



THE DBM BULLETIN

The Official Newsletter of the Department of Budget and Management



Happy Holidays

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We, as public servants, may not have myrrh or gold, or frankincense to give. But, through our collective efforts, we were able to craft a better compensation package for fellow government servants. We were able to give citizens better access to information and to the budget (via the BuB). Through our hard work, dedication, and integrity to deliver, we were able to deliver quality services, even to those in far-flung areas.

These are our gifts so we can have better years ahead.

A YEAR OF OPENNESS AND EFFICIENCY: DBM transforms reforms to results

Writer: Joy Almazan

No. 1 in Budget Transparency in ASEAN. The 2015 Open Budget Survey ranked the country first in budget transparency for the ASEAN region. By publishing all eight budget documents, seven of which are published by the DBM and the Development Budget Coordination Committee (DBCC), the country's Open Budget Index score increased from 48 in 2012 to 64 in 2015.

With this score, the country ranks 21st in the world in budget transparency, making it a part of the elite group of 24 countries with substantial fiscal information available to the public. In other words, the Philippines is now a new global leader in the practice of fiscal transparency.



Early into the administration of President Aquino, some quarters of Philippine society doubted whether good governance could actually make the National Budget more transparent, accountable, and citizen-centric.

Now, with six months left before the transition to the next administration, all signs point to one conclusion: the government's budget and management reforms are showing results and working the way they are intended.

The DBM is at the heart of this transformation. As we close out another year, here are the five milestones that shaped DBM as the central driver of reforms in government.

Two-Tier Budgeting Approach (2TBA). The 2TBA, first introduced in the preparation of the 2016 Budget, aimed to decongest decision-making during budget formulation by separating the evaluation of ongoing or existing programs and projects from new spending proposals.

The 2TBA made budget preparation less time-consuming by eliminating redundancies in the review of ongoing programs alongside new or expanded programs. This reform enabled budget analysts and specialists to allocate more time to analyze new spending proposals.

Through the 2TBA, the 2016 Budget provided more funds for social and economic services. For the first time in decades, infrastructure spending is set to hit the global benchmark of 5 percent of GDP.



BuB among the 5 global fiscal transparency #BestPractices. The Bottom-up Budgeting (BuB) program bagged another international award this year when the Global Initiative for Fiscal Transparency (GIFT) hailed the program as one of the five #BestPractices. It was cited during the Open Government Partnership Global Summit in Mexico.

Bringing citizen engagement a notch higher, the DBM also launched the Open BuB portal: a web-based and open data-enabled tool that enables the public to access information on the status of BuB projects and to provide feedback.



Public Financial Management (PFM) training. The DBM, with the support of the Philippines-Australia PFM Program, developed the PFM Certificate Program (PFMCP). The program aims to ensure that PFM practitioners across the bureaucracy have a common understanding of principles and processes in budgeting, auditing, accounting, procurement, and cash management.

Since its launch in October 2015, two of the program's six tracks have already been rolled out. These two tracks are the PFM Foundation Course and the Budgeting and Performance Course.



ISO 9001:2008 Certification. On its very first attempt, the DBM secured a department-wide ISO Certification on October 29, 2015. This certification, which covers the central office and the DBM's 16 regional offices, validates the department's well-documented and performance-driven budget and management systems and procedures.



