

**XXIX. CIVIL SERVICE COMMISSION**

**A. CIVIL SERVICE COMMISSION**

For general administration and support, support to operations, and operations, as indicated hereunder..... P 388,249,000

**New Appropriations, by Program/Project**

	<u>Current Operating Expenditures</u>			<u>Total</u>
	<u>Personal Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	
<b>A. PROGRAMS</b>				
<b>I. General Administration and Support</b>				
a. General Administration and Support Services	P 110,785,000	P 39,950,000	P 500,000	P 151,235,000
b. Productivity Incentive Benefits	3,070,000			3,070,000
Sub-total, General Administration and Support	113,855,000	39,950,000	500,000	154,305,000
<b>II. Support to Operations</b>				
a. Formulation of development plans, programs and projects, conduct of researches, administration of management improvement programs, monitoring/evaluation of implemented programs and activities	11,275,000	400,000		11,675,000
b. Legal Services	8,221,000	500,000		8,721,000
Sub-total, Support to Operations	19,496,000	900,000		20,396,000
<b>III. Operations</b>				
a. Merit Protection and Promotion Services	110,590,000	10,150,000		120,740,000
b. Human Resource Development	26,641,000	16,040,000		42,681,000
c. Personnel Discipline and Accountability Enhancement	38,164,000	2,877,000		41,041,000
d. Personnel Data Management	7,286,000	1,800,000		9,086,000
Sub-total, Operations	182,681,000	30,867,000		213,548,000
<b>Total, Programs</b>	<b>316,032,000</b>	<b>71,717,000</b>	<b>500,000</b>	<b>388,249,000</b>
<b>TOTAL NEW APPROPRIATIONS</b>	<b>P 316,032,000</b>	<b>P 71,717,000</b>	<b>P 500,000</b>	<b>P 388,249,000</b>

**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>
<b>I. General Administration and Support</b>				
<b>a. General Management and Supervision</b>	110,785,000	39,950,000	500,000	151,235,000
<b>1. Central Office</b>	P 58,248,000 P	26,480,000 P	500,000 P	85,228,000
<b>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.</b>	58,248,000	25,980,000	500,000	84,728,000
<b>b. Conference, seminar and training to be conducted by the Commission</b>		500,000		500,000
<b>2. Regional Offices</b>	52,537,000	13,470,000		66,007,000
<b>a. General Management and Supervision</b>	52,537,000	13,470,000		66,007,000
<b>1. National Capital Region</b>	3,548,000	1,622,000		5,170,000
<b>2. Region I</b>	3,533,000	709,000		4,242,000
<b>3. Cordillera Administrative Region</b>	3,314,000	663,000		3,977,000
<b>4. Region II</b>	3,555,000	578,000		4,133,000
<b>5. Region III</b>	3,458,000	888,000		4,346,000
<b>6. Region IV</b>	3,549,000	778,000		4,327,000
<b>7. Region V</b>	3,307,000	735,000		4,042,000
<b>8. Region VI</b>	3,569,000	730,000		4,299,000
<b>9. Region VII</b>	3,412,000	850,000		4,262,000
<b>10. Region VIII</b>	3,535,000	702,000		4,237,000
<b>11. Region IX</b>	3,520,000	834,000		4,354,000
<b>12. Region X</b>	3,551,000	775,000		4,326,000
<b>13. Region XI</b>	3,561,000	850,000		4,411,000
<b>14. Region XII</b>	3,868,000	790,000		4,658,000
<b>15. Region XIII</b>	3,257,000	1,966,000		5,223,000

