

**Philippines's Pay Spine**

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

Spine Points	Annual Pay 2006	Annual Pay 2007	Annual Pay 2008	Annual Pay 2009	Annual Pay 2010	Proposed Grading Structure from 1 January 2010						
	Peso	Peso	Peso	Peso	Peso	Grade 1	Grade 2			Grade 3		
	1.03	1.067	1.054	1.072	1.032							
91	1822627	1944743	2049759	2197342	2267657							
90	1769541	1888100	1990058	2133342	2201609							
89	1718001	1833107	1932095	2071206	2137484							
88	1667962	1779716	1875820	2010879	2075227							max
87	1619381	1727879	1821185	1952310	2014784							
86	1572214	1677553	1768140	1895447	1956101							
85	1526422	1628692	1716641	1840239	1899127							
84	1481963	1581254	1666642	1786640	1843813							
83	1438799	1535198	1618099	1734602	1790109							
82	1396892	1490484	1570970	1684080	1737970							
81	1356206	1447072	1525214	1635029	1687350							
80	1316705	1404924	1480790	1587407	1638204							
79	1278354	1364004	1437660	1541172	1590489							
78	1241120	1324276	1395786	1496283	1544164							
77	1204971	1285704	1355132	1452702	1499188							
76	1169875	1248257	1315663	1410390	1455523							
75	1135801	1211900	1277342	1369311	1413129							max
74	1102719	1176602	1240138	1329428	1371970							mid
73	1070601	1142332	1204018	1290707	1332010							
72	1039419	1109060	1168949	1253113	1293213							
71	1009145	1076757	1134902	1216615	1255547							
70	979752	1045395	1101847	1181180	1218977							
69	951215	1014947	1069754	1146776	1183473							
68	923510	985385	1038596	1113375	1149003							
67	896612	956685	1008346	1080947	1115537							
66	870497	928820	978977	1049463	1083046							
65	845143	901767	950463	1018896	1051501							
64	820527	875502	922779	989219	1020874							
63	796628	850002	895902	960407	991140							
62	773425	825245	869808	932434	962272							max
61	750898	801208	844474	905276	934245							mid
60	729027	777872	819877	878909	907034							
59	707794	755216	795997	853309	880615							
58	687178	733219	772813	828456	854966							
57	667163	711863	750304	804326	830064							
56	647731	691129	728450	780899	805888							
55	628866	670999	707233	758154	782415							
54	610549	651456	686634	736072	759626							
53	592766	632481	666635	714633	737501							
52	575501	614060	647219	693819	716021							min
51	558739	596174	628368	673610	695166							max
50	542465	578810	610066	653991	674918							
49	526665	561952	592297	634942	655260							mid
48	511325	545584	575046	616449	636175							
47	496432	529693	558297	598494	617646							
46	481973	514265	542036	581062	599656							
45	467935	499287	526248	564138	582190							
44	454306	484744	510921	547707	565233							
43	441074	470626	496039	531754	548770							
42	428227	456918	481592	516266	532787							
41	415754	443610	467565	501229	517269							
40	403645	430689	453946	486630	502203							
39	391888	418145	440725	472457	487575							
38	380474	405966	427888	458696	473374							max
37	369392	394141	415425	445336	459586							min
36	358633	382662	403325	432365	446200							mid
35	348188	371516	391578	419772	433204							
34	338046	360695	380173	407545	420587							
33	328200	350190	369100	395675	408337							
32	318641	339990	358349	384151	396443							
31	309360	330087	347912	372962	384896							
30	300350	320473	337779	362099	373686							
29	291602	311139	327940	351552	362802							
28	283108	302077	318389	341313	352235							
27	274862	293278	309115	331372	341976							
26	266857	284736	300112	321720	332015							min
25	259084	276443	291371	312350	322345							mid
24	251538	268391	282884	303252	312956							
23	244212	260574	274645	294419	303841							
22	237099	252984	266646	285844	294991							
21	230193	245616	258879	277519	286399							
20	223488	238462	251339	269435	278057							max
19	216979	231517	244018	261588	269959							
18	210659	224773	236911	253969	262096							
17	204524	218227	230011	246572	254462							
16	198567	211870	223311	239390	247050							
15	192783	205699	216807	232417	239855							
14	187168	199708	210492	225648	232869							
13	181716	193891	204362	219076	226086							min
12	176424	188244	198409	212695	219501							
11	171285	182761	192630	206500	213108							
10	166296	177438	187020	200485	206901							
9	161453	172270	181573	194646	200875							
8	156750	167253	176284	188977	195024							
7	152185	162381	171150	183472	189344							
6	147752	157652	166165	178129	183829							mid
5	143449	153060	161325	172940	178474							
4	139271	148602	156626	167903	173276							
3	135214	144273	152064	163013	168229							
2	131276	140071	147635	158265	163329							
1	127452	135992	143335	153655	158572							min
												74412

**Note: JE sub-points**  
 127 - 142  
 143 - 160  
 161 - 180  
 181 - 226

Peso 1718001 is the anchor point used