DBM TIBAY

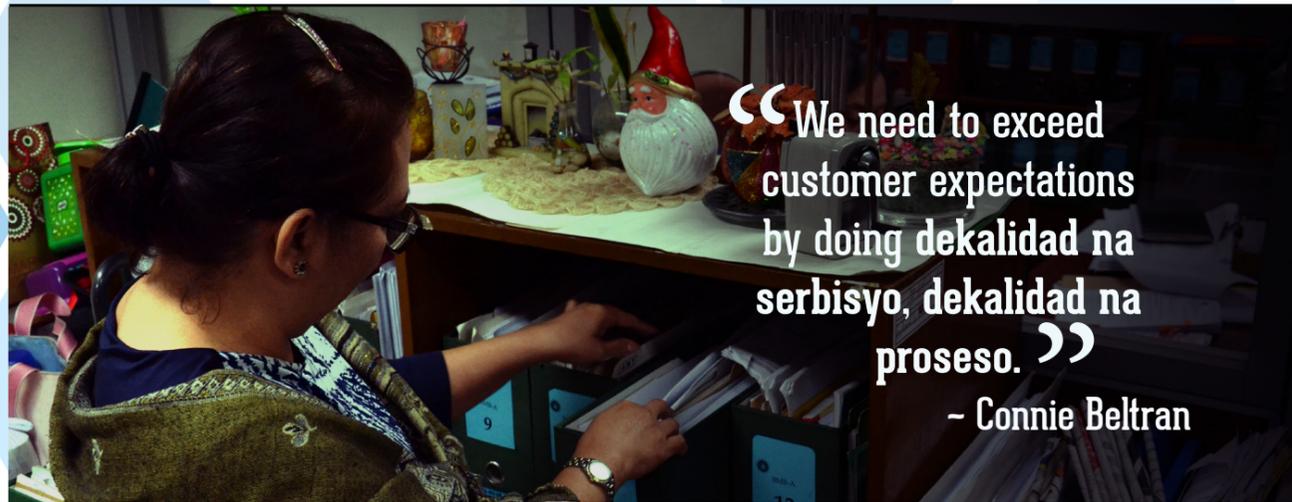
Writer: Gel Bombarda



This capacity development program seeks to deepen integrity, responsibility, teamwork, and love of country—leadership values that will help sustain budget reforms beyond 2016. Since its launch on November 2, six batches of the Performance Excellence Seminar (PES) have been held to provide DBM staff with an opportunity to pursue their professional and personal goals. The Executive Coaching Program for Directors and Assistant Directors has also commenced to enable DBM officials to coach and mentor their respective staff. The four-month Junior Leadership Development Program will also begin next year—watch out for the announcement of participants! For your PES schedules in 2016, you may coordinate with your respective AOs. You may also email tibay@dbm.gov.ph for other queries. ■

ISO 9001:2008 affirms DBM's quality service delivery

Writer: Joy Almazan



“We need to exceed customer expectations by doing dekalidad na serbisyo, dekalidad na proseso.”
- Connie Beltran

This year, the Department of Budget and Management (DBM) received its ISO 9001:2008 Certificate of Registration—the first-ever department-wide certification issued to a national government agency on its first try.

This certification affirms DBM's efforts to improve the quality of its services to clients through a Quality Management System (QMS) that tightens the link between the DBM's mandate and individual employees' functions.

For Connie Beltran, chief budget and management specialist of BMB for Economic Development Sector, she now sees more clearly her role in evaluating budget proposals and requests of agencies under coverage in achieving the DBM's mandate. This has made a big difference in her work at the institution which she has been serving for 36 years.

Her individual performance targets—one of which is to evaluate at least 85 percent of requests for budget variation per quarter—is etched in her Office Performance Commitment Review (OPCR). This is then clearly linked to the DBM's organizational performance commitments in fulfilling its mandate to promote sound, efficient, and effective management of government resources.

In addition, by implementing the DBM QMS, her bureau's files are also well-managed by the bureau's records officer to ensure easy retrieval and secure these from unauthorized access. More important, the QMS enabled her bureau to introduce mechanisms to get better feedback from her clients, thus ensuring that the services under her division truly meet their needs.

“[Now that we are] ISO-certified, we need to strive more for better DBM,” Beltran told DBM Bulletin. “We need to exceed customer expectations by doing dekalidad na serbisyo, dekalidad na proseso.”

The ISO certification applies to DBM's central and regional offices. It covers the whole budget and management process: the formulation of budget policies, the preparation of the national budget, the monitoring and analysis of agency performance, and the administration of the national budget.

“This certification [is crucial] to DBM's continued quest to managing public funds in the most and efficient and effective manner,” Secretary Florencio Abad said during the awarding of the ISO 9001:2008 certificate held on November 10 at the Boncodin Hall lobby.

“When we make it our business to ensure that government spends within means, on the right priorities, and with measurable results, it is essential that our procedures and practices for doing so are well-documented and undergo continued monitoring and further improvement,” Secretary Abad added.

The certification is not just a title or a requirement of Performance-Based Bonus. More fundamentally, it bounds the DBM to establish review and monitoring systems that enable it to continually improve the delivery of its services to client-agencies and citizens.

Through the DBM QMS, the department has set up an Internal Quality Audit (IQA): a crucial mechanism in validating whether DBM's current processes and procedures

are attuned to global standards. DBM's IQA Team is expected to conduct audits at least once a year.