b. Productivity Incentive Benefits	3,070,000		3,070,000
Sub-total, General Administration and Support	113,855,000	39,950,000	154,395,000
<b>II. Support to Operations</b>			
a. Formulation of development plans, programs and projects, conduct of researches, administration of management improvement programs, monitoring/evaluation of implemented programs and activities	11,275,000	400,000	11,675,000
b. Legal Services	8,221,000	500,000	8,721,000
Sub-total, Support to Operations	19,496,000	900,000	20,396,000
<b>III. Operations</b>			
a. Merit Protection and Promotion Services	110,590,000	10,150,000	120,740,000
1. Central Office	24,349,000	6,216,000	30,565,000
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	7,358,000	2,313,000	9,671,000
b. Development and formulation of policies, guidelines, standards and procedures regarding the various processes involved in recruitment, examination and placement	8,877,000	3,573,000	12,450,000
c. Adjudication of administrative disciplinary and non-disciplinary cases filed with MSPB and brought on appeal from decision of departments and agencies.	8,114,000	330,000	8,444,000
2. Regional Offices	86,241,000	3,934,000	90,175,000
a. Merit Protection and Promotion Services	86,241,000	3,934,000	90,175,000
1. National Capital Region	5,894,000	469,000	6,363,000
2. Region I	5,016,000	170,000	5,186,000
3. Cordillera Administrative Region	5,869,000	213,000	6,082,000
4. Region II	5,588,000	271,000	5,859,000
5. Region III	6,174,000	367,000	6,541,000
6. Region IV	8,782,000	276,000	9,058,000
7. Region V	6,704,000	189,000	6,893,000
8. Region VI	5,952,000	317,000	6,269,000

9. Region VII	5,780,000	319,000	6,099,000
10. Region VIII	5,953,000	249,000	6,202,000
11. Region IX	6,338,000	189,000	6,527,000
12. Region X	6,442,000	272,000	6,714,000
13. Region XI	6,172,000	186,000	6,358,000
14. Region XII	5,577,000	239,000	5,816,000
15. Region XIII		208,000	208,000
<b>b. Human Resource Development</b>	<b>26,641,000</b>	<b>16,040,000</b>	<b>42,681,000</b>
<b>1. Central Office</b>	<b>7,220,000</b>	<b>14,482,000</b>	<b>21,702,000</b>
<b>a. Formulation, evaluation and administration of human resources development program including service-wide scholarships</b>	<b>7,220,000</b>	<b>14,482,000</b>	<b>21,702,000</b>
<b>2. Regional Offices</b>	<b>19,421,000</b>	<b>1,558,000</b>	<b>20,979,000</b>
<b>a. Human Resource Development</b>	<b>19,421,000</b>	<b>1,558,000</b>	<b>20,979,000</b>
1. National Capital Region	1,784,000	92,000	1,876,000
2. Region I	1,430,000	94,000	1,524,000
3. Cordillera Administrative Region	1,170,000	118,000	1,288,000
4. Region II	1,260,000	115,000	1,375,000
5. Region III	1,485,000	155,000	1,640,000
6. Region IV	1,398,000	84,000	1,482,000
7. Region V	1,443,000	60,000	1,503,000
8. Region VI	1,387,000	119,000	1,506,000
9. Region VII	1,418,000	46,000	1,464,000
10. Region VIII	1,404,000	110,000	1,514,000
11. Region IX	1,474,000	58,000	1,532,000
12. Region X	1,411,000	100,000	1,511,000
13. Region XI	1,206,000	48,000	1,254,000
14. Region XII	1,151,000	56,000	1,207,000
15. Region XIII		303,000	303,000
<b>c. Personnel Discipline and Accountability Enhancement</b>	<b>38,164,000</b>	<b>2,877,000</b>	<b>41,041,000</b>

