

**XXXIX. MISCELLANEOUS PERSONNEL BENEFITS FUND**

For payment of miscellaneous personnel benefits to or on behalf of national government officials and employees . . . . . P 77,047,627,000

New Appropriations, by Purpose

	<u>Current Operating Expenditures</u>			<u>Total</u>
	<u>Personnel Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	
<b>TOTAL NEW APPROPRIATIONS</b>	P <u>76,847,627,000</u>	P <u>200,000,000</u>		P <u>77,047,627,000</u>

**Special Provision(s)**

1. **Payment of Personnel Benefits.** The amount of Seventy Six Billion Eight Hundred Forty Seven Million Six Hundred Twenty Seven Thousand Pesos (P76,847,627,000) appropriated herein for the payment of personnel benefits shall be used for the following: (i) deficiencies in authorized salaries, bonuses, allowances, associated premiums, and other similar personnel benefits of National Government personnel, including Personnel Services requirements for filling of, and creation of positions, compensation adjustments, as may be authorized by law, the President of the Philippines, or the DBM, and for Career Executive Service Officers (CESOs) placed under the Government Executive Resource Pool (GERP) Program of the CESB; and (ii) grant of medical allowance as subsidy to qualified employees in the National Government, pursuant to Section 65 of the General Provisions of this Act, for the availment of Health Maintenance Organization (HMO)-type benefits. 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 60 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.

New Appropriations, by Purpose

	<u>Current Operating Expenditures</u>			<u>Total</u>
	<u>Personnel Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	
<b>PURPOSE(S)</b>				
1. Performance-Based Bonus	P 27,201,769,000			P 27,201,769,000
2. Funding Requirements for the Filling up of Unfilled Positions	12,521,017,000			12,521,017,000
3. Legal Defense Fund		200,000,000		200,000,000
4. For Payment of Other Personnel Benefits	9,928,996,000			9,928,996,000

5. Funding Requirements for Staffing Modifications and Upgrading of Salaries	<u>27,195,845,000</u>	<u>27,195,845,000</u>
<b>TOTAL NEW APPROPRIATIONS</b>	<b>P <u>76,847,627,000</u></b>	<b>P <u>77,047,627,000</u></b>
 <u>New Appropriations, by Object of Expenditures</u> (In Thousand Pesos)		
Current Operating Expenditures		
Personnel Services		
Civilian Personnel		
Other Compensation Common to All		
Performance Based Bonus		<u>27,201,769</u>
Total Other Compensation Common to All		<u>27,201,769</u>
Other Compensation for Specific Groups		
Lump-sum for filling of Positions - Civilian		12,521,017
Lump-sum for Personnel Services		20,033,094
Other Personnel Benefits		<u>17,091,747</u>
Total Other Compensation for Specific Groups		<u>49,645,858</u>
Total Personnel Services		<u>76,847,627</u>
Maintenance and Other Operating Expenses		
Professional Services		<u>200,000</u>
Total Maintenance and Other Operating Expenses		<u>200,000</u>
Total Current Operating Expenditures		<u>77,047,627</u>
<b>TOTAL NEW APPROPRIATIONS</b>		<b><u>77,047,627</u></b>

**GENERAL SUMMARY  
MISCELLANEOUS PERSONNEL BENEFITS FUND**

	<u>Current Operating Expenditures</u>			
	<u>Personnel Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
A. MISCELLANEOUS PERSONNEL BENEFITS FUND	P <u>76,847,627,000</u>	P <u>200,000,000</u>		P <u>77,047,627,000</u>
<b>TOTAL NEW APPROPRIATIONS, MISCELLANEOUS PERSONNEL BENEFITS FUND</b>	P <u><u>76,847,627,000</u></u>	P <u><u>200,000,000</u></u>		P <u><u>77,047,627,000</u></u>