



Republika ng Pilipinas
Pambansang Pangasiwaan ng Patubig
(NATIONAL IRRIGATION ADMINISTRATION)
Lungsod ng Quezon

OFFICE ADDRESS: NATIONAL GOVERNMENT CENTER
E. DE LOS SANTOS AVENUE
QUEZON CITY PHILIPPINES

TELEPHONE NOS.: 929-6071 TO 78
TELEFAX NO.: 926-2846
TIN: 000-916-415

OUR REFERENCE:

MC No. 57, s. 2006

MEMORANDUM CIRCULAR

**TO : THE DEPUTY ADMINISTRATOR, ASSISTANT ADMINISTRATORS,
DEPARTMENT / REGIONAL / OPERATION / PROJECT MANAGERS,
PROVINCIAL IRRIGATION OFFICERS, IRRIGATION
SUPERINTENDENTS AND ALL OTHERS CONCERNED**

**SUBJECT: GRANT OF PERFORMANCE BONUS FOR FY 2006 PURSUANT TO
ADMINISTRATIVE ORDER NO. 164**

1.0 PURPOSE

This Circular is issued pursuant to Administrative Order No. 164 dated 11 December 2006 authorizing the Grant of Performance Bonus for FY 2006.

2.0 COVERAGE

2.1 All NIA personnel whether hired on permanent, temporary, casual or contractual basis and who have rendered at least four (4) months of service as of November 30, 2006 are entitled to receive a Performance Bonus (PerB) in the amount not to exceed Six Thousand Pesos (P6,000.00) each.

2.2 NIA personnel who have rendered less than four (4) months of service as of November 30, 2006 shall also be entitled to PerB on a pro-rated basis, as follows:

Length of Service	Percentage	Amount
3 months but less than 4 months	40%	P2,400.00
2 months but less than 3 months	30%	1,800.00
1 month but less than 2 months	20%	1,200.00
Less than one (1) month	10%	600.00

3.0 FUNDING SOURCE

Funds for the purpose of implementing this Circular for those whose salaries/wages are charged against the Current Operating Budget for 2006 shall be drawn therefrom. Those whose positions are authorized under Project Plantilla shall be charged against their respective Project funds.

4.0 EFFECTIVITY

Payment of the PerB shall be made not earlier than December 15, 2006.

5.0 RESPONSIBILITY OF CHIEFS OF OFFICES

The Chiefs of offices/projects concerned shall be held responsible for the implementation of this Circular in their respective area/s of jurisdiction and shall held liable for any deviation/s from the provisions hereof, without prejudice, however, to the refund of any excess payment by the employees concerned.

- 6.0 Cases not covered by this Circular shall be referred to the Administrator Attn.: Deputy Administrator and Concurrent Assistant Administrator for Administrative Services.

Be guided accordingly.


Gen. ARTURO C. LOMIBAO
Administrator

18 December 2006



MALACAÑANG
MANILA

ADMINISTRATIVE ORDER NO. 164

AUTHORIZING THE GRANT OF PERFORMANCE BONUS FOR FY 2006

WHEREAS, government agencies exerted commendable efforts towards sustaining sound fiscal performance;

WHEREAS, the government personnel played an important role in achieving sound fiscal performance and in providing quality service to the Filipino people;

WHEREAS, it is the policy of the government to improve the economic welfare of government personnel;

NOW, THEREFORE, I OLORIA 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 including government-owned or controlled corporations (GOCCs) and government financial institutions (GFIs), whether hired on permanent, temporary, casual or contractual basis and who have rendered at least four (4) months of service as of November 30, 2006, are entitled to receive a Performance Bonus (PerB) in the amount not to exceed Six Thousand Pesos (P6,000.00) each.

SECTION 2. Government personnel who have rendered less than four (4) months of service as of November 30, 2006 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 1 month	10%

SECTION 3. The PerB shall be granted to all government personnel who have not received any additional benefit in FY 2006 over and above the year-end benefit authorized under R.A. No. 6686, as amended by R.A. No. 8441

Allen Wilbert



U- MR. PANO

FM: DR. TANANGAW

00:36 FAX 025510990

LRCLSEP

17:20 7354845

DEM

PAGE 02

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

a. For national government agencies except the Constitutional Offices/Fiscal Autonomy Group (CPAG):

Available savings of the departments/agencies; and

All unrelieved appropriations under the FY 2006 budget, which shall be pooled for the purpose;

b. For agencies under CPAG, the amount shall be charged against their available savings; and

c. For DOCCs and OFIs, the amount needed shall be charged against their respective corporate funds.

DOCCs and OFIs 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 this benefit shall be made not earlier than December 15, 2006.

SECTION 6. The implementing rules and regulations covering this Administrative Order shall be issued by the Department of Budget and Management.

SECTION 7. This Order shall take effect immediately.

DONE in the City of Manila, this 11th day of December in the year our Lord, Two Thousand and Six.

By the President:

GUARDO R. ERMITA
Executive Secretary

John M. Araya

