

**[ ADMINISTRATIVE ORDER NO. 131, December 15, 2005 ]**

**AUTHORIZING THE GRANT OF PERFORMANCE BONUS FOR FY 2005**

WHEREAS, government agencies exerted commendable efforts towards the achievement of sound fiscal performance;

WHEREAS, in recognition of the contribution of government personnel in providing quality service to the Filipino people, it is the policy of the government to improve the economic welfare of government personnel;

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.** All personnel of national government agencies, including government-owned or controlled corporations (GOCCs), government financial institutions (GFIs), whether permanent, temporary, casual and on a contractual basis, and who have rendered at least four (4) months of service as of November 30, 2005, are entitled to receive a Performance Bonus (PerB) in the amount not to exceed Five Thousand (P5,000.00) Pesos each.

**SECTION 2.** Government personnel who have rendered less than four (4) months of service as of November 30, 2005 shall also be entitled to PerB on a pro-rated basis as follows:

Length of Service	Percentage
3 months but less than 4 months	40%
2 months but less than 3 months	30%
1 month but less than 2 months	20%
Less than one month	10%

**SECTION 3.** The PerB shall be granted to all government personnel who have not received any additional benefit in FY 2005, over and above the year-end benefit authorized under R.A. No. 6686, as amended by R.A. No. 8441.

**SECTION 4.** Funds needed to implement this Administrative Order shall be charged against the following:

- a. For national government agencies except the Constitutional Offices/Fiscal Autonomy Group (CFAG);
  - All unreleased appropriations under the FY 2005 budget, which shall be pooled for the purpose; and
  - Available net savings reported by the departments/agencies as of November 30, 2005.
- b. For agencies belonging to the CFAG, the amount shall be charged against their available savings; and
- c. For GOCCs/GFIs, the amount needed shall be charged against their respective funds.

- GOCCs/GFIs which do not have adequate or sufficient resources may partially implement the benefit herein authorized, provided that the partial implementation shall be uniform for all positions.

**SECTION 5.** Payment of PerB shall not be made earlier than December 16, 2005.

**SECTION 6.** The Department of Budget and Management shall issue the Implementing Rules and Regulations covering this Administrative Order.

**SECTION 7.** This Administrative Order shall take effect immediately.

Adopted: 15 Dec. 2005

(SGD.) GLORIA MACAPAGAL-ARROYO

By the President:

(SGD.) EDUARDO R. ERMITA  
*Executive Secretary*

