

**XXIX. CIVIL SERVICE COMMISSION**

For general administration and support services, merit protection and promotion services, human resource development, personnel discipline and accountability enhancement, administration and implementation of R.A. No. 6713, Section 76, Title III, Book I of R.A. No. 7160, E.O. No. 3343, Section 19, Book V of E.O. No. 292, administration of the service-wide scholarship program for government employees, adjudication of administrative disciplinary cases filed with MSPB and brought on appeal from decisions of departments and agencies and maintenance and update of government officials/personnel records and issuance of statements for retirement and other official purposes, as indicated hereunder..... P 249,922,000

**New Appropriations, by Program**  
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					<u>Current Operating Expenditures</u>				
					Personal	Maintenance	Capital		
					Services	and Other	Outlays	Total	
					-----	Operating	-----	-----	-----
						Expenses			
<b>A. PROGRAMS</b>									
<b>I. General Administration and Support</b>									
a. General Administration and Support Services	P	78,324,000	P	26,199,000	P	2,175,000	P	106,698,000	
<b>II. Support to Operations</b>									
a. Formulation of development plans, programs and projects, conduct of researches and studies, administer management improvement programs, monitor/evaluate implemented programs and activities		3,726,000		3,004,000				6,730,000	
b. Legal Service		3,196,000		512,000				3,708,000	
Sub-total, Support to Operations		6,922,000		3,516,000				10,438,000	
<b>III. Operations</b>									
a. Merit Protection and Promotion Services		57,738,000		17,479,000		425,000		75,642,000	
b. Human Resource Development		10,562,000		26,361,000				36,923,000	
c. Personnel Discipline and Accountability Enhancement		13,519,000		2,949,000				16,468,000	
d. Personnel Data Management		2,942,000		811,000				3,753,000	
Sub-total, Operations		84,761,000		47,600,000		425,000		132,786,000	
<b>TOTAL NEW APPROPRIATIONS</b>	P	170,007,000	P	77,315,000	P	2,600,000	P	249,922,000	

**Special Provisions**

1. Augmentation of Any Item in the Appropriations of the Civil Service Commission. Pursuant to Section 25 (5) of Article VI of the Constitution, the Chairman of the Civil Service Commission is hereby authorized to augment any item in the general appropriations law for the Commission from savings in other items of the CSC appropriations.

2. 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:

## A. PROGRAMS AND ACTIVITIES

	Personal Services	Maintenance and Other Operating Expenses	Capital Outlays	Total
<b>I. General Administration and Support</b>				
<b>a. General Management and Supervision</b>				
<b>1. Central Office</b>				
a. General administrative service, 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 P15,000 for the expense 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	P 26,859,000	P 14,051,000	P 2,175,000	P 43,085,000
b. Conference, seminar & training of the Commission		500,000		500,000
c. Administration of Personnel Benefits	30,032,000			30,032,000
Sub-total, Central Office	56,891,000	14,551,000	2,175,000	73,617,000
<b>2. Regional Offices</b>				
<b>a. General Management and Supervision</b>				
National Capital Region	1,529,000	1,977,000		3,506,000
Region I	1,535,000	687,000		2,222,000
Cordillera Administrative Region	1,459,000	558,000		2,017,000
Region II	1,605,000	506,000		2,111,000
Region III	1,498,000	843,000		2,341,000
Region IV	1,535,000	790,000		2,325,000
Region V	1,535,000	708,000		2,243,000
Region VI	1,535,000	709,000		2,244,000
Region VII	1,479,000	694,000		2,173,000
Region VIII	1,583,000	797,000		2,380,000
Region IX	1,535,000	845,000		2,380,000
Region X	1,535,000	831,000		2,366,000
Region XI	1,535,000	884,000		2,419,000
Region XII	1,535,000	819,000		2,354,000
Sub-total, Regional Offices	21,433,000	11,648,000		33,081,000
Sub-total, General Administration and Support	78,324,000	26,199,000	2,175,000	106,698,000
<b>II. Support to Operations</b>				
a. Formulation of development plans, programs and projects, conduct of researches and studies, administer management improvement programs, monitor/evaluate implemented programs and activities	3,726,000	3,004,000		6,730,000
b. Legal service	3,196,000	512,000		3,708,000
Sub-total, Support to Operations	6,922,000	3,516,000		10,438,000

## III. Operations

## a. Merit Protection and Promotion Services

## 1. Central Office

a. Formulation of policies on government employment including career, merit and promotion and reward system development pursuant to the provisions of E.O. No. 292, R.A. No. 6713, R.A. No. 7160, E.O. No. 3343	3,258,000	3,508,000		6,766,000
b. Development and formulation of policies, guidelines, standards and procedures regarding the various processes involved in recruitment, examination and placement	3,363,000	9,984,000	425,000	13,772,000
c. Adjudication of administrative disciplinary and non-disciplinary cases filed with MSPB and brought on appeal from decision of departments and agencies	3,549,000	371,000		3,920,000
Sub-total, Central Office	10,170,000	13,863,000	425,000	24,458,000

