

XXIX. CIVIL SERVICE COMMISSION

A. CIVIL SERVICE COMMISSION

For general administration and support, support to operations, and operations, as indicated hereunder..... P 402,577,000

New Appropriations, by Program/Project

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	<u>Current Operating Expenditures</u>			
	<u>Personal Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
A. PROGRAMS				
I. General Administration and Support				
a. General Administration and Support Services	P 105,737,000	P 42,011,000	P 8,499,000	P 156,247,000
b. Productivity Incentive Benefits	3,026,000			3,026,000
Sub-total, General Administration and Support	108,763,000	42,011,000	8,499,000	159,273,000
II. Support to Operations				
a. Formulation of development plans, programs and projects, conduct of researches, administration of management improvement programs, monitoring/evaluation of implemented programs and activities	10,983,000	418,000		11,401,000
b. Legal Services	7,669,000	480,000		8,149,000
Sub-total, Support to Operations	18,652,000	898,000		19,550,000
III. Operations				
a. Merit Protection and Promotion Services	106,111,000	10,563,000		116,674,000
b. Human Resource Development	25,929,000	24,903,000		50,832,000
c. Personnel Discipline and Accountability Enhancement	37,148,000	10,176,000		47,324,000
d. Personnel Data Management	7,106,000	1,818,000		8,924,000
Sub-total, Operations	176,294,000	47,460,000		223,754,000
Total, Programs	303,709,000	90,369,000	8,499,000	402,577,000
TOTAL NEW APPROPRIATIONS	P 303,709,000	P 90,369,000	P 8,499,000	P 402,577,000

Special Provision

1. Appropriations for Programs and Specific Activities. The amounts herein appropriated for the programs of the agency shall be used specifically for the following activities in the indicated amounts and conditions:

PROGRAMS AND ACTIVITIES

Current Operating Expenditures

	<u>Personal Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
I. General Administration and Support				
a. General Management and Supervision	105,737,000	42,011,000	8,499,000	156,247,000
1. Central Office	P 58,132,000	P 29,127,000	P 8,499,000	P 95,758,000
a. General administrative services, including payment of P100,000 for extraordinary expenses of the Chairman and two (2) Commissioners at P60,000 and P20,000 each per annum, respectively, and P15,000 for the expenses of the Intelligence Service for the enforcement of Civil Service Law and Rules and acquisition of confidential information to be released upon approval of the President of the Philippines.	58,132,000	28,627,000	8,499,000	95,258,000
b. Conference, seminar and training to be conducted by the Commission		500,000		500,000
2. Regional Offices	47,605,000	12,884,000		60,489,000
a. General Management and Supervision	47,605,000	12,884,000		60,489,000
1. National Capital Region	3,442,000	1,322,000		4,764,000
2. Region I	3,415,000	805,000		4,220,000
3. Cordillera Administrative Region	3,197,000	759,000		3,956,000
4. Region II	3,437,000	675,000		4,112,000
5. Region III	3,388,000	1,198,000		4,586,000
6. Region IV	3,454,000	907,000		4,361,000
7. Region V	3,184,000	831,000		4,015,000
8. Region VI	3,369,000	826,000		4,195,000
9. Region VII	3,306,000	1,128,000		4,434,000
10. Region VIII	3,430,000	799,000		4,229,000
11. Region IX	3,431,000	930,000		4,361,000
12. Region X	3,433,000	871,000		4,304,000
13. Region XI	3,405,000	946,000		4,351,000
14. Region XII	3,714,000	887,000		4,601,000