Across bureaus, regional offices, and units, the department has also established client feedback and client satisfaction mechanisms that provide inputs in improving a service or product. These mechanisms include: reader surveys and interviews held during the development of new editions of the People's Budget and the DBM Bulletin; and feedback forms and client satisfaction surveys.

ISO 9001:2008 also helped DBM to set up a performance monitoring system for individual and office performance, further affirming the agency's spending with measurable results agenda by linking individual performance to the organization's overall targets.

“Personnel are now more aware of the performance expected of them,” Assistant Secretary Myrna Chua, DBM's Overall Quality Management Representative, said. “Through the Office Performance Commitment Review, different delivery units are conscious of setting, monitoring, and achieving performance targets.”

As part of providing effective service delivery, documents and records are organized and properly managed to ensure that the right and updated documents are used as reference especially when responding to client's queries or when making decisions. ■

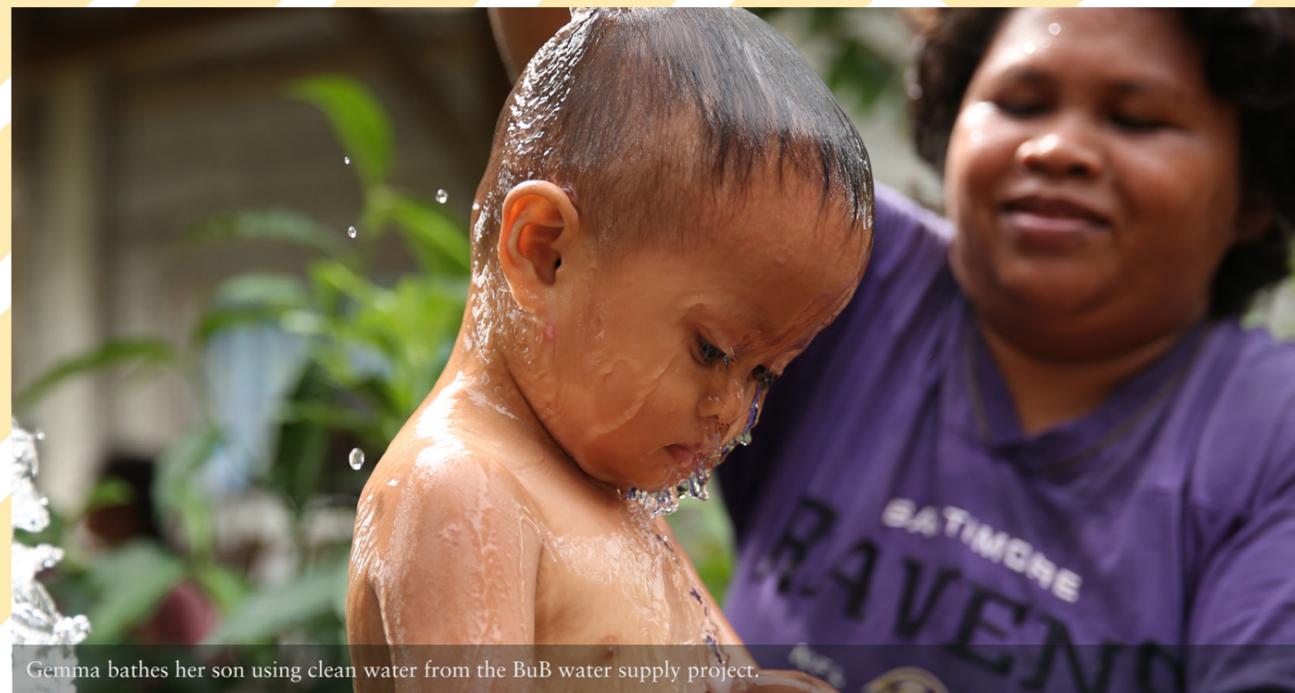


THE BUB EFFECT

How the process changes budgeting from ground up

GIFT: BuB among best practices in fiscal transparency

Writers: Macy Matundan, Krisna Parrera & Rupert Mangilit



Gemma bathes her son using clean water from the BuB water supply project.

Gemma Clarion, a native of Asuncion, Davao del Norte, used to tread the woodlands a few kilometers away from her home just to fetch water from a dug well.

“Hindi kami makainom nang maayos pag inuuhaw kasi mahirap ‘yung kukunan ng tubig. Tapos mahirap maligo at maglaba,” she said. Her son even had bouts of diarrhea from drinking water from the well.

