MEMORANDUM NO. BMP 12-034

TO : DEANS, HEADS OF UNITS, REPS

FROM : BENITO M. PACHECO, Ph.D.
Vice-Chancellor for Research and Development

SUBJECT : Invitation to Apply to the DOST Scientific Career System

DATE : 23 October 2012

May we request wide dissemination of the invitation to non-faculty researchers to apply for the Scientific Career System of the DOST? The program allows productive researchers among the REPS to receive the salary grade corresponding to the rank as follows: Scientist I - SG 26; Scientist V - SG 30.

The OVCRD, assisted by the OVCRD Ad Hoc Committee on REPS Concerns, shall recommend the applications to the UP System Special Technical Committee.

Please find enclosed the memorandum from the OVPAA, the Criteria for Application and Admission to the Scientific Career System, SCS Form No. 01, and the Merit System for the Scientific Career System CY 2011.

Applicants may submit to OVCRD their complete application documents with covering endorsement letter by the Dean or Head of Unit, on or before 6 November 2012.

For inquiries, you may get in touch with Ms. Dulce Amor C. Barraca at telephone numbers 927-2567/981-8500 local 4046 or through email at ovcrd@up.edu.ph.

Thank you.

cc: Office of the Chancellor
Office of the Vice-Chancellor for Academic Affairs
OVCRD Ad Hoc Committee on REPS Concerns
OFFICE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

06 September 2012

Memorandum No. OVPAA 2012-59

To: Chancellors and OIC, UP Cebu

From: GISERA P. CONCEPCION, Ph.D
Vice-President for Academic Affairs

Subject: Call for Applications to the Scientific Career System

Anent to the memorandum of President Pascual on the Scientific Career System (Memo No. PAEP 12-16), we would like to invite all non-faculty researchers to apply to the Scientific Career System, a DOST-CSC merit program. The program will allow productive researchers belonging to the category REPS in UP to be promoted up to salary grade 30, which is equivalent to the rank of full professor of the University.

Please take note of the following deadlines in UP and DOST:

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Submission of CU nominees to OVPAA</td>
<td>31 October 2012</td>
</tr>
<tr>
<td>Release of results of applications by</td>
<td>30 November 2012</td>
</tr>
<tr>
<td>the Special Technical Committee</td>
<td></td>
</tr>
<tr>
<td>Submission of UP nominees to the Scientific Career Council</td>
<td>31 January 2013</td>
</tr>
</tbody>
</table>

CUs are requested to announce their own deadlines for submission of applications for evaluation at the CU-level before recommending to the UP System. The members of the UPS Committee on the UP Scientific Productivity System shall serve as the special technical committee to evaluate these applications at the System-level.

Please find attached the Criteria for Application and Admission to the SCS, SCS Form No. 01 and the Merit System for the Scientific Career System CY 2011.

May we request wide dissemination of this announcement to our REPS?

Thank you very much.
CRITERIA FOR APPLICATION AND ADMISSION TO THE SCIENTIFIC CAREER SYSTEM

1. For Scientist I to IV, the researcher should have at least a Master's degree and 10 years of productive scholarship and professional R & D work. For purposes of admission and upgrading of scientific ranks in the System, a Doctor of Medicine (MD) is equivalent to Master of Science (MS) degree while a medical doctor with scientific paper published in an ISI-peer reviewed journal and have residency and/or fellowship training is comparable to those with Doctor of Philosophy (PhD) degree.

2. The SCS is a merit system for non-faculty researchers only (under category REPS).

3. There shall be five ranks in the SCS; the researcher shall be conferred the rank to the extent that they meet the minimum qualification standards of the System as follows:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Salary Grd</th>
<th>Points</th>
<th>No. of ISI publications or equivalent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Part A</td>
<td>Part B</td>
<td>Total</td>
</tr>
<tr>
<td>Scientist 1</td>
<td>SG 26</td>
<td>40</td>
<td>10</td>
</tr>
<tr>
<td>Scientist 2</td>
<td>SG 27</td>
<td>88</td>
<td>22</td>
</tr>
<tr>
<td>Scientist 3</td>
<td>SG 28</td>
<td>144</td>
<td>36</td>
</tr>
<tr>
<td>Scientist 4</td>
<td>SG 29</td>
<td>208</td>
<td>52</td>
</tr>
<tr>
<td>Scientist 5</td>
<td>SG 30</td>
<td>260</td>
<td>70</td>
</tr>
</tbody>
</table>

4. Applications must be endorsed by the respective heads of Units.

5. All supporting documents to the nominee's scientific accomplishments should be attached to the application; the requisite number of discoveries/ utility models or ISI publications shall be assigned points and conferment decided on the basis of the accumulated points as follows:

   Part A: Scientific Productivity (discoveries, inventions, major research papers, book articles, technologies, other research findings, etc. – 80%)

   Part B: Scientific and Professional Standing (prestigious), professional/scientific awards received, paper presentations in scientific fora/ seminars/ symposia/ conventions – 20%.