1. Central Office	16,424,000	1,240,000	17,664,000
a. Development of policies, standards and regulations on employee-management relations in the public sector	6,885,000	300,000	7,185,000
b. Development of policies, standard rules and regulations on personnel programs evaluation including inspection and audit activities	9,539,000	340,000	9,879,000
c. Implementation of R.A. 7041 (Publication of existing vacant positions in the government).		600,000	600,000
2. Regional Offices	21,740,000	1,637,000	23,377,000
a. Personnel Discipline and Accountability Enhancement	21,740,000	1,637,000	23,377,000
1. National Capital Region	2,295,000	162,000	2,457,000
2. Region I	1,443,000	132,000	1,575,000
3. Cordillera Administrative Region	1,153,000	117,000	1,270,000
4. Region II	1,421,000	109,000	1,530,000
5. Region III	1,762,000	128,000	1,890,000
6. Region IV	1,510,000	68,000	1,578,000
7. Region V	1,491,000	86,000	1,577,000
8. Region VI	1,353,000	135,000	1,488,000
9. Region VII	1,436,000	64,000	1,500,000
10. Region VIII	1,681,000	139,000	1,820,000
11. Region IX	1,436,000	57,000	1,493,000
12. Region X	1,408,000	175,000	1,583,000
13. Region XI	1,675,000	86,000	1,761,000
14. Region XII	1,676,000	68,000	1,744,000
15. Region XIII		111,000	111,000
d. Personnel Data Management	7,286,000	1,800,000	9,086,000
1. Maintenance and update of government officials/personnel records and issuance of statements for retirement and other official purposes	7,286,000	1,800,000	9,086,000
Sub-total, Operations	182,681,000	30,867,000	213,548,000
TOTAL, PROGRAMS AND ACTIVITIES	P 316,032,000 P	71,717,000 P	500,000 P 388,249,000

## 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	234,505
Contractual, Casuals and Emergency Personnel	884

Total Salaries/Wages	235,389
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## Other Compensation

Terminal Leave Benefits	5,267
Per Diems	85
PAG-IBIG Contributions	1,877
Medicare Premiums	727
Employees Compensation Insurance Premiums (ECIP)	584
Representation and Transportation Allowance	15,294
Honoraria	310
Year-End Bonus and Cash Gift	27,244
Pensions	3,114
Personnel Economic Relief Allowance	9,210
Additional P500 Allowance	9,210
Clothing/Uniform Allowance	4,605
Productivity Incentive Benefits	3,070
Others	46

Total Other Compensation	80,643
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01 Total Personal Services	316,032
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## Maintenance and Other Operating Expenses

02 Travelling Expenses	6,595
03 Communication Services	3,905
04 Repair and Maintenance of Government Facilities	838
05 Repair and Maintenance of Government Vehicles	1,203
06 Transportation Services	401
07 Supplies and Materials	12,376
08 Rents	559
14 Water, Illumination and Power Services	5,773
15 Social Security Benefits, Rewards and Other Claims	12,879
17 Training and Seminar Expenses	2,230
18 Extraordinary and Miscellaneous Expenses	2,048
19 Confidential and Intelligence Expenses	15
23 Gasoline, Oil and Lubricants	1,673
24 Fidelity Bonds and Insurance Premiums	466
29 Other Services	20,756

Total Maintenance and Other Operating Expenses	71,717
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Total Current Operating Expenditures	387,749
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Capital Outlays	
36 Furniture, Fixtures, Equipment and Books Outlay	500
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Total Capital Outlays	500
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TOTAL NEW APPROPRIATIONS	388,249
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**A.1 CAREER EXECUTIVE SERVICE BOARD**

For general administration and support, support to operations, and operations, as indicated hereunder..... P 26,813,000

