/her household. However, if the property forms part of the exclusive property of the spouse as defined under the Family Code of the Philippines), when marriage is contracted after its effectivity on 3 August 1988) and as defined under the Civil Code of the Philippines (for marriage contracted prior to 3 August 1998), it is not required to be declared in the SALN of the declarant spouse. Under the Family Code of the Philippines, when the property regime of the spouses is absolute community of property, the following are their exclusive property:

1. Property acquired during the marriage by gratuitous title by either spouse, and the fruits as well as the income thereof, if any, unless it is expressly provided by the donor, testator or grantor that they shall form part of the community property;
2. Property for personal and exclusive use of either spouse. However, jewelry shall form part of the community property;
3. Property acquired before the marriage by either spouse who has legitimate descendants by a former marriage, and the fruits as well as the income, if any, of such property.

On the other hand, under the Civil Code, the following are the exclusive property of the spouses under the property regime of conjugal partnership of gains:

1. That which is brought to the marriage as his or her own;
2. That which each acquires during the marriage by gratuitous title;
3. That which is acquired by right of redemption, by barter or by exchange with property belonging to only one of the spouses; and
4. That which is purchased with exclusive money of the wife or of the husband.

If the declarant was single during the preceding year and got married at the year of the filing of the SALN, what should be his/her status at the time of the filing of the SALN Form?

Declarant would still be single since the SALN Form refers to the preceding year. Hence, his/her properties shall still be declared as his/her own, and not community property or the property regime agreed upon at the time of marriage.

Declaration of Liabilities

How should credit card liabilities be declared?

The outstanding balance as of 31 December of the preceding year shall be declared.

Do we need to declare personal loans and the names of the creditors?

Yes, it shall be declared under liabilities.

In the case of insurance policies, if the declarant has indicated the amount already paid as personal property, should the remaining balance be included under liabilities?

If the insurance policy has a cash value, as in the case of variable life insurance, the balance shall be declared as liability.

Should water and electric bills, tuition fees, fare, and hospitalization costs be included under liabilities?

Yes, if it remains outstanding as of 31 December. But as to fare, no.

Is it okay if the net worth turns out to be negative, especially if the sum value of liabilities are greater than the sum value of assets?

Yes, as long as it is the true and honest declaration of your liabilities.

Declaration of Business Interests and Financial Connections

How do I distinguish between financial connection and business interest?

Business interests refer to declarant's existing interest in any business enterprise or entity, aside from his/her income from government, while financial connections refer to declarant's existing connections with any business enterprise or entity, whether as a consultant, adviser and the like, with an expectation of remuneration for services rendered.

If the declarant owned a business which already closed prior to filing of SALN, should that business be declared?

All of the declarant's business interests and financial connections that existed as of the end of the year being reported should be reflected in the SALN.

Relatives by Affinity, Consanguinity, Plus Inso, Balae, Bilas

What is the extent of the fourth civil degree of affinity and consanguinity?

Relatives in the first degree of consanguinity include the declarant's father, mother, son and daughter. Relatives in the first degree of affinity include the declarant's father-in-law and mother-in-law. Relatives in the second degree of consanguinity include the declarant's brother, sister, grandmother, grandfather, grandson and granddaughter.

Relatives in the second degree of affinity include the declarant's brother-in-law, sister-in-law, grandmother-in-law, grandfather-in-law, granddaughter-in-law and grandson-in-law. Relatives in the third degree of consanguinity include the declarant's nephew, niece, uncle and aunt. Relatives in the third degree of affinity include declarant's nephew-in-law, niece-in-law, uncle-in-law, auntie-in-law. Relatives in the fourth degree of consanguinity include the declarant's first cousin.

Why do I need to declare *inso, balae and bilas*?

It is required by the implementing rules of RA No. 6713, and it is included in the definition of relatives in the government under RA No. 6713.

Should elected government officials be declared as relatives?

Elected officials are considered to be part of the non-career service. Thus, they are included in the declaration of relatives. The same applies to public officials and employees holding temporary, coterminous, contractual, and casual appointments.

What if the indicated position of the relative is not updated?

The rules require declarants to disclose their relatives up to the fourth degree of consanguinity or affinity to the best of their knowledge.

