

XLI. MISCELLANEOUS PERSONNEL BENEFITS FUND

Appropriations/Obligations

(In Thousand Pesos)

<u>Description</u>	<u>Cash-Based</u>		
	<u>2022</u>	<u>2023</u>	<u>2024</u>
New General Appropriations	27,718,939	26,641,479	135,734,429
General Fund	27,718,939	26,641,479	135,734,429
Continuing Appropriations	195,854	97,753	
Unreleased Appropriation for MOOE			
R.A. No. 11518	195,854		
R.A. No. 11639		97,753	
Budgetary Adjustment(s)	(27,621,186)		
Transfer(s) to:			
Office of the Vice-President (OVP)	(12,306)		
Department of Agriculture (DA)			
Office of the Secretary	(71)		
Agricultural Credit Policy Council	(1,290)		
Fertilizer and Pesticide Authority	(17,074)		
National Meat Inspection Service	(10,645)		
Philippine Carabao Center	(3,956)		
Philippine Council for Agriculture and Fisheries	(1,770)		
Department of Education (DepEd)			
Office of the Secretary	(13,377,940)		
National Book Development Board	(11,524)		
National Council for Children's Television	(2,637)		
National Museum of the Philippines	(982)		
Philippine High School for the Arts	(983)		
State Universities and Colleges (SUCs)			
University of the Philippines System	(323,014)		
Mariano Marcos State University	(16,626)		
Pangasinan State University	(18,595)		
Cagayan State University	(18,663)		
Bataan Peninsula State University	(9,198)		
Bulacan State University	(19,661)		
Central Luzon State University	(17,344)		
Tarlac State University	(626)		
Cavite State University	(11,929)		
University of Rizal System	(15,828)		
Occidental Mindoro State College	(6,493)		
Camarines Norte State College	(6,480)		
Camarines Sur Polytechnic Colleges	(4,640)		
Partido State University	(5,225)		
Capiz State University	(16,649)		
Carlos Hilado Memorial State University	(9,014)		
Guimaras State University	(2,426)		
Northern Iloilo State University	(10,102)		
Iloilo Science and Technology University	(14,788)		
West Visayas State University	(33,447)		
Cebu Normal University	(7,866)		
Siquijor State College	(1,928)		
Bukidnon State University	(7,749)		
Central Mindanao University	(14,650)		
University of Southeastern Philippines	(8,612)		
North Eastern Mindanao State University	(9,492)		
Davao de Oro State College	(40,697)		

Department of Environment and Natural Resources (DENR)	
Office of the Secretary	(333,054)
Environmental Management Bureau	(14,826)
National Mapping and Resource Information Authority	(12,669)
National Water Resources Board	(2,182)
Palawan Council for Sustainable Development Staff	(1,632)
Department of Finance (DOF)	
Office of the Secretary	(14,532)
Bureau of Internal Revenue	(1,061,346)
Bureau of Local Government Finance	(8,156)
Bureau of the Treasury	(15,199)
Central Board of Assessment Appeals	(450)
National Tax Research Center	(21,083)
Privatization and Management Office	(2,138)
Department of Foreign Affairs (DFA)	
Office of the Secretary	(74,742)
Foreign Service Institute	(1,472)
Department of Health (DOH)	
Office of the Secretary	(956,843)
Department of the Interior and Local Government (DILG)	
Office of the Secretary	(4,942)
Local Government Academy	(1,127)
Philippine National Police	(3,466,347)
Philippine Public Safety College	(2,925)
National Youth Commission	(2,040)
Department of Justice (DOJ)	
Office of the Secretary	(203,677)
Bureau of Corrections	(54,155)
Land Registration Authority	(33,706)
Office of the Government Corporate Counsel	(5,535)
Parole and Probation Administration	(2,181)
Public Attorney's Office	(139,958)
Office for Alternative Dispute Resolution	(11,022)
Department of Labor and Employment (DOLE)	
Office of the Secretary	(66,401)
National Maritime Polytechnic	(1,489)
National Wages and Productivity Commission	(21,525)
Philippine Overseas Employment Administration	(10,584)
Overseas Workers Welfare Administration	(11,758)
Department of National Defense (DND)	
Government Arsenal	(6,117)
Veterans Memorial Medical Center	(23,069)
Philippine Army (Land Forces)	(1,816,155)
Philippine Air Force (Air Forces)	(340,506)
Philippine Navy (Naval Forces)	(483,506)
General Headquarters, AFP and AFP-Wide Service Support Units (AFPWSSUs)	(559,398)
Department of Public Works and Highways (DPWH)	
Office of the Secretary	(1,192,951)
Department of Science and Technology (DOST)	
Advanced Science and Technology Institute	(1,756)
Forest Products Research and Development Institute	(3,195)
National Academy of Science and Technology	(481)
Philippine Atmospheric, Geophysical and Astronomical Services Administration	(12,372)
Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development	(3,937)
Philippine Council for Health Research and Development	(1,292)

