

MALACAÑANG
Manila

BY THE PRESIDENT OF THE PHILIPPINES

ADMINISTRATIVE ORDER NO. 131

AUTHORIZING THE GRANT OF PERFORMANCE BONUS FOR FY 2005

WHEREAS, government agencies exerted commendable efforts towards the achievement of sound fiscal performance;

WHEREAS, in recognition of the contribution of government personnel in providing quality service to the Filipino people, it is the policy of the government to improve the economic welfare of government personnel;

NOW, THEREFORE, I, GLORIA MACAPAGAL-ARROYO, President of the Republic of the Philippines, by virtue of the powers vested in me by law, do hereby order:

SECTION 1. All personnel of national government agencies, including government-owned or controlled corporations (GOCCs), government financial institutions (GFIs), whether permanent, temporary, casual and on a contractual basis, and who have rendered at least four (4) months of service as of November 30, 2005, are entitled to receive a Performance Bonus (PerB) in the amount not to exceed Five Thousand (P5,000.00) Pesos each.

SECTION 2. Government personnel who have rendered less than four (4) months of service as of November 30, 2005 shall also be entitled to PerB on a pro-rated basis as follows:

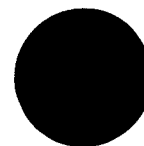
Length of Service	Percentage
3 months but less than 4 months	40%
2 months but less than 3 months	30%
1 month but less than 2 months	20%
Less than 1 month	10%

SECTION 3. The PerB shall be granted to all government personnel who have not received any additional benefit in FY 2005, over and above the year-end benefit authorized under R.A. No. 6686, as amended by R.A. No. 8441.

SECTION 4. Funds needed to implement this Administrative Order shall be charged against the following:



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- a. For national government agencies except the Constitutional Offices/Fiscal Autonomy Group (CFAG):
 - All unreleased appropriations under the FY 2005 budget, which shall be pooled for the purpose; and
 - Available net savings reported by the departments/agencies as of November 30, 2005
- b. For agencies belonging to the CFAG, the amount shall be charged against their available savings; and
- c. For GOCCs/GFIs, the amount needed shall be charged against their respective funds.
 - GOCCs/GFIs which do not have adequate or sufficient resources may partially implement the benefit herein authorized, provided that the partial implementation shall be uniform for all positions.

SECTION 5. Payment of PerB shall not be made earlier than December 16, 2005.

SECTION 6. The Department of Budget and Management shall issue the Implementing Rules and Regulations covering this Administrative Order.

SECTION 7. This Administrative Order shall take effect immediately.

DONE in the City of Manila this 15th day of December, in the year of Our Lord, Two Thousand and Five.

Gloria Arroyo

By the President:


EDUARDO R. ERMITA
Executive Secretary

