### A.8. UNIVERSITY OF THE PHILIPPINES SYSTEM

#### STRATEGIC OBJECTIVES

MANDATE

: The University of the Philippines is mandated to lead in setting academic standards and initiating innovations in teaching, research, and faculty development in philosophy, the arts and humanities, the social sciences, engineering, natural sciences, mathematics, and technology; and maintain centers of excellence in these disciplines and professions; serve as a graduate university by providing advanced studies and specialization for scholars, scientists, writers, artists, and professionals especially those who serve on the faculty of state and private colleges and universities; serve as a research university in various fields of expertise and specialization by conducting basic and applied research, promoting research and development, and contributing to the dissemination and application of knowledge; lead as a public service university by providing various forms of community, public and volunteer service, as well as scholarly and technical assistance to the government, the private sector, and civil society while maintaining its standards of excellence; protect and promote the professional and economic rights and welfare of its academic and non-academic personnel; provide opportunities for training and learning in leadership, responsible citizenship, and the development of democratic values, institutions, and practice through academic and non-academic programs, including sports and enhancement of nationalism and national identity; serve as regional and global university in cooperation with international and scientific unions, networks and universities, scholarly and professional associations in the Asia Pacific Region and around the world; and provide democratic governance based on collegiality, representation, accountability, transparency, and active participation of its constituents; and promote the holding of fora for students, faculty, research, extension and professional staff (REPS), administrative staff, and alumni to discuss non-academic issues affecting the University.

VISION

: The University of the Philippines envisions to become a great university, taking the leadership role in the development of a globally competitive Philippines.

MISSION

: The University of the Philippines aims to provide academic excellence and operational excellence; strong research and creative capability, supported by an expanded graduate program and geared to addressing the country's problems; excellent faculty and staff working in an environment conducive to outstanding performance and high productivity; high visibility and effective public service; modernized physical facilities and technological infrastructure for teaching, research and administration; maintain financial sustainability achieved by resource generation and administrative efficiency, while preserving its public character; gain strong support from the alumni and other stakeholders; and produce the best and brightest students from across the country prepared for successful careers and responsive citizenship.

KEY RESULT

AREAS : Poverty reduction and empowerment of the poor and vulnerable

SECTOR OUTCOME : Enhanced knowledge and skills, attitudes and values of Filipinos to lead productive lives

ORGANIZATIONAL

OUTCOME

- : 1. Relevant and quality tertiary education ensured to achieve inclusive growth
  - 2. Access of deserving but poor students to quality tertiary education increased
  - 3. Higher education research improved to promote economic productivity and innovation
  - 4. Community engagement increased
  - 5. Quality medical education and hospital services ensured

# SECTION 1 : EXPENDITURE PROGRAM (in pesos)

No./ Code OP	GASS / STO / ERATIONS / PROJECTS	2014 Actual	2015 Current	2016 Proposed
000001000000000	General Administration and Support	1,020,333,000	923,104,000	1,726,339,000
	PS MOOE	678,862,000 341,471,000	596,467,000 326,637,000	1,269,702,000 456,637,000
000002000000000	Support to Operations	157,412,000	316,405,000	318,629,000
	PS MOOE	145,409,000 12,003,000	305,579,000 10,826,000	307,803,000 10,826,000
000003000000000	Operations	7,581,421,000	7,586,892,000	8,250,258,000
	PS MOOE	6,033,562,000 1,547,859,000	5,690,375,000 1,896,517,000	6,021,233,000 2,229,025,000
Pr	ojects	1,399,679,000	4,874,753,000	1,169,876,000
	PS MOOE CO	1,399,679,000	44,036,000 224,925,000 4,605,792,000	1,700,000 23,252,000 1,144,924,000

TOTAL AGENCY BUDGET	10,158,845,000	13,701,154,000	11,465,102,000
PS	6,857,833,000	6,636,457,000	7,600,438,000
MOOE	1,901,333,000	2,458,905,000	2,719,740,000
CO	1,399,679,000	4,605,792,000	1,144,924,000

