

**[ADMINISTRATIVE ORDER NO. 276, December
15, 2009]**

**AUTHORIZING THE GRANT OF PRODUCTIVITY ENHANCEMENT
INCENTIVE FOR FY 2009**

WHEREAS, government employees have continued to serve the public with dedication and efficiency even amidst economic difficulties brought about by the global financial crisis as well as during natural adversities that devastated our country in the last quarter of 2009;

WHEREAS, in the past years, the commendable services of government employees were rewarded through the one-time grant of Performance Bonus;

WHEREAS, the Senate and House of Representatives Joint Resolution No. 4 approved on June 17, 2009 authorizes the President of the Philippines to modify the Compensation and Position Classification System of Civilian Personnel and the Base Pay Schedule of Military and Uniformed Personnel in the Government;

WHEREAS, Item 4(h)(ii)(bb) of the foregoing Joint Resolution authorizes the President of the Philippines to grant Productivity Enhancement Incentive (PEI) for the personnel of the Executive Branch and Local Government Units (LGUs), as a form of incentive to motivate their efforts towards continued improved performance;

WHEREAS, the Department of Budget and Management (DBM) and the Civil Service Commission (CSC) jointly recommended the grant of PEI to government employees as an incentive for their contribution to improved productivity in their respective agencies.

NOW, THEREFORE, I, GLORIA MACAPAGAL-ARROYO, President of the Republic of the Philippines, by virtue of the powers vested in me by law, do hereby order:

SECTION 1. Productivity Enhancement Incentive for Employees in the Executive Branch. Government employees in the Executive Branch, including those in government-owned or controlled corporations (GOCCs) and government financial institutions (GFIs), whether hired on permanent, temporary, casual, or contractual basis, are entitled to receive a one-time grant of a maximum of Ten Thousand Pesos (P10,000.00) each as Performance Enhancement Incentive (PEI), subject to the following conditions:

- a. Employees have rendered at least four (4) months of service for the year, as of November 30, 2009;
- b. Employees who have rendered less than four (4) months of service as of November 30, 2009, shall also be entitled to the PEI on a pro-rated basis as follows:

Length of Service	Percentage
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