Signature, Oath

What is the basis of requiring the signature of spouse?

The properties of the declarant's spouse are required by law to be disclosed, hence, he/she is required to certify the correctness of such declaration.

If the declarant's spouse is working in the private sector, is he/she still required to sign the declarant's SALN?

Yes, if the spouse is not a public officer or employee, the declarant shall still cause him/her to sign the SALN.

If the declarant and spouse are separated in fact or legally separated, is the declarant's spouse still required to sign the SALN?

Spouses who are separated in fact or legally separated are still considered husband and wife, hence, the declarant's spouse is still required to sign the SALN Form.

What if the said spouse refuses to sign the declarant's SALN?

The declarant just has to attach an explanation why no signature of spouse is present in the SALN.

What if the spouse is based on a remote location away from the declarant, can he/she be exempted from signing the SALN? If not, is there any alternative means for the spouse to affix his/her signature other than personally signing the form, i.e., use of e-signature?

The signature of the spouse is required in the SALN. However, if the signature of the spouse cannot be obtained, the declarant may attach an explanation to the SALN. The explanation has no specific format.

Will the declarant's spouse, who is unemployed, be exempted from signing the SALN?

No, an unemployed spouse is not exempted from signing the SALN.

Who are persons authorized to administer oath?

For SALN purposes, the head of agency has the authority to administer oath. However, the head of agency is allowed to delegate such authority provided the delegation of authority is put into writing.

Can a declarant take his/her oath before other persons authorized to administer oath such as notary public?

Yes.

Is it necessary for the administering officer to be a lawyer?

It is not necessary.

Modes of Filing, Deadlines

Are alternative means of filing/submitting the SALN (e.g., electronic, via courier) allowed?

The Commission has promulgated CSC Resolution No. 2100339 on 12 April 2021, which provides the guidelines for online oath-taking of the SALN, the use of electronic/digital signature in the accomplishment of the SALN, and the electronic filing and submission of the SALN during exceptional circumstances per the coverage of the said policy. As to filing through private couriers or by snail mail, such is compliant with the physical filing of the SALN.

How come there are two deadlines, 30 April and 30 June? Please clarify.

The 30 April deadline is for every public official/employee to submit his/her SALN to the Head of Agency or whomever is officially designated to receive SALN submission within the agency.

The 30 June deadline is for the Chief/Head of the Personnel/Administrative Division or Unit/Human Resource Management Office (HRMO) to transmit all original copies of the SALNs received to the appropriate repository agency.

Also, CSC Resolution No. 2100339 promulgated on 12 April 2021 extends the deadlines for the filing and submission of the SALN during exceptional circumstances, giving an additional period of thirty (30) days within which to comply with the filing of the SALN or submission to the appropriate repository agency, as applicable.

Issues Pertaining to the Ombudsman and other Agencies

Can the Office of the Ombudsman look into my bank accounts in private banks by virtue of the authorization in the SALN?

The Ombudsman is authorized to obtain and secure from all appropriate government agencies, including the Bureau of Internal Revenue such documents that may show the declarant's assets, liabilities, net worth, business interests and financial connections.

Can the Office of the Ombudsman look into my bank accounts in private banks by virtue of the authorization in the SALN?

No, the authorization refers only to government agencies.

How about government banks which may be considered as "appropriate government agencies", are they also covered by the authority given to the Ombudsman?

No, banks, whether government or not, are covered by a special law (Secrecy of Bank Deposit Act [RA No. 1405]), hence, they are not included in the authorization.

Can the public request for a copy of the SALN Form of a government official/employee?

Yes, as long as they comply with the rules governing access to SALNs provided by the repository agencies.