### STAFFING SUMMARY

	2014	2015	2016
TOTAL STAFFING Total Number of Authorized Positions Total Number of Filled Positions	13,572 12,224	13,572 12,224	13,572 12,224

	PROPOSED 2016			
OPERATIONS BY MFO	PS	MOOE	со	TOTAL
MFO 1: HIGHER EDUCATION SERVICES	3,214,392,000	1,034,744,000		4,249,136,000
MFO 2: ADVANCED EDUCATION SERVICES	358,597,000	255,794,000		614,391,000
MFO 3: RESEARCH SERVICES	370,475,000	186,254,000		556,729,000
MFO 4: TECHNICAL ADVISORY EXTENSION SERVICES	165,848,000	64,480,000		230,328,000
MFO 5: HOSPITAL SERVICES	1,414,956,000	687,753,000		2,102,709,000

# SECTION 2 : EXPENDITURE PROGRAM BY CENTRAL / REGIONAL ALLOCATION, 2016 (in pesos)

REGION	PS	MOOE	CO	TOTAL
Regional Allocation (net of Central Office):	7,032,258,000	2,719,740,000	1,144,924,000	10,896,922,000
National Capital Region (NCR) Cordillera Administrative Region (CAR) Region IVA - CALABARZON Region VI - Western Visayas Region XI - Davao	7,032,258,000	2,719,740,000	608,859,000 16,575,000 92,000,000 318,344,000 109,146,000	10,360,857,000 16,575,000 92,000,000 318,344,000 109,146,000
TOTAL AGENCY BUDGET	7,032,258,000	2,719,740,000	1,144,924,000	10,896,922,000

## SECTION 3 : SPECIAL PROVISION(S)

 Legal Research Fund. The Legal Research Fund shall be used in support of the University of the Philippines Law Center sourced from one percent (1%) of the filing fees collected by courts as well as agencies or tribunals exercising quasi-judicial functions in accordance with LOI No. 1182 dated December 16, 1981 and Section 4 of R.A. No. 3870, as amended by P.D. Nos. 200 and 1856.

Disbursements or expenditures by the University of the Philippines System (UPS) in violation of the above requirements shall be void and shall subject the erring officials and employees to disciplinary actions in accordance with Section 43, Chapter 5 and Section 80, Chapter 7, Book VI of E.O. No. 292, s. 1987, and to appropriate criminal action under existing penal laws.

The UPS shall submit to the DBM, the House Committee on Appropriations and the Senate Committee on Finance, either in printed form or by way of electronic document, quarterly reports on income and expenditures. The President of the UPS and the University's web administrator or his/her equivalent shall be responsible for ensuring that said quarterly reports are likewise posted on the UPS website.

2. Appropriations of the University of the Philippines System. The appropriations authorized herein for the UPS shall be released and disbursed in accordance with budgeting, accounting and auditing rules and regulations.

3. United States Public Law 480 Title I Program. Of the amounts appropriated herein, Thirty Three Million Nine Hundred Fifty Two Thousand Pesos (P33,952,000) sourced from the United States Public Law 480 Title I Program shall be used for the Profiling of Economically Important Diseases of Swine and Cattle in the Philippines for Enhanced Disease Management, Surveillance and Control.

Release of funds shall be subject to the submission of a Special Budget pursuant to Section 35, Chapter 5, Book VI of E.O. No. 292.

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

#### SECTION 4 : PERFORMANCE INFORMATION

#### **KEY STRATEGIES:**

The two main strategic thrusts of the University of the Philippines are Academic Excellence and Operational Excellence. Academic excellence entails developing the University's students, researchers, faculty and staff into a pool of responsible and competent leaders who shall create world-class innovative and practical technologies, produce creative works in the arts, humanities and social sciences and conduct exemplary extension services. Academic excellence shall eventually translate into meaningful partnership with institutions of higher learning, government, business and industry, international organizations, and local communities and provide contributions to the betterment of the lives of the Filipino people and humanity in general.

