



**Gov. Alfonso D. Tan College**

**Maloro, Tanguib City**

# **FACULTY**

## **I – Salaries and Fringe Benefits**

- **Provision for Retirement  
Program**

1.5  
initiate or file the complaint against the detailed employee subject to the provisions of the 2017 Rules on Administrative Cases in the Civil Service (RACCS).

All human resource actions and movements, including monetization of leave credits or vacation service credits, concerning the detailed employee, shall still be under the jurisdiction of the parent agency notwithstanding that the employee is detailed in another agency.

4. Secondment – movement of a faculty member from one department or institution to another which is temporary in nature and which may or may not require the issuance of an appointment which may either involve increase in compensation and benefits.

Secondment shall be governed by the policies on the matter.

## **CHAPTER 11. RETIREMENT**

### **GENERAL POLICY**

Unless appropriate authorities extend the service, retirement shall be compulsory at sixty-five (65) years of age.

### **POLICIES**

1. Extension of service may be requested by the President or the appropriate authority to complete the fifteen-year service requirement. A faculty may be allowed to continue in the service in accordance with civil service rules and regulations.

## **CHAPTER 12. TRANSITORY PROVISIONS**

Except as otherwise provided in this New Merit System, rights vested or acquired under established system prior to the effectivity of this System shall be respected.

## **CHAPTER 13. RESPONSIBILITY**

The President, the Board of Trustees, Vice-President for Administration, the deans, the directors, the Deans, the administrative officer, and the Human Resource Management Officer (HRMO) shall be responsible for the implementation and maintenance of this Merit System. The initiative and active participation of the HRM Officer shall be expected in the proper implementation of this New Merit System.

## **CHAPTER 14. AMENDMENT**

**CERTIFIED TRUE COPY  
FROM THE ORIGINAL**

DATE: 11/14/19