b. Productivity Incentive Benefits	3,026,000		3,026,000
Sub-total, General Administration and Support	108,763,000	42,011,000	159,273,000
II. Support to Operations			
a. Formulation of development plans, programs and projects, conduct of researches, administration of management improvement programs, monitoring/evaluation of implemented programs and activities	10,983,000	418,000	11,401,000
b. Legal Services	7,669,000	480,000	8,149,000
Sub-total, Support to Operations	18,652,000	898,000	19,550,000
III. Operations			
a. Merit Protection and Promotion Services	106,111,000	10,563,000	116,674,000
1. Central Office	23,455,000	6,926,000	30,381,000
a. Formulation of policies on government employment including career, merit and promotion and reward system development pursuant to the provisions of E.O. 292, R.A. 6713, R.A. 7160, E.O. 3343	7,163,000	2,751,000	9,914,000
b. Development and formulation of policies, guidelines, standards and procedures regarding the various processes involved in recruitment, examination and placement	8,609,000	3,791,000	12,400,000
c. Adjudication of administrative disciplinary and non-disciplinary cases filed with MSPB and brought on appeal from decision of departments and agencies.	7,683,000	384,000	8,067,000
2. Regional Offices	82,656,000	3,637,000	86,293,000
a. Merit Protection and Promotion Services	82,656,000	3,637,000	86,293,000
1. National Capital Region	5,775,000	451,000	6,226,000
2. Region I	4,892,000	170,000	5,062,000
3. Cordillera Administrative Region	4,692,000	213,000	4,905,000
4. Region II	5,471,000	218,000	5,689,000
5. Region III	5,974,000	367,000	6,341,000
6. Region IV	8,480,000	276,000	8,756,000
7. Region V	6,503,000	207,000	6,710,000
8. Region VI	5,754,000	300,000	6,054,000

9. Region VII	5,603,000	319,000	5,922,000
10. Region VIII	5,770,000	249,000	6,019,000
11. Region IX	6,168,000	189,000	6,357,000
12. Region X	6,238,000	272,000	6,510,000
13. Region XI	5,959,000	167,000	6,126,000
14. Region XII	5,377,000	239,000	5,616,000
b. Human Resource Development	25,929,000	24,903,000	50,832,000
1. Central Office	6,962,000	23,648,000	30,610,000
a. Formulation, evaluation and administration of human resources development program including service-wide scholarships	6,962,000	23,648,000	30,610,000
2. Regional Offices	18,967,000	1,255,000	20,222,000
a. Human Resource Development	18,967,000	1,255,000	20,222,000
1. National Capital Region	1,738,000	86,000	1,824,000
2. Region I	1,395,000	94,000	1,489,000
3. Cordillera Administrative Region	1,147,000	118,000	1,265,000
4. Region II	1,247,000	115,000	1,362,000
5. Region III	1,444,000	148,000	1,592,000
6. Region IV	1,366,000	97,000	1,463,000
7. Region V	1,395,000	60,000	1,455,000
8. Region VI	1,361,000	119,000	1,480,000
9. Region VII	1,377,000	37,000	1,414,000
10. Region VIII	1,391,000	109,000	1,500,000
11. Region IX	1,439,000	56,000	1,495,000
12. Region X	1,380,000	112,000	1,492,000
13. Region XI	1,160,000	48,000	1,208,000
14. Region XII	1,127,000	56,000	1,183,000
c. Personnel Discipline and Accountability Enhancement	37,148,000	10,176,000	47,324,000
1. Central Office	15,906,000	8,650,000	24,556,000

a. Development of policies, standards and regulations on employee-management relations in the public sector	6,732,000	318,000	7,050,000
b. Development of policies, standard rules and regulations on personnel programs evaluation including inspection and audit activities	9,174,000	7,732,000	16,906,000
c. Implementation of R.A. 7041 (Publication of existing vacant positions in the government).		600,000	600,000
2. Regional Offices	21,242,000	1,526,000	22,768,000
a. Personnel Discipline and Accountability Enhancement	21,242,000	1,526,000	22,768,000
1. National Capital Region	2,254,000	162,000	2,416,000
2. Region I	1,427,000	132,000	1,559,000
3. Cordillera Administrative Region	1,129,000	106,000	1,235,000
4. Region II	1,382,000	120,000	1,502,000
5. Region III	1,722,000	128,000	1,850,000
6. Region IV	1,481,000	68,000	1,549,000
7. Region V	1,450,000	56,000	1,506,000
8. Region VI	1,325,000	165,000	1,490,000
9. Region VII	1,391,000	64,000	1,455,000
10. Region VIII	1,650,000	139,000	1,789,000
11. Region IX	1,392,000	57,000	1,449,000
12. Region X	1,378,000	175,000	1,553,000
13. Region XI	1,630,000	86,000	1,716,000
14. Region XII	1,631,000	68,000	1,699,000
d. Personnel Data Management	7,106,000	1,818,000	8,924,000
1. Maintenance and update of government officials/personnel records and issuance of statements for retirement and other official purposes	7,106,000	1,818,000	8,924,000
Sub-total, Operations	176,294,000	47,460,000	223,754,000
TOTAL, PROGRAMS AND ACTIVITIES	P 303,709,000 P	90,369,000 P	8,499,000 P 402,577,000