## 2. Regional Offices

## a. Merit Protection &amp; Promotion Services

National Capital Region	9,842,000	604,000		10,446,000
Region I	2,355,000	188,000		2,543,000
Cordillera Administrative Region	2,266,000	194,000		2,460,000
Region II	2,563,000	300,000		2,863,000
Region III	2,936,000	406,000		3,342,000
Region IV	4,260,000	204,000		4,464,000
Region V	3,010,000	228,000		3,238,000
Region VI	2,807,000	328,000		3,135,000
Region VII	2,592,000	195,000		2,787,000
Region VIII	2,629,000	192,000		2,821,000
Region IX	3,042,000	183,000		3,225,000
Region X	3,176,000	252,000		3,428,000
Region XI	2,980,000	167,000		3,147,000
Region XII	3,110,000	175,000		3,285,000
Sub-total, Regional Offices	47,568,000	3,616,000		51,184,000
Sub-total, a	57,738,000	17,479,000	425,000	75,642,000

## b. Human Resource Development

## 1. Central Office

a. Formulation, evaluation and administration of human resources development program including service wide scholarships	2,739,000	25,175,000		27,914,000
Sub-total, Central Office	2,739,000	25,175,000		27,914,000

## 2. Regional Offices

National Capital Region	698,000	118,000		816,000
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Region I	576,000	90,000	666,000
Cordillera Administrative Region	469,000	118,000	587,000
Region II	510,000	116,000	626,000
Region III	576,000	159,000	735,000
Region IV	576,000	67,000	643,000
Region V	576,000	50,000	626,000
Region VI	576,000	111,000	687,000
Region VII	576,000	21,000	597,000
Region VIII	576,000	91,000	667,000
Region IX	576,000	49,000	625,000
Region X	576,000	93,000	669,000
Region XI	493,000	31,000	524,000
Region XII	469,000	72,000	541,000
<b>Sub-total, Regional Offices</b>	<b>7,823,000</b>	<b>1,186,000</b>	<b>9,009,000</b>
<b>Sub-total, b</b>	<b>10,562,000</b>	<b>26,361,000</b>	<b>36,923,000</b>
<b>c. Personnel Discipline and Accountability Enhancement</b>			
<b>1. Central Office</b>			
a. Development of policies, standards and regulations on employee management relation in the public sector	2,278,000	368,000	2,646,000
b. Development of policies, standard rules and regulations on personal services programs evaluation including inspection and audit activities	2,927,000	420,000	3,347,000
c. Implementaton of R.A. No. 7041 (Publication of existing vacant positions in the government)		600,000	600,000
<b>Sub-total, Central Office</b>	<b>5,205,000</b>	<b>1,388,000</b>	<b>6,593,000</b>
<b>2. Regional Offices</b>			
a. Personnel Discipline and Accountability Enhancement			
National Capital Region	884,000	208,000	1,092,000
Region I	581,000	140,000	721,000
Cordillera Administrative Region	469,000	107,000	576,000
Region II	556,000	123,000	679,000
Region III	664,000	130,000	794,000
Region IV	598,000	45,000	643,000
Region V	598,000	84,000	682,000
Region VI	561,000	153,000	714,000
Region VII	526,000	60,000	586,000
Region VIII	598,000	119,000	717,000
Region IX	556,000	59,000	615,000
Region X	556,000	158,000	714,000
Region XI	664,000	88,000	752,000
Region XII	503,000	87,000	590,000
<b>Sub-total, Regional Offices</b>	<b>8,314,000</b>	<b>1,561,000</b>	<b>9,875,000</b>
<b>Sub-total, c</b>	<b>13,519,000</b>	<b>2,949,000</b>	<b>16,468,000</b>

d. Personnel Data Management

1. Maintenance and update of government  
 Officials/personnel records and issuance  
 of statements for retirement and other  
 official purposes

2,942,000      811,000      3,753,000

Sub-total, Operations

84,761,000      47,600,000      425,000      132,786,000

TOTAL, PROGRAMS AND ACTIVITIES

P 170,007,000 P 77,315,000 P 2,600,000 P 249,922,000

New Appropriations, by Object of Expenditures

(In thousand Pesos)

A. Programs/Locally-Funded Projects

Current Operating Expenditures

Personal Services

Salaries of Permanent Positions	124,050
Contractual, Casual and Emergency Personnel	884

Total Salaries and Wages	124,934
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Other Compensation

Terminal Leave Benefits	1,674
Per Diems	85
Pag-I.B.I.G. Contributions	1,799
Medicare Premiums	675
Employees Compensation Insurance Premiums	540
Representation and Transportation Allowance	9,739
Honoraria	310
Bonuses and Incentives	11,832
Step Increments for Merit and Length of Service	1,238
Personnel Economic Relief Allowance	7,200
Additional P500 Allowance	7,986
Others	1,995

Total Other Compensation	45,073
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01 Total Personal Services	170,007
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Maintenance and Other Operating Expenses