Operational excellence, in turn, shall provide an enabling environment to the University through administrative efficiency and financial sustainability. Administrative efficiency shall be obtained through these strategies: effective human resource management through conservation or resource and performance of energy audit to promote cost efficiency among others. Financial sustainability, on the other hand, shall be achieved through strengthening linkages with the Senate, House of Representatives, Department of Budget and Management and the Commission on Higher Education, enhanced budget and fund management system, ensure sustained support from UP Alumni and friends through implementation of comprehensive campaign for donations, and adoption of a systematic means to develop UP's land assets. These and more are the key strategic initiatives that the University will undertake to achieve its vision of taking a leadership role in the development of a globally competitive Philippines.

ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)	Baseline	2016 Targets
Relevant and quality tertiary education ensured to achieve inclusive growth  Average percentage passing in licensure exam by the SUC graduates over national average percentage passing in board programs covered by the SUC	2.14 (79.80%/37.29%)	2.29 (85.50%/37.29%)
Percentage change in number of graduates tracked who are employed in jobs related to their undergraduate programs	1,964	3.11% (2,025)
Percentage change in number of graduates in priority programs	217	3.23% (224)
Access of deserving but poor students to quality tertiary education increased Percentage change in number of students in priority programs awarded financial aid	14,517	2.00% (14,807)
Percentage change in number of students awarded financial aid who completed their degrees	2,323	0.99% (2,346)
Higher education research improved to promote economic productivity and innovation  Number of R&D outputs patented/commercialized/used by the industry or by other beneficiaries	a) 17 b) 7 c) 26	a) 18 b) 8 c) 27
<ul><li>a) Applied for patenting</li><li>b) Patented or Commercialized</li><li>c) Adopted by industry / small and medium</li><li>enterprises / LGU / Community-based Organization</li></ul>		
Number of research and development outputs in the fields of agro-industrial technology published in CHED recognized referred journals	44	48

Percentage change in number of faculty engaged in research work applied in any of the following:

	a) Pursuing advanced research degree programs (Ph.D) or	a) 88	a) 5.68% (93)
	b) Publishing (investigative, or basic and	b) 813	b) 0.98% (821)
	<pre>applied scientific research) or c) Producing technologies for commercialization or livelihood improvement</pre>	c) 101	c) 2.97% (104)
Comm	unity engagement increased  Percentage change in number of partnerships with  LGUs, industry, small and medium enterprises, and  local entrepreneurs and other national agency in  developing, implementing or using new  technologies relevant to agro-industrial  development	60	3.33% (62)
	Percentage change in number of poor beneficiaries of technology transfer/extension programs and activities leading to livelihood improvement	11,624	10.00% (12,786)
Qual ensu	ity medical education and hospital services		
ensu	Average passing percentage in medical and other health-related licensure exams graduates increased	89% (497 out of 559)	90% (505 out of 559)
	Percentage change in net death rate among in-patients (Net Death Rate= Total Deaths (including newborn for a given period)-deaths < 48 hours for the period/Total Discharges (including deaths and newborn)-deaths<48 hours for the period x 100)	4.05% (1,816/44,833)	-0.05% (1,815)

MFO / PIs	2016 Targets
MFO 1: HIGHER EDUCATION SERVICES	
Total number of graduates in mandated and priority programs Percentage of total graduates that are in priority courses (In accordance	6,422
with RA 9500)  Average percentage of passing in licensure examinations by the SUC	100%
graduates/national average percentage passing in board programs covered by SUC	1.2
Percentage of programs accredited at/or equivalent to Level 4 Percentage of graduates who finished academic program according to the	100%
prescribed timeframe	78.83%
MFO 2: ADVANCED EDUCATION SERVICES	
Total number of graduates in mandated and priority programs Percentage of graduates engaged in employment within 6 months of graduation	1,581 90%
Percentage of students who rate timeliness of education delivery/supervision as good or better	90.10%
MFO 3: RESEARCH SERVICES	
Total number of research studies completed	900 45%
Percentage of research projects completed in the last 3 years Percentage of research outputs published in a recognized refereed journal or	31.74%
submitted for patenting or patented Percentage of research projects completed within the original project	2
timeframe	60.26%
MFO 4: TECHNICAL ADVISORY EXTENSION SERVICES  No. of persons trained weighted by the length of training	
Number of persons trained weighted by the length of training	59,691 5,000
Total number of persons provided with technical advice Percentage of trainees/clients who rate services rendered as good or better	88.26%
Percentage of clients who rate the advisory services as good or better	85%
Percentage of requests for training responded to within 3 days of request	90%
Percentage of requests for technical advice that are responded to within 3 days	90%
Percentage of persons given training or advisory services who rate timeliness of service delivery as good or better	88.42%
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### MFO 5: HOSPITAL SERVICES