Philippine Nuclear Research Institute	(	4,257)
Philippine Textile Research Institute	(	1,424)
Science Education Institute	(	1,188)
Science and Technology Information Institute	(	1,225)
Department of Social Welfare and Development (DSWD)		
Office of the Secretary	(	359)
Inter-Country Adoption Board	(	3,410)
Juvenile Justice and Welfare Council	(	1,324)
Presidential Commission for the Urban Poor	(	3,046)
Department of Tourism (DOT)		
Office of the Secretary	(	13,165)
Philippine Commission on Sports Scuba Diving	(	3,424)
Department of Trade and Industry (DTI)		
Office of the Secretary	(	52,125)
Board of Investments	(	12,666)
Construction Industry Authority of the Philippines	(	3,176)
Philippine Trade Training Center	(	3,373)
Design Center of the Philippines	(	11,648)
Technical Education and Skills Development Authority	(	103,358)
National Economic and Development Authority (NEDA)		
Office of the Secretary	(	56,620)
Public-Private Partnership Center of the Philippines	(	3,693)
Philippine Statistical Research and Training Institute (formerly Statistical Research and Training Center)	(	921)
Tariff Commission	(	1,981)
Philippine Statistics Authority	(	230,791)
Commission on Population and Development	(	3,536)
Presidential Communications Office (PCO)		
Presidential Communications Office (Proper)	(	22,083)
Bureau of Communications Services	(	1,217)
News and Information Bureau	(	8,276)
Philippine Information Agency	(	11,959)
Other Executive Offices (OEOs)		
Dangerous Drugs Board	(	2,120)
Energy Regulatory Commission	(	16,229)
Governance Commission for Government-Owned or Controlled	(	2,989)
Movie and Television Review and Classification Board	(	785)
National Commission for Culture and the Arts-Proper	(	4,208)
National Historical Commission of the Philippines	(	3,135)
National Intelligence Coordinating Agency	(	27,048)
Philippine Drug Enforcement Agency	(	49,714)
Presidential Management Staff	(	7,867)
Philippine Competition Commission	(	7,252)
Philippine Space Agency	(	58,946)
National Commission of Senior Citizens	(	22,327)
Civil Service Commission (CSC)		
Civil Service Commission	(	35,453)
Career Executive Service Board	(	7,151)
Commission on Audit (COA)	(	245,765)
Office of the Ombudsman (OMB)	(	43,004)
Commission on Human Rights (CHR)		
Commission on Human Rights (CHR)	(	15,383)
Human Rights Violations Victims' Memorial Commission	(	4,542)

Department of Information and Communications Technology (DICT)			
National Privacy Commission	(	3,250)	.
Cybercrime Investigation and Coordination Center	(	44,453)	.
Department of Transportation (DOTr)			
Civil Aeronautics Board	(	3,567)	.
Office for Transportation Security	(	423,100)	.
Philippine Coast Guard	(	577,182)	.
Department of Human Settlements and Urban Development (DHSUD)			
Office of the Secretary	(	225,932)	.
Human Settlements Adjudication Commission	(	132,188)	.
Total Available Appropriations		<u>293,607</u>	<u>26,739,232</u> <u>135,734,429</u> .
Unused Appropriations	(	<u>293,607</u>)	(<u>97,753</u>)
Unreleased Appropriation	(	<u>293,607</u>)	(<u>97,753</u>)
TOTAL OBLIGATIONS		<u>=====</u>	<u>26,641,479</u> <u>135,734,429</u> .

**EXPENDITURE PROGRAM
(in pesos)**

	(	Cash-Based)
PURPOSE		2022 Actual	2023 Current	2024 Proposed	
TOTAL NEW APPROPRIATIONS		<u>=====</u>	<u>26,641,479,000</u>	<u>135,734,429,000</u>	.
PS			26,441,479,000	135,534,429,000	.
MOOE			200,000,000	200,000,000	.