This was even at the least of her woes. As a single mother, she worried her earnings from being a farm worker would not be enough to send her child to school in the future. She worked as farm laborer twice every year, earning her a total of P1,000.

All Gemma ever wanted were two simple things: making both ends meet and gaining better access to clean water. Through Bottom-up Budgeting (BuB), both of these wishes were granted.

Her town was among the poorest municipalities included in the pilot run of BuB in 2013. The local government unit (LGU) and civil society organizations (CSOs) in her town were tasked to jointly craft a Local Poverty Reduction Action Plan (LPRAP), a document that identifies priority projects collectively drawn from a series of consultations with the stakeholders. These projects were then funded by the national government through the Budget.

Asuncion town’s LPRAP included a water supply project and a livelihood project for producing coco coir, a coconut-based fiber used in making ropes.

In short, BuB funds programs and projects that citizens themselves identify.

Through BuB, citizen participation became central in budget preparation. The program has been recognized by the Global Initiative for Fiscal Transparency (GIFT) as one of the five #BestPractices in 2015. It has also been previously conferred the Open Government Award Gold Prize by the Open Government Partnership (OGP).

“The programs are tailored for the communities rather than invented by some bureaucrat in an office that’s not in touch with what people really need,” US Ambassador to the UN Samantha Power said during the OGP Summit in Mexico on October 28, 2015.

The BuB Effect

Citizen participation in governance is not new. The Local Government Code (LGC) of 1991 mandates its practice in local governance, the budget process included. However, many of the law’s mandated mechanisms for citizen participation had remained ineffective.

Twenty-two years after the LGC was passed, BuB created a

“Naranasan ko po na ako yung maghanap-buhay para sa anak ko. Na hindi ako hihingi sa ibang tao.”

Gemma Clarion
BuB program beneficiary

greater demand for citizen participation in budgeting.

Glenn Miranda of the DBM’s Reforms and Innovations Delivery Support Unit (RIU) shared how CSOs in a BuB-participating city showed dedication despite the odds.

Last year, during a CSO assembly led by CSOs not favored by the LGU, the Mayor cut the power off in an attempt to stop the meeting. The CSOs were not deterred; however, they transferred to a church, gathered manila papers and markers, and proceeded with the meeting.

In contrast, many other local officials have learned to be more open and supportive of civil society. Not only does enabling citizen participation through BuB give LGUs access to additional funds, local officials also began to see that the process enabled them to become more effective in addressing their constituents’ needs.

Besides reimbursing their food and transportation expenses, some LGUs now extend technical assistance to their partner-CSOs. Miranda shared, for example, how a Municipal Health Officer (MHO) in Capiz helped CSOs in writing project proposals for barangay health units.

Budget allocation for BuB



“Projects [like barangay health stations] require technical specifications,” Miranda said. “So the MHO convenes the CSOs and explains to them what should be included in their proposals.”

BuB challenged the prevailing dynamics of CSOs and the local government. From an atmosphere where CSOs and LGUs are hesitant to engage each other, BuB provided a platform where both constructively work together.

BuB allowed local governments and communities to have a direct stake in preparing the plans and budgets of the national government. While the process meant additional work for DBM, said Miranda, it showed people that the agency is serious in pursuing bold reforms.

Gradually, the National Budget has become increasingly citizen-centric.

BuB Projects By Sector

	AGRICULTURE & FISHERIES Total Projects: 12,083 % Share of Total: 28.6%
	CAPACITY BUILDING Total Projects: 185 % Share of Total: 0.4%
	COMMUNITY DEVELOPMENT Total Projects: 2,439 % Share of Total: 5.8%
	DISASTER RISK MANAGEMENT Total Projects: 1,502 % Share of Total: 3.6%
	ECONOMIC DEVELOPMENT Total Projects: 998 % Share of Total: 2.4%
	EDUCATION Total Projects: 4,569 % Share of Total: 10.8%
	ENVIRONMENT Total Projects: 999 % Share of Total: 2.4%
	HEALTH Total Projects: 4,119 % Share of Total: 9.8%
	LIVELIHOOD Total Projects: 6,479 % Share of Total: 15.3%
	POWER Total Projects: 363 % Share of Total: 0.9%
	SOCIAL WELFARE Total Projects: 2,123 % Share of Total: 5.0%
	TOURISM Total Projects: 450 % Share of Total: 1.1%
	TRANSPORT Total Projects: 2,623 % Share of Total: 6.2%
	WATER AND SANITATION Total Projects: 2,819 % Share of Total: 6.7%
	OTHERS : Total Projects: 470 % Share of Total: 1.1%

GRAND TOTAL: Total Projects: **42,221**
% Share of Total : **100%**

SSL2015 a 'win-win' solution

Pay increase will not eat up dev't spending

Writers: Rupert Mangilit & Krisna Parrera

The irony of demanding excellence from civil servants, said Assistant Director Mercedes Navarro of the Fiscal Planning and Reforms Bureau (FPRB), is that the pay does not measure up to that standard.