02 Travelling Expenses	4,286
03 Communication Services	5,775
04 Repair and Maintenance of Government Facilities	945
05 Repair and Maintenance of Government Vehicles	2,353
06 Transportation Services	1,006
07 Supplies and Materials	10,243
08 Rents	248
14 Water, Illumination and Power Services	6,391
15 Social Security Benefits, Rewards and Other Claims	5,575
17 Training and Seminars Expenses	1,380
18 Extraordinary and Miscellaneous Expenses	1,540
19 Confidential and Intelligence Expenses	15

23 Advertising and Publication Expenses	503
24 Fidelity Bonds and Insurance Premiums	438
29 Other Services	36,617
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Total Maintenance and Other Operating Expenses	77,315
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Total Current Operating Expenditures	247,322
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Capital Outlays	
34 Land and Land Improvements Outlays	500
35 Buildings and Structures Outlay	1,300
36 Furniture, Fixtures, Equipment and Books Outlay	800
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Total Capital Outlays	2,600
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TOTAL NEW APPROPRIATIONS	249,922
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A.1 Career Executive Service Board

For general administration and support services, Career Executive Service (CES) human resource development and personnel administration and maintenance, as indicated hereunder.....P 17,132,000

New Appropriations, by Program

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Current Operating Expenditures

	<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 3,734,000 P	4,341,000 P		P 8,075,000
<b>II. Support to Operations</b>				
a. Career Executive Service (CES) Human Resource Development	502,000	777,000	169,000	1,448,000
<b>III. Operations</b>				
a. Career Executive Service (CES) Personnel Administration and Maintenance	717,000	249,000		966,000
b. Career Executive Service (CES) Human Resource Development	1,168,000	5,475,000		6,643,000
Sub-total, Operations	1,885,000	5,724,000		7,609,000
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Total, Programs	6,121,000	10,842,000	169,000	17,132,000
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TOTAL NEW APPROPRIATIONS	P 6,121,000 P	10,842,000 P	169,000 P	17,132,000
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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 2,596,000	P 4,341,000		P 6,937,000
2. Administration of personnel benefits	1,138,000			1,138,000
Sub-total, General Administration and Support	3,734,000	4,341,000		8,075,000
<b>II. Support to Operations</b>				
<b>a. Career Executive Service (CES) Human Resource Development</b>				
1. Research and External Relations	502,000	777,000	169,000	1,448,000
Sub-total, Support to Operations	502,000	777,000	169,000	1,448,000
<b>III. Operations</b>				
<b>a. Career Executive Service (CES) Personnel Administration and Maintenance</b>				
1. Rank, Compensation and Position Classification	516,000	199,000		715,000
2. Complaints and Adjudication	201,000	50,000		251,000
Sub-total, a	717,000	249,000		966,000
<b>b. Career Executive Service (CES) Human Resource Development</b>				
1. Career Executive Service Performance Evaluation	619,000	976,000		1,595,000
2. Placement, Training and Career Development	549,000	4,499,000		5,048,000
Sub-total, b	1,168,000	5,475,000		6,643,000
Sub-total, Operations	1,885,000	5,724,000		7,609,000
<b>TOTAL, PROGRAMS AND ACTIVITIES</b>	P 6,121,000	P 10,842,000	P 169,000	P 17,132,000

**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	3,990
Contractual, Casual and Emergency Personnel	277
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Total Salaries and Wages	4,267
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## Other Compensation

Terminal Leave Benefits	68
Per Diems	96
Pag-I.B.I.G. Contributions	73
Medicare Premiums	27
Employees Compensation Insurance Premiums	22
Representation and Transportation Allowance	282
Honoraria	163
Bonuses and Incentives	452
Step Increments for Merit and Length of Service	40
Personnel Economic Relief Allowance	264
Additional P500 Allowance	300
Clothing/Uniform Allowance	67
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Total Other Compensation	1,854
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## 01 Total Personal Services

6,121

## Maintenance and Other Operating Expenses

02 Travelling Expenses	485
03 Communication Services	351
05 Repair and Maintenance of Government Vehicles	214
06 Transportation Services	54
07 Supplies and Materials	1,543
08 Rents	1,449
14 Water, Illumination and Power Services	660
15 Social Security Benefits, Rewards and Other Claims	590
17 Training and Seminar Expenses	3,150
18 Extraordinary and Miscellaneous Expenses	40
23 Advertising and Publication Expenses	25
24 Fidelity Bonds & Insurance Premiums	64
29 Other Services	2,217
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Total Maintenance and Other Operating Expenses	10,842
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## Total Current Operating Expenditures

16,963

## Capital Outlays

36 Furniture, Fixtures, Equipment and Books Outlay	169
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Total Capital Outlays	169
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## TOTAL NEW APPROPRIATIONS

17,132



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 170,007,000 P	77,315,000 P	2,600,000 P	249,922,000
A.1. Career Executive Service Board	6,121,000	10,842,000	169,000	17,132,000
<b>Total New Appropriations, Civil Service Commission</b>	<b>P 176,128,000 P</b>	<b>88,157,000 P</b>	<b>2,769,000 P</b>	<b>267,054,000</b>