



MC No. 24, s. 1993

**MEMORANDUM CIRCULAR**

**T O : ALL HEADS OF STATE UNIVERSITIES AND COLLEGES**

**SUBJECT : EFFECTIVITY DATES OF PROPOSED APPOINTMENTS TO UPGRADED POSITIONS IN STATE UNIVERSITIES AND COLLEGES PURSUANT TO NATIONAL COMPENSATION CIRCULAR NO. 68, S. 1992.**

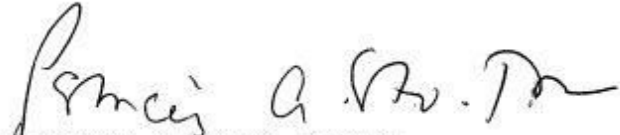
Pursuant to Civil Service Commission Memorandum Circular No. 08 dated 15 February 1993, the Department of Budget and Management (DBM) National Compensation Circular (NCC) No. 68, s. 1992 shall now be the basis for the Common Criteria for Evaluation and the Compensation and Position Classification Plan for faculty and academic staff positions in all SUCs.

It was noted however, that some proposed appointments to upgraded positions pursuant to NCC No. 68, s. 1992 were made retroactive to a date prior to the approval by the DBM of the creation or upgrading of the positions.

In view thereof, the effectivity dates of proposed appointments to faculty and academic staff positions must be on or after, and not earlier than, the date of DBM's approval of the creation or upgrading of the positions.

Appointments with retroactive effectivity dates do not have any legal basis and shall, therefore, be disapproved when submitted to the Civil Service Commission for approval.

For strict compliance.

  
**PATRICIA A. STO. TOMAS**  
Chairman

May 25, 1993

OCSS