Because the pay would not equal the service rendered, departments tend to lose their most promising employees. DBM itself, in recent times, bled a crop of competent staff this year—to other government agencies, to the development aid sector, and to the corporate world.

What makes the situation worse is that some of DBM's managers and key staff will be retiring in the next three years. Figures from the Human Resources Development Division show 15.8 percent of the agency's national and regional workforce is aged 57 to 60. Another 6.3 percent is aged 61 to 64.

"The opportunities are there especially as they hone their expertise on government planning. We're offering them the future, but other institutions are offering them the now," said Adir. Navarro, who shared with DBM Bulletin that FPRB is experiencing this bleed of talent due to transfers and retirement.

This year, DBM conducted a compensation review as the Salary Standardization Law (SSL) 3 requires. The study formed the basis of the proposed SSL 2015, which has passed its Third Reading at Congress and is currently deliberated in Second Reading at the Senate as of this writing.

The study's results confirmed Adir. Navarro's point: civil servants are paid 45 percent below the market rates.

As salary grades (SGs) go higher, the gap between public and private sector pay widens. Technical professionals like

public lawyers and engineers get 60 percent less than their peers in private companies. Managers like Adir. Navarro get 56 percent less.

With a less than attractive base pay, some technical and managerial posts remained unfilled.

DBM data showed vacancies across the bureaucracy make up 191,988 or 12.53 percent of the total authorized positions. Vacancies for middle managers—SGs 21 to 25—are currently between 26 and 41 percent of the total authorized positions under their respective salary grades.

Agencies with the most unfilled positions include the Commission on Audit, the Department of Finance, and the Office of the Ombudsman. These agencies require highly specialized talents—such as forensic auditors, financial market analysts, and litigation lawyers—but are hard-pressed to compete with the market for these professionals.

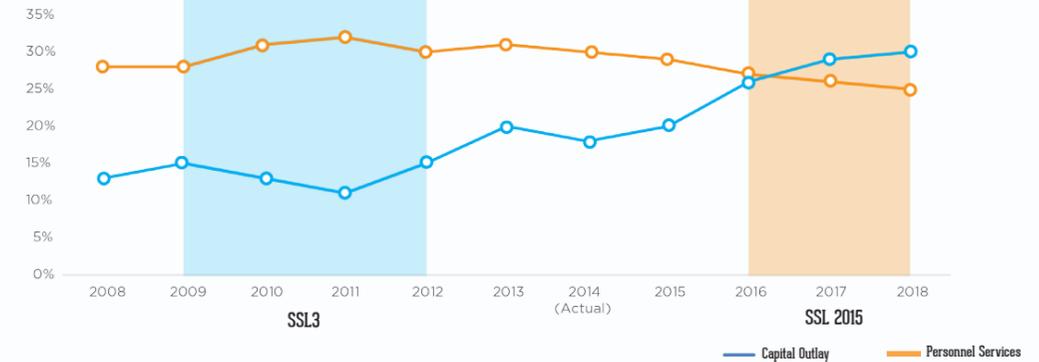
Staff vacancies and discrepancies in public and private compensation are among the concerns SSL 2015 seeks to address.

In 2016, before the election ban on hiring takes effect in March, the government seeks to fill up at least 25 percent of its current vacancies. Under SSL 2015, salaries of middle and high-level positions will increase to at least 70 percent of the current market rates.

Once it takes effect, SSL 2015 will have the following goals:

-  provide equal pay for work of equal value;
-  keep the pay scheme within means; and
-  tie incentives to responsibilities and performance.

Budget for Personnel Services and Capital Outlay



Can gov't afford SSL 2015?

The pay increase under the new compensation scheme is estimated at P225.8 billion, to be given in four tranches from 2016 to 2019.

Assistant Secretary Myrna Chua said, for one, that the government can afford the additional Personnel Services (PS) cost because revenue collections have improved and the deficit has been contained.