New Appropriations, by Program/Project

	<u>Current Operating Expenditures</u>			
	<u>Personal Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
<b>A. PROGRAMS</b>				
<b>I. General Administration and Support</b>				
a. General Administration and Support Services	P 4,593,000	P 2,834,000	P 100,000	P 7,527,000
b. Productivity Incentive Benefits	104,000			104,000
Sub-total, General Administration and Support	4,697,000	2,834,000	100,000	7,631,000
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<b>II. Support to Operations</b>				
a. Dissemination of Information to Members of the Career Executive Service (CES)	1,283,000	804,000		2,087,000
Sub-total, Support to Operations	1,283,000	804,000		2,087,000
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<b>III. Operations</b>				
a. Career Executive Service (CES) Personnel Administration and Maintenance	2,172,000	7,227,000		9,399,000
b. Career Executive Services (CES) Human Resource Development	2,273,000	5,423,000		7,696,000
Sub-total, Operations	4,445,000	12,650,000		17,095,000
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<b>Total, Programs</b>	10,425,000	16,288,000	100,000	26,813,000
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<b>TOTAL NEW APPROPRIATIONS</b>	P 10,425,000	P 16,288,000	P 100,000	P 26,813,000
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**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
<b>I. General Administration and Support</b>				
<b>a. General Administration and Support Services</b>				
1. General management and supervision	P 4,593,000 P	2,834,000 P	100,000 P	7,527,000
b. Productivity Incentive Benefits	104,000			104,000
Sub-total, General Administration and Support	4,697,000	2,834,000	100,000	7,631,000
<b>II. Support to Operations</b>				
<b>a. Dissemination of Information to Members of the Career Executive Service (CES)</b>				
1. Research and External Relations	1,283,000	804,000		2,087,000
Sub-total, Support to Operations	1,283,000	804,000		2,087,000
<b>III. Operations</b>				
<b>a. Career Executive Service (CES) Personnel Administration and Maintenance</b>				
	2,172,000	7,227,000		9,399,000
1. Formulation and Implementation of Policies and Regulations on Recruitment, Selection, appointment, CES Rankings, and Compensation	1,680,000	7,151,000		8,831,000
2. Adjudication of Administrative Complaints Against CES Members	492,000	76,000		568,000
<b>b. Career Executive Services (CES) Human Resource Development</b>				
	2,273,000	5,423,000		7,696,000
1. Career Executive Service Performance Evaluation	1,454,000	692,000		2,146,000
2. Placement Training and Career Development	819,000	4,731,000		5,550,000
Sub-total, Operations	4,445,000	12,650,000		17,095,000
<b>TOTAL, PROGRAMS AND ACTIVITIES</b>	P 10,425,000 P	16,288,000 P	100,000 P	26,813,000

New Appropriations, by Object of Expenditures

(In Thousand Pesos)

A. Programs/Locally-Funded Projects

Current Operating Expenditures



<b>Personal Services</b>	
Salaries of Permanent Positions	7,662
Contractual, Casuals and Emergency Personnel	277
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Total Salaries/Wages	7,939
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<b>Other Compensation</b>	
Per Diems	96
PAG-IBIG Contributions	65
Medicare Premiums	26
Employees Compensation Insurance Premiums (ECIP)	22
Representation and Transportation Allowance	328
Honoraria	163
Year-End Bonus and Cash Gift	902
Personnel Economic Relief Allowance	312
Additional P500 Allowance	312
Clothing/Uniform Allowance	156
Productivity Incentive Benefits	104
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Total Other Compensation	2,486
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<b>01 Total Personal Services</b>	<b>10,425</b>
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<b>Maintenance and Other Operating Expenses</b>	
02 Travelling Expenses	418
03 Communication Services	428
05 Repair and Maintenance of Government Vehicles	162
06 Transportation Services	25
07 Supplies and Materials	970
08 Rents	887
14 Water, Illumination and Power Services	340
17 Training and Seminar Expenses	4,334
18 Extraordinary and Miscellaneous Expenses	44
23 Gasoline, Oil and Lubricants	212
24 Fidelity Bonds and Insurance Premiums	60
29 Other Services	8,408
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Total Maintenance and Other Operating Expenses	16,288
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<b>Total Current Operating Expenditures</b>	<b>26,713</b>
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<b>Capital Outlays</b>	
36 Furniture, Fixtures, Equipment and Books Outlay	100
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Total Capital Outlays	100
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<b>TOTAL NEW APPROPRIATIONS</b>	<b>26,813</b>
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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 316,032,000 P	71,717,000 P	500,000 P	388,249,000
A.1. Career Executive Service Board	10,425,000	16,288,000	100,000	26,813,000
<b>Total New Appropriations, Civil Service Commission</b>	<b>P 326,457,000 P</b>	<b>88,005,000 P</b>	<b>600,000 P</b>	<b>415,062,000</b>