

XL. MISCELLANEOUS PERSONNEL BENEFITS FUND

For payment of miscellaneous personnel benefits to or on behalf of national government officials and employees.....P 26,641,479,000
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New Appropriations, by Purpose

	Current Operating Expenditures -----			
	Personnel Services	Maintenance and Other Operating Expenses	Capital Outlays	Total
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TOTAL NEW APPROPRIATIONS	P 26,441,479,000	P 200,000,000		P 26,641,479,000

Special Provision(s)

1. **Payment of Personnel Benefits.** Payment of Personnel Benefits. The amount of Twenty Six Billion Four Hundred Forty One Million Four Hundred Seventy Nine Thousand Pesos (P26,441,479,000) appropriated herein for the payment of personnel benefits shall be used for the following: (i) deficiencies in authorized salaries, bonuses, allowances, associated premiums and other similar personnel benefits of National Government personnel, including Personnel Services requirements for the filling and creation of positions as may be authorized by law, the President of the Philippines, or the DBM, subject to the determination by the DBM that the Personnel Services requirements cannot be accommodated within the agency's Personnel Services appropriations as authorized under Section 54 of the General Provisions of this Act; and (ii) engagement of private healthcare providers, to be administered by the GSIS, to cover medical expenses which are excluded from the National Health Insurance Program of Philhealth under R.A. No. 11223, for the benefit of government employees in the national government. Implementation of this program shall be subject to availability of funds and the guidelines to be issued by the DBM, BTr, GSIS, and Philhealth.

2. **Legal Defense Fund.** The amount of Two Hundred Million Pesos (P200,000,000) appropriated herein for the Legal Defense Fund shall be used for the actual expenses, including payment of premiums for posting of bail bonds and cash advance for expense of officials and employees of departments, bureaus and offices, in relation to the defense of administrative, civil or criminal cases filed against them in courts for acts committed in the performance of their actual functions.

The claims that may be charged against this Fund shall include the claims duly filed starting FY 2016, which have not been released without the fault of the claimant, and limited to the amounts provided in the guidelines issued for this purpose. The maximum allowable amounts shall be applied per case and consolidated cases shall be considered as one case.

The amount of legal expenses charged against this Fund shall be refunded to the government when the claimant is found guilty by final judgment by the Court in relation to the offense charged.

Implementation of this special provision shall be subject to the provisions of N.B.C. No. 566 dated December 15, 2016, as amended by N.B.C. No. 582 dated December 29, 2020, and such other guidelines issued thereon.

3. **Implementation of the Reclassification of Faculty Positions in State Universities and Colleges and Technical Education Institutions.** The amount of One Hundred Million Pesos (P100,000,000) appropriated herein shall be used for the reclassification of faculty positions in SUCs and Technical Education Institutions (TEIs), subject to the guidelines amending N.B.C. No. 461 dated June 1, 1998, to be issued by the CHED and DBM in the case of SUCs, and TESDA and DBM in the case of TEIs: PROVIDED, That any salary adjustment as a result of the reclassification shall only take effect upon the approval by the DBM.

New Appropriations, by Purpose

	Current Operating Expenditures			Total
	Personnel Services	Maintenance and Other Operating Expenses	Capital Outlays	
PURPOSE(S)				
Miscellaneous Personnel Benefits Fund				
1. Performance-Based Bonus	P 10,000,000,000			P P 10,000,000,000
2. Funding Requirements for the Filling up of Unfilled Positions	13,259,139,000			13,259,139,000
3. Legal Defense Fund		200,000,000		200,000,000
4. For Payment of Other Personnel Benefits	175,892,000			P 175,892,000
5. Funding Requirements for Staffing Modifications and Upgrading of Salaries	P 2,806,448,000			P 2,806,448,000
6. For the Implementation of National Budget Circular No. 461	P 100,000,000			P 100,000,000
7. Implementation of the Revised Organizational Structure and Staffing for SUCSs (ROSSSS) - Phase I	P 100,000,000			P 100,000,000
Sub-total, Purpose(s)	P 26,441,479,000	P 200,000,000		P 26,641,479,000
TOTAL NEW APPROPRIATIONS	P 26,441,479,000	P 200,000,000		P 26,641,479,000

New Appropriations, by Object of Expenditures

(In Thousand Pesos)

Current Operating Expenditures

Personnel Services

Civilian Personnel

Other Compensation Common To All

Overtime Pay

140,032

Performance Based Bonus

10,000,000

Step Increment	35,860

Total Other Compensation Common To All	10,175,892
Other Compensation For Specific Groups	
Lump-sum For Filling Of Positions - Civilian	13,259,139
Lump-sum For Personnel Services	1,500,192
Other Lump-sums	1,506,256

Total Other Compensation For Specific Groups	16,265,587
Total Personnel Services	26,441,479

Maintenance And Other Operating Expenses	
Professional Services	200,000
Total Maintenance And Other Operating Expenses	200,000

Total Current Operating Expenditures	26,641,479

TOTAL NEW APPROPRIATIONS	26,641,479
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GENERAL SUMMARY

MISCELLANEOUS PERSONNEL BENEFITS FUND

	Current Operating Expenditures			Total
	Personnel Services	Maintenance and Other Operating Expenses	Capital Outlays	
A. Miscellaneous Personnel Benefits Fund	P 26,441,479,000	P 200,000,000		P 26,641,479,000
TOTAL NEW APPROPRIATIONS, MISCELLANEOUS PERSONNEL BENEFITS FUND	P 26,441,479,000	P 200,000,000		P 26,641,479,000