Moreover, despite the nominal increase in the PS cost, the share of PS in the Budget is seen to further decrease. In 2016, PS will make up only 27 percent of the Budget, from 31 percent in 2010. PS is projected to further shrink to 24.9 percent of the Budget in 2019.

In contrast, spending for capital outlay, which includes the cost of building roads, schools and other social and economic infrastructure, will actually rise to 30 percent by 2018 from a mere 13 percent in 2010.

"SSL 2015 will not be deterrent to productive spending towards inclusive growth," Asec. Chua stressed.

A win-win strategy

To prevent the pay increase from eating up the budget for development spending, the government placed the

compensation increase not only in the basic pay, but also in mid-year and year-end bonuses.

"Putting the increase solely in basic salary will cost us 12 to 14 percent higher because we have to pay for GSIS and other mandatory benefits," Asec. Chua noted. "If we put the increase in a major bonus, then, [the government will not have to pay additional contributions]."

The bonuses will not only buffer the increase in the employees' mandatory contributions, but also allow them to take home a higher pay. The recently-passed Republic Act 10653 exempts from tax bonuses below P82,000. In effect, 8 in every 10 government employees will receive their midyear bonus in full.

Asec. Chua thus said, "It will be a win-win situation for both the civil servants and the government."

Instilling 'performance' culture

Besides ensuring an affordable salary increase, SSL 2015 will enhance the existing scheme of providing performance-based incentives.

Beginning 2017, government workers will get the enhanced PBB as a year-end incentive. From a fixed rate of between P5,000 and P35,000, government workers will now receive one to two months' worth of salary for their PBB.

Agriculturist I (SG 11) *SSL3: P230,616 *SSL 2015: P261,492	Teacher III (SG) 13 *SSL3: P266,508 *SSL 2015: P316,416	Senior Police Officer IV *SSL3: P329,100 *SSL 2015: P460,392	Nurse II (SG 15) *SSL3: P310,536 *SSL 2015: P382,860	Doctor (SG 25) *SSL3: P670,416 *SSL 2015: P1,209,456	Carpenter II (SG 5) *SSL3: P149,436 *SSL 2015: P172,704	Day Care Worker II (SG 6) *SSL3: P160,644 *SSL 2015: P183,072	Candidate Soldier (SG 7) *SSL3: P135,180 *SSL 2015: P153,168	Court Attorney II (SG 23) *SSL3: P456,276 *SSL 2015: P938,868	Budget Undersecretary (SG 30) *SSL3: P985,056 *SSL 2015: P2,228,340
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*Amounts indicated are salaries per year

see page 11

DBM, other agencies hold 'peace' caravans in Region VIII

WRITER: Rheand Cornell Palomino



Bringing government services closer to the people, the DBM Regional Office VIII, led by its Director Imelda Laceras, distributes school supplies and snack packs to parents and students in a peace caravan in Las Navas, Northern Samar on September 1, 2015.

The DBM Regional Office VIII joined hands with other agencies in Eastern Visayas to hold a peace caravan in far-flung, conflict-affected areas.

Spearheaded by the Regional Development Council, several national government agencies went to four poorest and remotest towns in the region to bring government services closer to the people in an attempt to dissuade them from turning to insurgency.

Agencies in Region VIII provided free legal, medical, and health and wellness services in the towns of Paranas in Samar, Las Navas in Northern Samar, Jipapad in Eastern Samar, and Jaro in Leyte. These agencies also distributed school supplies, slippers, medicines, and snack packs.

The DBM and the Procurement Service provided school supplies and snack packs that were distributed to these communities.

"We are rendering government services not only during the caravan: we deliver these everyday through our respective offices. It just so happened that because of the distance, far-flung areas find it harder to benefit from government services," DBM RO-VIII Regional Director Imelda Laceras said in Waray.

The idea of organizing a peace and service caravan was hatched by Dir. Laceras in her capacity as RDC-Development Administration Committee Chairperson. Her inspiration of conducting localized peace caravans came from the Office of the Presidential Adviser on the Peace Process.

The peace caravan was one of the RDC's major projects for 2015. The Office of the Ombudsman also held a similar activity, aimed at inspiring national government agencies to bring their services closer to the people they serve. ■



Towards a Gender Responsive Workplace. Discrimination based on one's gender is a common problem in the workplace. To help DBM employees understand the root cause of this problem and support in fostering a gender friendly workplace, a one-day Gender Sensitivity Training (GST) was conducted on November 23, 2015 at the DBM Library.

