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MPSPC handles fair and transparent procedures for the compensation and benefits of faculty and staff. Salaries are set in accordance to the Compensation and Position Classification Act of 1989, also referred to as Republic Act No. 6758. This is to ensure equal compensation for jobs of similar value, with pay variations reflecting significant differences in job duties, responsibilities, and the qualifications necessary for those roles. Every salary is paid on schedule and without regard to a person's gender.

Faculty members on teacher's leave who may be required to report while on summer vacation, on holidays and/ or with assigned researches or extension projects shall be given service credits based on the number of hours/ output rendered.

## **5.2 Employee Compensation**

Employee compensation shall be in accordance with *RA 6758, An Act Prescribing a Revised Compensation and Position Classification System in the Government and for other Purposes*, as amended.

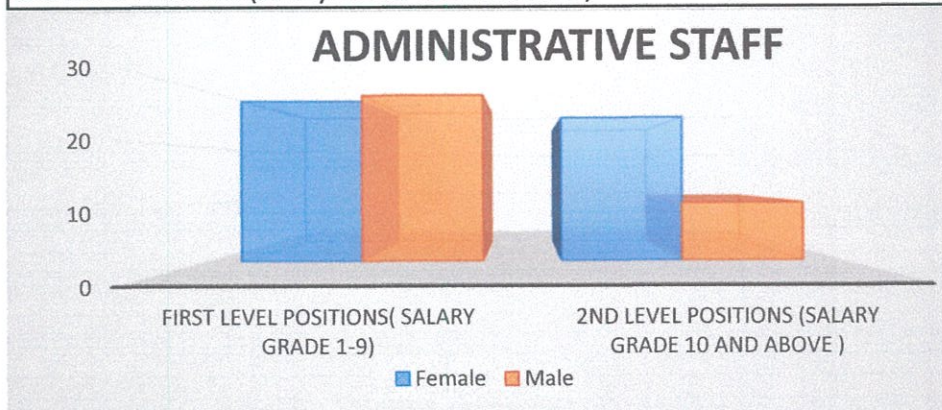
### **5.2. a Pay Procedures**

Employees are paid bi-monthly, on the 15<sup>th</sup> and last working day of the month. Payment is for the preceding 15-day period. If the 15<sup>th</sup> or last day of the month falls on a weekend, then employees will be paid on the preceding Friday.

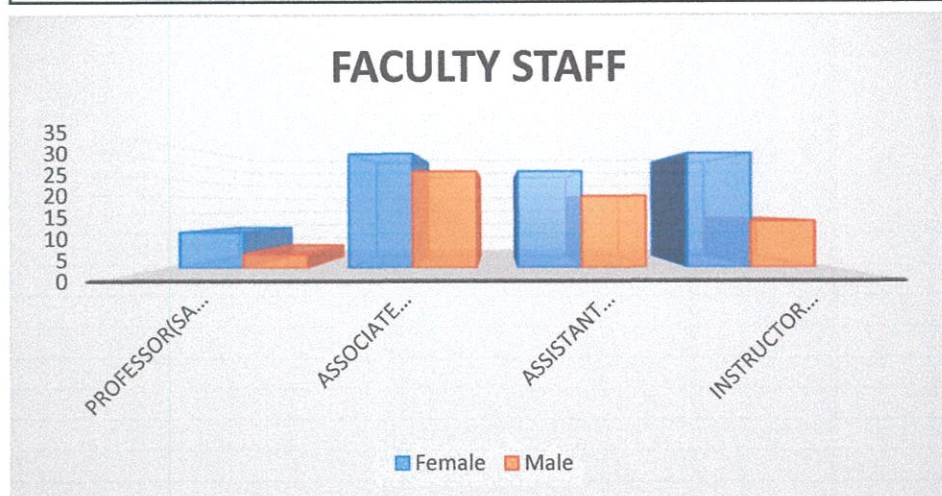


### GENDER PAY GAP 2023

ADMINISTRATIVE STAFF	Female	Male
First Level Positions( Salary Grade 1-9)	28	29
2nd Level Positions (Salary Grade 10 and above )	25	10



FACULTY STAFF	Female	Male
Professor(Salary Grade 24-29)	10	4
Associate Professor (Salary Grade 19-23)	32	27
Assistant Professor (Salary Grade 15-18)	27	20
Instructor (Salary Grade 12-14)	32	13



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