	46 000
Number of in-patients managed	46,000
Number of out-patients managed	480,000
Number of elective surgeries	20,000
Number of emergency surgeries	4,900
	1,343
Number of in-patients bed	•
Net death rate among in-patients	4.2
Percentage of patients that rate the hospital services as satisfactory or	
better	90%
	13%
Percentage of patients with hospital acquired infection	15%
Percentage of readmitted cases for mental and drug rehabilitation clients	
within 3 months after discharge	5%
Percentage of out-patient medically attended to within 2 hours after	
registration	25%
Number of weeks waiting period for elective surgery	12 weeks
Occupancy rate of in-patients beds	75%

# Appropriations/Obligations

(In Thousand Pesos)

Description	2014	2015	2016
New General Appropriations	9,373,382	13,143,000	10,896,922
General Fund R.A. No. 10633	9,373,382	13,143,000	10,896,922
Automatic Appropriations	567,282	558,154	568,180
Retirement and Life Insurance Premiums	567,282	558,154	568,180
Continuing Appropriations	972,932	1,064,482	
Unobligated Releases for Capital Outlays R.A. No. 10352 R.A. No. 10633	972,932	1,064,482	
Budgetary Adjustment(s)	309,731		
Transfer(s) from: Miscellaneous Personnel Benefits Fund Pension and Gratuity Fund Rehabilitation and Reconstruction Program	167,429 102,630 39,672		
Total Available Appropriations	11,223,327	14,765,636	11,465,102
Unused Appropriations	( 1,064,482)	( 1,064,482)	
Unobligated Allotment	( 1,064,482)	( 1,064,482)	
TOTAL OBLIGATIONS	10,158,845	13,701,154	11,465,102

New Appropriations, by Programs/Activities/Projects

New Appropriation	ns, by Programs/Activities/Projects		Current Operat	ing Expenditur	es
		Personnel Services	Maintenance and Other Operating Expenses	Capital Outlays	Total
PROGRAMS					
000001000000000	General Administration and Support	1,224,360,000	456,637,000		1,680,997,000
103001000100000	General Management and Supervision	P 627,432,000	P 456,637,000		P 1,084,069,000
103001000200000	Administration of Personnel Benefits	596,928,000			596,928,000
Sub-total, Gener	al Administration and Support	1,224,360,000	456,637,000		1,680,997,000