Proposed New Appropriations Language
 For payment of miscellaneous personnel benefits to or on behalf of national government officials and employees.....
 P 135,734,429,000
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**EXPENDITURE PROGRAM BY CENTRAL / REGIONAL ALLOCATION, 2024 (Cash-Based)
(in pesos)**

REGION	PS	MOOE	CO	TOTAL
Regional Allocation	<u>135,534,429,000</u>	<u>200,000,000</u>		<u>135,734,429,000</u>
Nationwide	135,534,429,000	200,000,000		135,734,429,000
TOTAL AGENCY BUDGET	<u>135,534,429,000</u>	<u>200,000,000</u>		<u>135,734,429,000</u>

SPECIAL PROVISION(S)

1. Payment of Personnel Benefits. The amount One Hundred Thirty Five Billion Four Hundred Thirty Four Million Four Hundred Twenty Nine Thousand Pesos (P135,434,429,000) 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 the Personnel Services requirements for filling of, and creation of positions, and compensation adjustments, as may be authorized by law, the President of the Philippines, or the DBM; and (ii) engagement of private healthcare providers, 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 the guidelines to be issued by the DBM, in coordination with the agencies concerned.

Release of funds shall be 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 50 of the General Provisions of this Act.

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 N.B.C. No. 461 dated June 1, 1998, as amended, CHED-DBM J.C. No. 3 dated October 18, 2022, as well as other issuances thereon in the case of SUCs, and such other guidelines to be issued by 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 (Cash-Based)

		<u>Current Operating Expenditures</u>			
		<u>Personnel Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
A.REGULAR PROGRAMS					
400700000000000	Miscellaneous Personnel Benefits Fund	P135,534,429,000	P 200,000,000		P135,734,429,000
400700000001000	Performance-Based Bonus	20,000,000,000			20,000,000,000
400700000002000	Funding Requirements for the Filling up of Unfilled Positions	12,887,492,000			12,887,492,000
400700000003000	Legal Defense Fund		200,000,000		200,000,000
400700000004000	For Payment of Other Personnel Benefits	7,193,637,000			7,193,637,000
400700000008000	For Payment of Contributions to Philippine Health Insurance Corporation	1,461,714,000			1,461,714,000
400700000012000	Funding Requirements for Staffing Modifications and Upgrading of Salaries and Other Compensation Adjustment	93,891,586,000			93,891,586,000
400700000013000	Reclassification of Faculty Positions	100,000,000			100,000,000
Sub-total, PROGRAMS		135,534,429,000	200,000,000		135,734,429,000
TOTAL NEW APPROPRIATIONS		P135,534,429,000	P 200,000,000		P135,734,429,000
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Obligations, by Object of Expenditures

CYs 2022-2024
(In Thousand Pesos)

	(Cash-Based)		
	2022	2023	2024
Current Operating Expenditures			
Personnel Services			
Civilian Personnel			
Permanent Positions			
Reclassification of Positions			100,000
Total Permanent Positions			100,000
Other Compensation Common to All			
Overtime Pay		140,032	
Performance Based Bonus		10,000,000	20,000,000
Step Increment		35,860	
Total Other Compensation Common to All		10,175,892	20,000,000
Other Compensation for Specific Groups			
Lump-sum for Compensation Adjustment			89,909,497
Lump-sum for filling of Positions - Civilian		13,259,139	12,887,492
Lump-sum for Personnel Services		1,500,192	3,982,089
Other Lump-sums		1,506,256	
Other Personnel Benefits			5,000,000
Total Other Compensation for Specific Groups		16,265,587	111,779,078
Other Benefits			
PAG-IBIG Contributions			1,649,587
PhilHealth Contributions			1,461,714
Military/Uniformed Personnel			
PAG-IBIG Contributions			544,050
Total Other Benefits			3,655,351
TOTAL PERSONNEL SERVICES		26,441,479	135,534,429
Maintenance and Other Operating Expenses			
Professional Services		200,000	200,000
TOTAL MAINTENANCE AND OTHER OPERATING EXPENSES		200,000	200,000
GRAND TOTAL		26,641,479	135,734,429

GENERAL SUMMARY (Cash-Based)
 MISCELLANEOUS PERSONNEL BENEFITS FUND

Current Operating Expenditures

	<u>Personnel Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
A. MISCELLANEOUS PERSONNEL BENEFITS FUND	P135,534,429,000	P 200,000,000		P135,734,429,000
TOTAL NEW APPROPRIATIONS, MISCELLANEOUS PERSONNEL BENEFITS FUND	P135,534,429,000 =====	P 200,000,000 =====		P135,734,429,000 =====