6. All scientific accomplishments shall be given credit only once, e.g. a scientific paper on a discovery or patent will not be given merit; since the patent will already be credited.

7. All applications must be submitted to the Special Technical Committee of the University of the Philippines which shall make the preliminary evaluation.

8. Qualified nominees shall be recommended to the Scientific Career Council-Special Technical Committee (SCC-STC) which shall make the final recommendation to the SCC or the President for conferment of rank.
INCENTIVES AND BENEFITS

1. RATA
2. Magna Carta Benefits (honorarium, share in royalties, hazard allowance, subsistence allowance, laundry allowance, housing and quarter allowance, longevity pay, medical examination, others)
3. Travel Assistance (local)
4. Travel Assistance for international paper presentation (USD 2000 every 2 years subject to evaluation and approval by DOST's advisory agency)
5. Membership in one international scientific organization and/or subscription to scientific journals
6. Publication assistance

✓ Appointment to the rank of Scientist is permanent but the benefits and incentives may be withheld if the DOST-Secretariat does not issue a certificate of good standing.
Republic of the Philippines
Civil Service Commission
SCIENTIFIC CAREER COUNCIL

Scientific Career System Form No. 01
April 8, 2009

APPLICATION FOR ADMISSION TO THE
SCIENTIFIC CAREER SYSTEM

PART I. PERSONAL DATA

A. Personal Circumstances

1. Name: ____________________________
   Surname, Given Name, Middle Name

2. Current Position: ____________________________

3. Official Address: ____________________________

4. Office/Tel Nos.: ____________________________
   5. Office Fax Nos.: ____________________________

6. E-mail address: ____________________________

7. Home Address: ____________________________

8. Tel. No/s.: ____________________________
   9. Home Fax No/s.: ____________________________

10. Date and Place of Birth: ____________________________

11. Sex: ____________________________
   12. Civil Status: ____________________________

13. Initial Entry Position in Government: ____________________________

14. Date of Original Appointment: ____________________________

15. Field(s) of Specialization: ____________________________

B. Educational Attainment

(Submit certified true copy of your diploma for the highest degree obtained.)

<table>
<thead>
<tr>
<th>Name and Address of University/Institution</th>
<th>Inclusive Dates Attended</th>
<th>Degree/Certificate/Honors Received/Date Conferred</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>(original degree + field of specialization as stated in your diploma)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

C. Civil Service Eligibility (please check):

☐ RA 1080 (eligibility for bar/board exam. passers)
☐ PD 907 (eligibility for honor graduates)
☐ PD 997 (eligibility for scientific & technological specialists)
☐ Others (eligibilities not classified as above)
Please specify: ____________________________

Date Obtained

D. Other Information

OFFICE OF THE VICE CHANCELLOR
FOR RESEARCH & DEVELOPMENT

Date: OCT 02 2012
By: _______________________________________
Ref. No. 12-10G+
Merit System for the Scientific Career System CY 2011

SECTION 1. Title – Merit System for the Scientific Career System CY 2011

SECTION 2. Declaration of Policy – The State shall give priority to research and development, invention and innovation, and their utilization; and to science and technology education, training and services and shall support indigenous, appropriate, and self-reliant scientific and technological capabilities and their application to the country's productive systems and national life.

SECTION 3. The Scientific Career System – The Scientific Career System (SCS) was established within the Civil Service pursuant to Executive Order No. 784 dated 17 March 1982. It was formally organized on 19 July 1983 with the issuance of Executive Order No. 901. The establishment of the SCS was further reinforced by Section 4 of R.A. 8439 entitled "Magna Carta for Scientists, Engineers, Researchers and Other Science and Technology Personnel in Government".

The Scientific Career System is a system of recruitment, career progression, recognition and reward of scientists in the public service, as a means of developing a pool of highly qualified and productive scientific personnel. The System shall be characterized by:

1. Entrance to and career progression or advancement based on qualifications, merit and scientific productivity;

2. Career paths that shall allow scientists to develop within their respective areas of expertise without leaving their status as scientists; and

3. Incentives and rewards to ensure attraction and retention of highly qualified persons in the science and technology sector.

SECTION 4. The Merit System – The objectives of the Merit System are:

1. To establish guidelines for entrance to and/or conferment of rank in the Scientific Career System;

2. To provide equal opportunities for career advancement of scientists;

3. To encourage the development of highly qualified and productive scientists in the public service;

OFFICE OF THE VICE CHANCELLOR FOR RESEARCH & DEVELOPMENT

Date: OCT 02 2012
By: "DILMAN"
Ref. No. 72-1067