New Appropriations, by Object of Expenditures

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(In Thousand Pesos)

A. Programs/Locally-Funded Projects

Current Operating Expenditures

Personal Services

Salaries of Permanent Positions	229,158
Contractual, Casuals and Emergency Personnel	884

Total Salaries/Wages	230,042

Other Compensation

Lump-sum for Creation of New Positions	4,410
Terminal Leave Benefits	3,060
Per Diems	85
PAG-IBIG Contributions	1,850
Medicare Premiums	716
Employees Compensation Insurance Premiums (ECIP)	575
Representation and Transportation Allowance	12,096
Honoraria	310
Year-End Bonus and Cash Gift	20,638
Pensions	2,848
Step Increments for Length of Service	2,326
Personnel Economic Relief Allowance	9,078
Additional P500 Allowance	8,064
Clothing/Uniform Allowance	4,539
Productivity Incentive Benefits	3,026
Others	46

Total Other Compensation	73,667

01 Total Personal Services

303,709

Maintenance and Other Operating Expenses

02 Travelling Expenses	7,073
03 Communication Services	4,032
04 Repair and Maintenance of Government Facilities	836
05 Repair and Maintenance of Government Vehicles	1,200
06 Transportation Services	380
07 Supplies and Materials	19,356
08 Rents	518
14 Water, Illumination and Power Services	5,879
15 Social Security Benefits, Rewards and Other Claims	9,061
17 Training and Seminar Expenses	2,269
18 Extraordinary and Miscellaneous Expenses	2,624
19 Confidential and Intelligence Expenses	15
23 Gasoline, Oil and Lubricants	1,705
24 Fidelity Bonds and Insurance Premiums	445
29 Other Services	34,976

Total Maintenance and Other Operating Expenses	90,369

Total Current Operating Expenditures

394,078

Capital Outlays

34 Land and Land Improvements Outlay	4,300
36 Furniture, Fixtures, Equipment and Books Outlay	4,199

Total Capital Outlays	8,499
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TOTAL NEW APPROPRIATIONS	402,577
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A.1 CAREER EXECUTIVE SERVICE BOARD

For general administration and support, support to operations, and operations, as indicated hereunder..... P 25,807,000

New Appropriations, by Program/Project
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Current Operating Expenditures

	<u>Personal Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
A. PROGRAMS				
I. General Administration and Support				
a. General Administration and Support Services	P 4,456,000 P	3,662,000 P	680,000 P	8,798,000
b. Productivity Incentive Benefits	96,000			96,000
Sub-total, General Administration and Support	4,552,000	3,662,000	680,000	8,894,000
II. Support to Operations				
a. Dissemination of Information to Members of the Career Executive Service (CES)	1,542,000	888,000	80,000	2,510,000
Sub-total, Support to Operations	1,542,000	888,000	80,000	2,510,000
III. Operations				
a. Career Executive Service (CES) Personnel Administration and Maintenance	1,429,000	3,383,000		4,812,000
b. Career Executive Services (CES) Human Resource Development	2,290,000	6,806,000	495,000	9,591,000
Sub-total, Operations	3,719,000	10,189,000	495,000	14,403,000
Total, Programs	9,813,000	14,739,000	1,255,000	25,807,000
TOTAL NEW APPROPRIATIONS	P 9,813,000 P	14,739,000	1,255,000 P	25,807,000