List of Repository Agencies

The Chief/Head of the Personnel/Administrative Division or Unit/Human Resource Management Office (HRMO) shall transmit all original copies of the SALNs received, on or before 30 June of every year, to the concerned offices, as specified below:

Repository Agency ²	Officers and Employees
National Office of the Ombudsman	President; Vice President; Constitutional Officials - <i>Chairpersons of Commission on Audit (COA), Commission on Election (COMELEC) and Civil Service Commission (CSC)</i> - <i>Commissioners of COA, COMELEC and CSC</i> - <i>Ombudsman and his Deputies</i>
Secretary of the Senate	Senators
Secretary of the House of Representatives	Representatives (Congressmen/Congresswomen)
Clerk of Court of the Supreme Court	Justices of the Supreme Court, Court of Appeals, Sandiganbayan, and Court of Tax Appeals
Court Administrator	Judges of the Regional Trial Court, Metropolitan Trial Court, Municipal Trial Court in Cities, Municipal Trial Court, Municipal Circuit Trial Court, and Shari'a District Courts
Office of the President	National executive officials, including, but not limited to the following: - <i>Members of the Cabinet</i> - <i>Undersecretaries</i> - <i>Assistant Secretaries</i> - <i>Officials in the Foreign Service</i> - <i>Heads of government owned or controlled corporations with original charters and their subsidiaries</i> - <i>Heads of state colleges and universities</i>

² Updated per CSC Resolution No. 1500088 promulgated on 23 January 2015

List of Repository Agencies

Repository Agency ²	Officers and Employees
	<p>Officers of the Armed Forces of the Philippines from the rank of Colonel or Naval Captain:</p> <ul style="list-style-type: none"> - Colonel, Brigadier General, Major General, Lieutenant General and General (Army and Air Force) - Captain, Commodore, Rear Admiral, Vice Admiral and Admiral (Navy) <p>Officers of the Philippine National Police from the rank of Senior Superintendent:</p> <ul style="list-style-type: none"> - <i>Chief Superintendent, Director, Deputy Director General and Director General</i> <p>Officers of the Philippine Coast Guard from the rank of Commodore:</p> <ul style="list-style-type: none"> - <i>Commodore, Rear Admiral, Vice Admiral and Admiral</i>
Deputy Ombudsman in their respective region (Luzon, Visayas or Mindanao)	<p>Regional officials and employees of the following offices:</p> <ul style="list-style-type: none"> - <i>Departments, bureaus and agencies of the National Government</i> - <i>Judiciary and Constitutional Commissions and offices</i> - <i>Government owned and/or controlled corporations with and without original charter, and their subsidiaries in the regions</i> - <i>State colleges and universities</i> <p>Provincial elective officials and employees including Governors, Vice-Governors and Sangguniang Panlalawigan Members;</p> <p>City and municipal elective officials and employees including Mayors, Vice-Mayors, Sangguniang Bayan/Panlungsod Members and Barangay Officials;</p>

List of Repository Agencies

Repository Agency ²	Officers and Employees
	<p>Officers of the Armed Forces of the Philippines (AFP) below the rank of colonel or naval captain:</p> <ul style="list-style-type: none"> - <i>Lieutenant Colonel, Major, Captain, 1st Lieutenant and 2nd Lieutenant (Army and Air Force)</i> - <i>Commander, Lieutenant Commander, Lieutenant Senior Grade, Lieutenant Junior Grade and Ensign (Navy)</i> - <i>Other enlisted officers</i> <p>Officers of the Philippine National Police (PNP) below the rank of Senior Superintendent:</p> <ul style="list-style-type: none"> - <i>Superintendent, Chief Inspector, Senior Inspector and Inspector</i> - <i>Other police officers</i> <p>Officers of the Philippine Coast Guard (PCG) below the rank of Commodore:</p> <ul style="list-style-type: none"> - <i>Captain, Commander, Lieutenant Commander, Lieutenant, Lieutenant Junior Grade and Ensign</i>
Civil Service Commission	<p>All other officials and employees in the central/main/national offices of the following:</p> <ul style="list-style-type: none"> - <i>Departments, bureaus and agencies of the National Government</i> - <i>Judiciary and Constitutional Commissions and offices</i> - <i>Government owned and/or controlled corporations with and without original charters, and their subsidiaries in the regions</i> <p>All other appointive officials and employees of the Legislature;</p> <p>All civilian personnel of the AFP;</p> <p>All other central officers (uniformed personnel) below the rank of Senior Superintendent as well as all non-uniformed personnel of the PNP;</p> <p>All other central officers below the rank of Commodore as well as all civilian personnel of the PCG</p>