GAD Corner

BUB from p7

Bottlenecks

Like any promising reform, BuB's successes came with challenges.

Patrick Lim, head of the RIU, said the slow implementation of BuB projects is the biggest challenge that the BuB program currently faces.

He said that this is rooted in the weak absorptive capacity of local governments: an understandable situation, since in the past, poor local governments would only receive one or two projects from national government in a year. Now,

Status of BuB Projects*



* as of December 1, 2015

these LGUs are receiving more than five projects, and this is from BuB alone.

In addition, some LGUs find it difficult to comply with the requirements set by the national government agencies prior to fund release. Smaller towns, in particular, feel overwhelmed by the number of projects they need to carry out. As most of these LGUs only have one engineer, implementing infrastructure projects simultaneously is close to impossible.

Likewise, project delays happen when LGUs fail to meet the Good Financial Housekeeping Seal and hence had to hand over the projects to the NGAs.

Moreover, CSO participation in some areas is weakened by narrow-minded politics. "Some mayors still dictate what projects are selected for BuB," Lim said.

Moving Forward

The RIU is currently assessing this year's round of BuB to spot issues in implementation and effectively address them in the next round. Miranda said the implementing guidelines for 2016, which will be soon crafted by BuB oversight agencies [the Department of Budget and Management, the Department of the Interior and Local Government (DILG), the Department of Social Welfare and Development and the National Anti-Poverty Commission], will help strengthen institutional and citizen capacity.

For one, RIU recognizes the need to improve the technical capacity of CSOs, especially in writing project proposals. This will enable them to more proactively engage their LGUs.

To facilitate project implementation, the DILG has been encouraging national government agencies to review and streamline their documentary requirements for BuB projects. Such a move will allow LGUs to get funding and implement projects faster.

Another measure adopted is the direct release of funds for some BuB projects to LGUs through the Local Government Support Fund (LGSF) beginning 2015.

Lim and Miranda believe that with stronger LGU support and a wider network of partners in civil society, BuB's share in the Budget can further increase. In the next round of BuB, the oversight agencies will release stricter guidelines in monitoring projects, especially those that are stalled.

Even as much remains to be done to institutionalize BuB and address challenges, the program is now making an impact to ordinary people's lives. Through water and livelihood projects implemented in Asuncion town through BuB, Gemma saw how these little efforts make a big difference. At most, Gemma now earns Php 1,000 weekly. Likewise, her son is now at less risk of water-borne illnesses.

"Naranasan ko po na ako yung maghanap-buhay para sa anak ko. Na hindi ako hihingi sa ibang tao," Gemma said.

Her experience only shows that if BuB is continued, more Gemmas throughout the country will be empowered to improve their lives. ■

SSL from p9

The revised rates will be based on the employee's role in achieving the agency's targets. "The higher your position is," Asec. Chua said, "the bigger is your stake in achieving your agency's performance targets." Hence, executives (SGs 29 to 32) will get up to two months' worth of basic pay for their PBB.

Since the stakes are higher with an improved performance bonus, parameters to measure employee performance will likewise be refined. As the government starts to implement the enhanced PBB starting 2017, the Administrative Order 25 Task Force has started to craft more stringent guidelines to urge the workforce to meet its individual and organizational outcomes.

All in all, the SSL 2015 not only curbs discrepancies between public and private sector pay, but also rewards honest and effective public service.

"When I entered the government," said Adir. Navarro, "I knew I could only get half of what I should earn. The other half is charged to public service." "With SSL 2015," she said, "we hope to retain the productive and performing employees and attract the best [professionals] for government service." ■

Query¹:

“Are retired Public Attorney’s Office [PAO] lawyers² entitled to retirement benefits granted under Republic Act [R.A.] No. 10071³?”

Discussion :

Section 5⁴ of R.A. No. 9406⁵ grants PAO lawyers the same retirement benefits as those of equivalent rank of Prosecutors in the National Prosecution Service (NPS). R.A. No. 10071 was later enacted, providing under Section 16⁶ that the Prosecutors of the NPS shall enjoy the same rank, salaries, allowances, and retirement benefits of justices and judges, as the case may be.