Special Provision

1. Appropriations for Programs and Specific Activities. The amounts herein appropriated for the programs of the agency shall be used specifically for the following activities in the indicated amounts and conditions:

PROGRAMS AND ACTIVITIES

	Personal Services	Maintenance and Other Operating Expenses	Capital Outlays	Total
I. General Administration and Support				
a. General Administration and Support Services				
1. General management and supervision	P 4,456,000	P 3,662,000	P 680,000	P 8,798,000
b. Productivity Incentive Benefits	96,000			96,000
Sub-total, General Administration and Support	4,552,000	3,662,000	680,000	8,894,000
II. Support to Operations				
a. Dissemination of Information to Members of the Career Executive Service (CES)				
1. Research and External Relations	1,542,000	888,000	80,000	2,510,000
Sub-total, Support to Operations	1,542,000	888,000	80,000	2,510,000
III. Operations				
a. Career Executive Service (CES) Personnel Administration and Maintenance	1,429,000	3,383,000		4,812,000
1. Formulation and Implementation of Policies and Regulations on Recruitment, Selection, appointment, CES Rankings, and Compensation	1,321,000	3,288,000		4,609,000
2. Adjudication of Administrative Complaints Against CES Members	108,000	95,000		203,000
b. Career Executive Services (CES) Human Resource Development	2,290,000	6,806,000	495,000	9,591,000
1. Career Executive Service Performance Evaluation	1,075,000	869,000	50,000	1,994,000
2. Placement Training and Career Development	1,215,000	5,937,000	445,000	7,597,000
Sub-total, Operations	3,719,000	10,189,000	495,000	14,403,000
TOTAL, PROGRAMS AND ACTIVITIES	P 9,813,000	P 14,739,000	P 1,255,000	P 25,807,000

New Appropriations, by Object of Expenditures

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(In Thousand Pesos)

A. Programs/Locally-Funded Projects

Current Operating Expenditures

Personal Services

Salaries of Permanent Positions	7,316
Contractual, Casuals and Emergency Personnel	277

Total Salaries/Wages	7,593
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Other Compensation

Per Diems	96
PAG-IBIG Contributions	61
Medicare Premiums	24
Employees Compensation Insurance Premiums (ECIP)	20
Representation and Transportation Allowance	315
Honoraria	163
Year-End Bonus and Cash Gift	661
Step Increments for Length of Service	76
Personnel Economic Relief Allowance	288
Additional P500 Allowance	276
Clothing/Uniform Allowance	144
Productivity Incentive Benefits	96

Total Other Compensation	2,220
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01 Total Personal Services	9,813
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Maintenance and Other Operating Expenses

02 Travelling Expenses	525
03 Communication Services	536
05 Repair and Maintenance of Government Vehicles	204
06 Transportation Services	31
07 Supplies and Materials	1,220
08 Rents	1,114
14 Water, Illumination and Power Services	427
17 Training and Seminar Expenses	5,439
18 Extraordinary and Miscellaneous Expenses	56
23 Gasoline, Oil and Lubricants	267
24 Fidelity Bonds and Insurance Premiums	76
29 Other Services	4,844

Total Maintenance and Other Operating Expenses	14,739
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Total Current Operating Expenditures	24,552
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Capital Outlays

36 Furniture, Fixtures, Equipment and Books Outlay	1,255
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Total Capital Outlays	1,255
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TOTAL NEW APPROPRIATIONS	25,807
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GENERAL SUMMARY
CIVIL SERVICE COMMISSION

Current Operating Expenditures

	<u>Personal Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
A. Civil Service Commission	P 303,709,000 P	90,369,000 P	8,499,000 P	402,577,000
A.1. Career Executive Service Board	9,813,000	14,739,000	1,255,000	25,807,000
Total New Appropriations, Civil Service Commission	P 313,522,000 P	105,108,000 P	9,754,000 P	428,384,000