000002000000000					
	Support to Operations	281,930,000	10,826,000		292,756,000
264002000100000	Auxiliary Services	281,930,000	10,826,000		292,756,000
Sub-total, Suppo	rt to Operations	281,930,000	10,826,000		292,756,000
000003000000000	Operations	5,524,268,000	2,229,025,000		7,753,293,000
000003010000000	MFO 1: HIGHER EDUCATION SERVICES	3,214,392,000	1,034,744,000		4,249,136,000
264003010100000	Provision of Higher Education Services including P6,180,000 for Scholarships of Poor and Deserving Students (Expanded Students' Grants-in-Aid Program for Poverty Alleviation-ESGP-PA) and P12,577,000 for Tulon Dunong	g 3,214,392,000	1,034,744,000		4,249,136,000
000003020000000	MFO 2: ADVANCED EDUCATION SERVICES	358,597,000	255,794,000		614,391,000
264003020100000	Provision of Advanced Education Services	358,597,000	255,794,000		614,391,000
000003030000000	MFO 3: RESEARCH SERVICES	370,475,000	186,254,000		556,729,000
267003030100000	Conduct of Research Services	370,475,000	186,254,000		556,729,000
000003040000000	MFO 4: TECHNICAL ADVISORY EXTENSION SERVICES	165,848,000	64,480,000		230,328,000
265003040100000	Provision of Extension Services	165,848,000	64,480,000		230,328,000
000003050000000	MFO 5: HOSPITAL SERVICES	1,414,956,000	687,753,000		2,102,709,000
223003050100000	Provision of Medical Services	1,414,956,000	687,753,000		2,102,709,000
Sub-total, Opera	tions	5,524,268,000	2,229,025,000		7,753,293,000
TOTAL PROGRAMS A	ND ACTIVITIES		P 2,696,488,000		P 9,727,046,000
000004000000000	Locally-Funded Projects			1,135,924,000	1,135,924,000
000004000000000	Locally-Funded Projects  Buildings and Other Structures			1,135,924,000	1,135,924,000
	,				
000004010000000	Buildings and Other Structures			1,135,924,000	1,135,924,000
000004010000000 000004010100000	Buildings and Other Structures  School Buildings  Modernization of Fiber Optic Cabling of different campuses - Phase 1, UP Sytem Administration			1,135,924,000	1,135,924,000 1,135,924,000 250,000,000
000004010000000 000004010100000 166004010100113 266004010100123	Buildings and Other Structures  School Buildings  Modernization of Fiber Optic Cabling of different campuses - Phase 1, UP Sytem Administration  Modernization of Various Laboratory, IT and UP System Administration	e		1,135,924,000 1,135,924,000 250,000,000	1,135,924,000 1,135,924,000 250,000,000
000004010000000 000004010100000 166004010100113 266004010100123	Buildings and Other Structures  School Buildings  Modernization of Fiber Optic Cabling of different campuses - Phase 1, UP Sytem Administration  Modernization of Various Laboratory, IT and UP System Administration Teaching Equipment, UP Baguio  Continuation of the Construction of Regional Research Center, Phase	e		1,135,924,000 1,135,924,000 250,000,000 16,575,000	1,135,924,000 1,135,924,000 250,000,000 16,575,000
000004010000000 000004010100000 166004010100113 266004010100123	Buildings and Other Structures  School Buildings  Modernization of Fiber Optic Cabling of different campuses - Phase 1, UP Sytem Administration  Modernization of Various Laboratory, IT and UP System Administration Teaching Equipment, UP Baguio  Continuation of the Construction of Regional Research Center, Phase 2, UP Visayas  Continuation of the Construction of School of Technology Building, UP Visayas			1,135,924,000 1,135,924,000 250,000,000 16,575,000 180,000,000	1,135,924,000 1,135,924,000 250,000,000 16,575,000 180,000,000
000004010000000 000004010100000 166004010100113 266004010100123 104004010100128 268004010100129	Buildings and Other Structures  School Buildings  Modernization of Fiber Optic Cabling of different campuses - Phase 1, UP Sytem Administration  Modernization of Various Laboratory, IT and UP System Administration Teaching Equipment, UP Baguio  Continuation of the Construction of Regional Research Center, Phase 2, UP Visayas  Continuation of the Construction of School of Technology Building, UP Visayas  Construction of a College of Fisheries and Ocean Sciences Graduate Students Office and Laboratories, UP Visayas			1,135,924,000 1,135,924,000 250,000,000 16,575,000 180,000,000 90,774,000	1,135,924,000 1,135,924,000 250,000,000 16,575,000 180,000,000 90,774,000
000004010000000 000004010100000 166004010100113 266004010100123 104004010100128 268004010100129 268004010100137	Buildings and Other Structures  School Buildings  Modernization of Fiber Optic Cabling of different campuses - Phase 1, UP Sytem Administration  Modernization of Various Laboratory, IT and UP System Administration Teaching Equipment, UP Baguio  Continuation of the Construction of Regional Research Center, Phase 2, UP Visayas  Continuation of the Construction of School of Technology Building, UP Visayas  Construction of a College of Fisheries and Ocean Sciences Graduate Students Office and Laboratories, UP Visayas  Rehabilitation of the	t		1,135,924,000 1,135,924,000 250,000,000 16,575,000 180,000,000 90,774,000	1,135,924,000 1,135,924,000 250,000,000 16,575,000 180,000,000 90,774,000 15,000,000
000004010000000 000004010100000 166004010100113 266004010100123 104004010100128 268004010100129 268004010100137 268004010100140 266004010100152	Buildings and Other Structures  School Buildings  Modernization of Fiber Optic Cabling of different campuses - Phase 1, UP Sytem Administration  Modernization of Various Laboratory, IT and UP System Administration Teaching Equipment, UP Baguio  Continuation of the Construction of Regional Research Center, Phase 2, UP Visayas  Continuation of the Construction of School of Technology Building, UP Visayas  Construction of a College of Fisheries and Ocean Sciences Graduate Students Office and Laboratories, UP Visayas  Rehabilitation of the Chemistry Building, UP Visayas  Modernization of various Laboratory, IT, Teaching and Research Equipment	t		1,135,924,000 1,135,924,000 250,000,000 16,575,000 180,000,000 90,774,000 15,000,000 5,000,000	1,135,924,000 1,135,924,000 250,000,000 16,575,000 180,000,000 90,774,000 15,000,000 5,000,000

