



**EXECUTIVE ORDER NO. 26
Series of 2024**

AN ORDER ADOPTING WAGE ORDER NO. RB XI-22 ISSUED BY THE DEPARTMENT OF LABOR AND EMPLOYMENT REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD (RTWPB) – REGION XI, THEREBY ADJUSTING THE DAILY WAGE OF JOB ORDER WORKERS IN THE CITY OF PANABO

WHEREAS, it is the policy of the State to rationalize the fixing of minimum wages and to promote productivity-improvement and gain-sharing measures to ensure a decent standard of living for the workers and their families;

WHEREAS, Republic Act No. 6727 otherwise known as the “*Wage Rationalization Act*” mandated the Regional Tripartite Wages and Productivity Board (RTWPB) to conduct continuing studies of wage rates and to periodically assess the prevailing economic conditions in the determination of the minimum wage applicable in each region or industry;

WHEREAS, the minimum wage rates for agriculture and non-agriculture sector employees and workers in each and every region of the country shall be those prescribed by the Regional Tripartite Wages and Productivity Boards (RTWPB).

WHEREAS, the RTWPB-XI, provides the minimum wage rates for agriculture and non-agriculture sector employees and workers in Region XI, through the issued Wage Order No. RB XI-22 dated February 19, 2024;

WHEREAS, contracted individuals or Job Order workers were hired by the City Government of Panabo to do a piece of work or intermittent job of short duration not exceeding six (6) months, and paid on a daily basis;

WHEREAS, the wage rates of Job Orders should be compliant with the latest wage order of the RTWPB XI;

NOW THEREFORE, I, JOSE E. RELAMPAGOS, by virtue of the powers vested in me by law, do hereby order the following:

SECTION 1. ADJUSTED DAILY WAGE RATE. On the basis of Wage Order No. RB XI-22, the wage increase will be given in two (2) tranches to Job Order workers hired by the City of Panabo which will be adjusted from Four Hundred Forty Three Pesos (Php 443.00) to Four Hundred Sixty Two Pesos (Php 462.00) and Four Hundred Eighty One Pesos (Php 481.00) respectively, to wit:

Minimum Wages		
Wage Order No. RB XI-21 (current rate)	Wage Order No. RB XI-22 (effectivity of the new minimum wage)	
	March 6, 2024	September 1, 2024
P 443.00	P 462.00	P 481.00



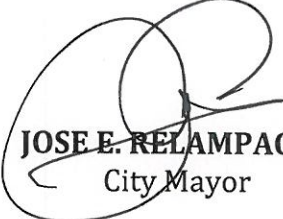
SECTION 2. The City Human Resource Management Office, as the office responsible for the management of personnel services, is hereby instructed to make the necessary adjustments in the Job Order workers' payroll and other legal documents reflecting the new wage increase.

SECTION 3. SOURCE OF FUNDS. The implementation of the wage order shall be sourced out from the 2024 Annual Budget and/or Supplemental Budget, in case there is a deficiency of funds.

SECTION 4. SEPARABILITY CLAUSE. If any portion or provision of this Order will be declared inconsistent or invalid, the other portions or provisions hereof, which are not affected thereby shall continue in full force and effect.

SECTION 5. EFFECTIVITY. This order shall take effect immediately.

Done this 5th day of March 2024 at Panabo City, Davao del Norte.


JOSE E. RELAMPAGOS
City Mayor