However, Section 16 last paragraph of R.A. No. 10071 limits the retirement benefits granted thereunder to the Prosecutors of NPS, to wit:

“Section 16. xxxxx **The salaries, allowances and other emoluments herein fixed shall not apply to officers other than those of prosecutors** in the National Prosecution Service, **notwithstanding any provision of law assimilating the salaries of other officers to those herein mentioned.**” (*Boldface ours.*)

Evident from the foregoing is the prohibition to apply the benefits given to the Prosecutors of NPS with any other officers. The intent is so clear that the law even used the phrase “**notwithstanding any provision of law assimilating the salaries of other officers to those herein mentioned.**” This could only mean that even if PAO lawyers under Section 5 of R.A. No. 9406 are given the same benefits as that of the Prosecutors of the NPS, said provision could not overturn the express prohibition of a later law, Section 16 last paragraph of R.A. No. 10071.

Thus, applying a basic rule in statutory construction—that when a statute or provision contains words of positive prohibition, such as “shall not,” that statute or provision is rendered mandatory, —it is the intent of the lawmakers thereof to limit its coverage only to Prosecutors of the NPS.

¹ In Budget and Management LS Opinion No. 14 to BMB-D Memorandum dated August 3, 2015

² PAO lawyers shall refer to the Chief Public Attorney, Deputy Chief Public Attorneys, Regional Public Attorneys, Assistant Regional Public Attorneys, Provincial Public Attorneys, City District Public Attorneys, Municipal District Public Attorneys and Associate Public Attorneys

³ An Act Strengthening and Rationalizing the National Prosecution Service

⁴ SEC. 5. xxxxx The Deputy Chief Public Attorneys shall have the same qualifications for appointment, rank, salaries, allowances, and retirement privileges as those of the Assistant Chief State Prosecutor of the National Prosecution Service.

xxxxx

The Regional Public Attorney and the Assistant Regional Public Attorney shall have the same qualifications for appointment, rank, salaries, allowances, and retirement privileges as those of a Regional State Prosecutor and the Assistant Regional State Prosecutor of the National Prosecution Service respectively.

The Provincial Public Attorney, City Public Attorney and the

Municipal District Public Attorney shall have the same qualifications for appointment, rank, salaries, allowances and retirement privileges as those of a Provincial Prosecutor and City Prosecutor as the case may be, of the National Prosecution Service, respectively.

xxxxx

⁵ An Act Reorganizing and Strengthening the Public Attorney’s Office (PAO), Amending for the Purpose Pertinent Provisions of Executive Order No. 292, Otherwise Known as the “Administrative Code of 1987”, As Amended, Granting Special Allowance To PAO Officials and Lawyers, and Providing Funds Therefor

⁶ Section 16. Qualifications, Ranks, and Appointments of Prosecutors, and other Prosecution Officers. - Prosecutor with the rank of Prosecutor V shall have the same qualification for appointment, rank, category, prerogatives, salary grade, and salaries, allowances, and emoluments and other privileges, shall be subject to the same inhibitions and disqualifications, and shall enjoy the same retirement and other benefits as those of an Associate Justice of the Court of Appeals.

Prosecutors with the rank of Prosecutor IV shall have the same qualifications for appointment, rank, category, prerogatives, salary grade and salaries, allowances, emoluments and other privileges, shall be subject to the same inhibitions and disqualifications, and shall enjoy the same retirement and other benefit as those of a Judge of the Regional Trial Court.

Prosecutor with the rank of Prosecutor III shall have the same qualifications for appointment, rank, category, prerogatives, salary grade and salaries, allowances, emoluments and other privileges, shall be subject to the same inhibitions and disqualifications, and shall enjoy the same retirement and other benefit as those of a Judge of the Metropolitan Trial Court.

Prosecutor with the rank of Prosecutor II shall have the same qualifications for appointment, rank, category, prerogatives, salary grade and salaries, allowances, emoluments and other privileges, shall be subject to the same inhibitions and disqualifications, and shall enjoy the same retirement and other benefit as those of a Judge of the Municipal Trial Court in cities.

Prosecutor with the rank of Prosecutor III shall have the same qualifications for appointment, rank, category, prerogatives, salary grade and salaries, allowances, emoluments and other privileges, shall be subject to the same inhibitions and disqualifications, and shall enjoy the same retirement and other benefit as those of a Judge of the Municipal Trial Court in municipalities.

Xxxx

The salaries, allowances and other emoluments herein fixed shall not apply to officers other than those of prosecutors in the National Prosecution Service, notwithstanding any provision of law assimilating the salaries of other officers to those herein mentioned.



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