166004010100159	Budget for DILNET Backbone Rehabilitation Project, Computer Center, UP Diliman			18,363,000	18,363,000
268004010100160	Rehabilitation of Computer Center Main Building inclusive of Network & Server, Computer Center, UP Diliman			31,100,000	31,100,000
104004010100186	Construction of the Philippine Genome Center for Agriculture, UP Los Baños			30,000,000	30,000,000
104004010100187	Construction of the Philippine National Collection of Microorganisms, UP Los Baños			60,000,000	60,000,000
266004010100189	Establishment of Center for Agri-Fisheries and Biosystems Mechanization, U Los Baños	Р		20,000,000	20,000,000
266004010100190	Establishment of the Agricultural Machinery Testing and Evaluation Center (AMTEC - UPLB), UP Los Baños			42,000,000	42,000,000
166004010100198	Network upgrading and maintenance of the Information Technology Office, UP Mindanao			10,146,000	10,146,000
267004010100215	Modernization of various laboratory, IT and classrooms equipment and equipment to furnish the new buildings, UP Mindanao			99,000,000	99,000,000
266004010100236	Establishment of Nursery for Indigenous and Endemic Plants from the Marine Science Institute (MSI), UP Diliman			31,983,000	31,983,000
Sub-total, Local	ly-Funded Project(s)			1,135,924,000	1,135,924,000
000005000000000	Foreign-Assisted Projects	1,700,000	23,252,000	9,000,000	33,952,000
000005090000000	Environmental Protection	1,700,000	23,252,000	9,000,000	33,952,000
000005090100000	Waste Management	1,700,000	23,252,000	9,000,000	33,952,000
162005090100002	United States Public Law Title Program: Profiling of Economically Important Diseases of Swine and Cattle in the Philippine for Enhanced Disease Management, Surveillance and Control	s 1,700,000	23,252,000	9,000,000	33,952,000
Sub-total, Forei	gn-Assisted Project(s)	1,700,000	23,252,000	9,000,000	33,952,000
TOTAL PROJECTS		P 1,700,000	P 23,252,000	P 1,144,924,000	
TOTAL NEW APPROP	PRIATIONS	P 7,032,258,000	P 2,719,740,000	P 1,144,924,000	P 10,896,922,000
	Object of Expenditures				
CYs 2014-2016 (In Thousand Pes	os) 	2014	2015	2016	
Current Operatin	g Expenditures				
Personnel Se	rvices				
Civilian	Personnel				
	ment Positions Basic Salary	4,264,875	4,651,278	4,734,837	
	declassification of Positions	•		189,069	
Tota	l Permanent Positions	4,264,875	4,651,278	4,923,906	
P R	Compensation Common to All Personnel Economic Relief Allowance Representation Allowance Transportation Allowance	302,414 58,812 64,201	290,388 6,984 6,246	290,016 6,210 5,994	

