

**Philippines's Pay Spine**

**Annual Salary in Peso (inclusive of 13month pay)**

Spine Points	Annual Pay 2006 Peso	Annual Pay 2007 Peso	Annual Pay 2008 Peso	Proposed Grading Structure from 1 January 2007				
	1.03	1.067	1.054	Grade 1	Grade 2			Grade 3
91	1822627	1944743	2049759					
90	1769541	1888100	1990058					
89	1718001	1833107	1932095		<i>Note: JE sub-points</i>			max
88	1667962	1779716	1875820		Grade 2	127 - 142		JE Points 227 - 287
87	1619381	1727879	1821185			143 - 160		
86	1572214	1677553	1768140			161 - 180		
85	1526422	1628692	1716641			181 - 226		
84	1481963	1581254	1666642					
83	1438799	1535198	1618099					
82	1396892	1490484	1570970					
81	1356206	1447072	1525214					
80	1316705	1404924	1480790					
79	1278354	1364004	1437660					
78	1241120	1324276	1395786					
77	1204971	1285704	1355132					
76	1169875	1248257	1315663			max		
75	1135801	1211900	1277342				mid	
74	1102719	1176602	1240138					
73	1070601	1142332	1204018					
72	1039419	1109060	1168949					
71	1009145	1076757	1134902					
70	979752	1045395	1101847					
69	951215	1014947	1069754					
68	923510	985385	1038596					
67	896612	956685	1008346					
66	870497	928820	978977					
65	845143	901767	950463					
64	820527	875502	922779					
63	796628	850002	895902			max		
62	773425	825245	869808				mid	
61	750898	801208	844474					
60	729027	777872	819877					
59	707794	755216	795997					
58	687178	733219	772813					
57	667163	711863	750304					
56	647731	691129	728450					
55	628866	670999	707233					
54	610549	651456	686634					
53	592766	632481	666635					
52	575501	614060	647219				min	
51	558739	596174	628368			max		
50	542465	578810	610066					
49	526665	561952	592297				mid	
48	511325	545584	575046					
47	496432	529693	558297					
46	481973	514265	542036					
45	467935	499287	526248					
44	454306	484744	510921					
43	441074	470626	496039					
42	428227	456918	481592					
41	415754	443610	467565					
40	403645	430689	453946					
39	391888	418145	440725					
38	380474	405966	427888			max		min
37	369392	394141	415425				mid	
36	358633	382662	403325					
35	348188	371516	391578					
34	338046	360695	380173					
33	328200	350190	369100					
32	318641	339990	358349					
31	309360	330087	347912					
30	300350	320473	337779					
29	291602	311139	327940					
28	283108	302077	318389					
27	274862	293278	309115					
26	266857	284736	300112				min	
25	259084	276443	291371			mid		
24	251538	268391	282884					
23	244212	260574	274645					
22	237099	252984	266646					
21	230193	245616	258879					
20	223488	238462	251339	max				
19	216979	231517	244018					
18	210659	224773	236911					
17	204524	218227	230011					
16	198567	211870	223311					
15	192783	205699	216807					
14	187168	199708	210492					
13	181716	193891	204362				min	
12	176424	188244	198409					
11	171285	182761	192630	JE points 100 - 126				
10	166296	177438	187020					
9	161453	172270	181573					
8	156750	167253	176284					
7	152185	162381	171150					
6	147752	157652	166165	mid				
5	143449	153060	161325					
4	139271	148602	156626					
3	135214	144273	152064					
2	131276	140071	147635					
1	127452	135992	143335	74412	min			

Peso 1718001 is the anchor point used