Clothing and Uniform Allowance	60,974	61,205	61,120
Productivity Incentive Allowance	25,187	24,482	,
Honoraria	169,031	181,692	208,094
Year End Bonus	367,305	387,599	394,568
Cash Gift	63,892	61,205	61,120
Step Increment	325	11,633	20,855
Collective Negotiation Agreement	145,104		
Productivity Enhancement Incentive			61,120
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Total Other Compensation Common to All	1,257,245	1,031,434	1,109,097
Other Compensation for Specific Groups			
Magna Carta for Public Health Workers	257,623	180,000	180,000
Longevity Pay	6,657		
Night Shift Differential Pay	5,635		
Lump-sum for Compensation Adjustment			5,566
Lump-sum for filling of Positions - Civilian			341,121
Other Personnel Benefits	121,433		
Total Other Compensation for Specific Groups	391,348	180,000	526,687
Total Other Compensation for Specific Groups	351,340	100,000	320,007
Other Benefits			
Retirement and Life Insurance Premiums	558,748	558,154	568,180
PAG-IBIG Contributions	14,876	14,691	14,669
PhilHealth Contributions	42,988	37,575	37,734
Employees Compensation Insurance Premiums	14,796	14,679	14,662
Retirement Gratuity	16,104		179,822
Terminal Leave	169,087		75,985
Total Other Benefits	816,599	625,099	891,052
<del></del>			149,696
Non-Permanent Positions	127,766	148,646	145,050
TOTAL PERSONNEL SERVICES	6,857,833	6,636,457	7,600,438
Maintenance and Other Operating Expenses			
Travelling Expenses	28,140	45,368	44,968
Training and Scholarship Expenses	395,665	685,216	541,659
Supplies and Materials Expenses	480,965	759,749	781,407
Utility Expenses	333,983	512,919	512,919
Communication Expenses	35,613	34,802	164,802
Awards/Rewards and Prizes	,		100,000
Confidential, Intelligence and Extraordinary			
Expenses			
Extraordinary and Miscellaneous Expenses		3,032	3,032
Professional Services	4,844	2,000	2,177
General Services	261,781	151,152	151,152
Repairs and Maintenance	60,358	143,901	143,901
Financial Assistance/Subsidy		1,253	1,253
Taxes, Insurance Premiums and Other Fees	16,730	18,926	18,926
Other Maintenance and Operating Expenses			
Advertising Expenses	1,747	568	568
Printing and Publication Expenses	10,905	11,497	11,497
Representation Expenses	10,974	5,488	5,488
Transportation and Delivery Expenses	172	2,207	2,207
Rent/Lease Expenses	10,595	6,734	6,734
Membership Dues and Contributions to			
Organizations	2,352	4,639	4,639
Subscription Expenses	1,294	9,903	9,903
Donations	5,000	21,401	21,401
Other Maintenance and Operating Expenses	240,215	38,150	191,107
TOTAL MAINTENANCE AND OTHER OPERATING EXPENSES	1,901,333	2,458,905	2,719,740
TOTAL CURRENT OPERATING EXPENDITURES	8,759,166	9,095,362	10,320,178
Capital Outlays			
grand and the control of the control			
Property, Plant and Equipment Outlay			16,512
Land Improvements Outlay			268,363
Infrastructure Outlay	1,199,779	1,028,492	452,971
Buildings and Other Structures	199,900	3,575,650	407,078
Machinery and Equipment Outlay	133,300	1,650	107,070
Transportation Equipment Outlay		1,030	
TOTAL CAPITAL OUTLAYS	1,399,679	4,605,792	1,144,924
	1,000,000		
	1,000,070		
GRAND TOTAL	10,158,845	13,701,154	11,465,102