

FOR: JORGE PALOMARES

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. 15, s. 2007

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 PRODUCTIVITY INCENTIVE BENEFIT (PIB) FOR CY 2006

1. PURPOSE

The PIB authorized under Administrative Order No. 161 dated December 6, 1994 is hereby granted to qualified NIA officials and employees. The grant shall be in accordance with the hereunder rules and regulations as prescribed under National Compensation Circular Nos. 73 and 73-A dated December 27, 1994 and March 1, 1995, respectively.

2. COVERAGE

The benefits herein authorized apply to all appointive officials and employees including casual, temporary and full-time contractual personnel whose employment is in the nature of regular personnel.

This Circular covers the grant of PIB for CY 2006.

3. BASIS AND AMOUNT OF BENEFIT

- 3.1 The incentive pay shall be based on individual personnel productivity and performance as evaluated and determined by the heads of the respective offices and in accordance with the policies and standards set by the Civil Service Commission.

- 3.2 To be entitled to the PIB, officials/employees should have at least satisfactory performance ratings for the two (2) semesters of CY 2006 and should have contributed to the productivity of the office/agency as determined by the respective heads of offices.
- 3.3 The PIB shall be in the amount of two thousand pesos (P2,000.00) each recipient.

4. MISCELLANEOUS PROVISIONS

- 4.1 The PIB of officials and employees who transferred to another government office/agency on or before the end of CY 2006 for which the PIB is granted shall be paid by the new office/agency while the benefits of those who transferred after December 31, 2006 shall be paid by NIA.

- 4.2 The PIB of officials and employees who are employed on a part-time basis shall be equivalent to one-half of the full amount received by the full-time officials/employees with the same productivity and performance appraisal.

The amount necessary for the purpose of implementing this Circular shall be sourced fully from the Calendar Year 2006 Budget.

Funds to cover the PIB of those whose salaries/wages are charged against the COB shall be correspondingly charged thereto. Those whose positions are authorized under project Plantilla/s shall be charged against their respective project funds.

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

- 4.4 Cases concerning the PIB of officials and employees who were retired, on leave of absence with or without pay; or on authorized attendance at a training course/scholarship grant or any other similar activity shall be referred to the Central office, Attn. The Assistant Administrator for Administrative Services.

For compliance.

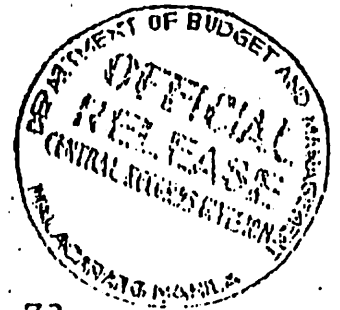

Gen. ARTURO C. LOMIBAO
Administrator

**NATIONAL IRRIGATION ADMINISTRATION
PRODUCTIVITY INCENTIVE BONUS (PIB) ESTIMATES
CY 2006**

RESPONSIBILITY CENTER	F I L L E D			A M O U N T		
	MONTHLY	DAILY-COB	TOTAL	MONTHLY	DAILY-COB	TOTAL
CENTRAL OFFICE	517	28	545	1,034,000	56,000	1,090,000
REGION 1	225	22	247	450,000	44,000	494,000
REGION 2	249	121	370	498,000	242,000	740,000
REGION 3	389	46	435	778,000	92,000	870,000
REGION 4	384	47	431	768,000	94,000	862,000
REGION 5	186	38	224	372,000	76,000	448,000
REGION 6	331	48	379	662,000	96,000	758,000
REGION 7/8	195	68	263	390,000	136,000	526,000
REGION 9	138	4	142	276,000	8,000	284,000
REGION 10	222	23	245	444,000	46,000	490,000
REGION 11	262	61	323	524,000	122,000	646,000
REGION 12	384	70	454	768,000	140,000	908,000
REGION 13	150	24	174	300,000	48,000	348,000
UPRIIS	413	89	502	826,000	178,000	1,004,000
MRIIS	472	158	630	944,000	316,000	1,260,000
CAR	128	12	140	256,000	24,000	280,000
TOTAL	4,645	859	5,504	9,290,000	1,718,000	11,008,000



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF BUDGET AND MANAGEMENT
MALACANANG, MANILA



NATIONAL COMPENSATION CIRCULAR NO. 73

December 27, 1994

TO : HEADS OF DEPARTMENTS, BUREAUS, OFFICES AND AGENCIES OF NATIONAL GOVERNMENT, INCLUDING STATE UNIVERSITIES AND COLLEGES, GOVERNMENT-OWNED AND/OR CONTROLLED CORPORATIONS AND FINANCIAL INSTITUTIONS, LOCAL GOVERNMENT UNITS AND ALL OTHERS CONCERNED

SUBJECT : GRANT OF PRODUCTIVITY INCENTIVE BENEFIT (PIB) FOR CY 1994 AND YEARS THEREAFTER

1.0 PURPOSE / OBJECTIVE

This Circular is being issued to prescribe the rules and regulations on the grant of PIB for CY 1994 and years thereafter authorized under Administrative Order No. 161, dated December 6, 1994.

2.0 COVERAGE

2.1 The benefits herein authorized shall apply to all appointive officials and employees of the national government, local government units and government-owned and/or controlled corporations and government financial institutions, including casual, temporary and full-time contractual personnel whose employment is in the nature of regular personnel.

2.1.1 For this purpose, casual, temporary and full-time contractual personnel shall refer only to those whose positions have been approved by the Department of Budget and Management and whose hiring have been approved by the Civil Service Commission.

2.2 Officials and employees of government sequestered/foreclosed corporations that are covered by the national labor laws being implemented by the Department of Labor and Employment shall not be entitled to the benefits prescribed in this Circular.

3.0 BASIS AND AMOUNT OF AWARD

3.1 The incentive pay shall be based on individual personnel productivity and performance as evaluated and determined by the heads of the respective offices/agencies in accordance with the policies and standards set by the Civil Service Commission.

3.2 To be entitled to the PIB, officials/employees shall have at least a satisfactory performance rating for the two (2) semesters immediately preceding the year in which the incentive pay shall be released; and shall have contributed to the productivity of their office/agency as determined by the respective heads of agency.

3.3 The amount of incentive that will be paid deserving officials/employees pursuant to this Circular may vary for each official/employee within an agency depending on their individual performance appraisal.

4.0 COST OF INCENTIVE

The total cost of the incentive pay that will be utilized for the purpose by any government agency, including government-owned and/or -controlled corporations, government financial institutions and local government units, in any one year shall in no case exceed the average of P2,000 per occupied/filled position referred to in Item 2.1 above. (*Illustrative Example in ANNEX "A"*).

5.0 FUNDING SOURCE

5.1 For the National Government agencies, funding shall be from the Incentive Fund that will be provided in the annual General Appropriations Act.

5.2 In the case of government-owned and/or -controlled corporations, including government financial institutions, local government units and project personnel, funding shall be sourced from their respective corporate, local and project funds.

5.2.1 For this purpose, government-owned and/or -controlled corporations and government financial institutions, and local government units are hereby authorized to appropriate annually an amount to cover these benefits.

6.0 RELEASE OF FUNDS TO NATIONAL GOVERNMENT OFFICE/AGENCY

The Department of Budget and Management shall release the funds from the Incentive Fund direct to the government office/agency involved.

For the PIB for CY 1994, to be paid in 1995, agencies of the national government are required to submit, immediately after its payment, an accounting of the actual amount used for this purpose.

For the subsequent years, offices/agencies of the national government shall submit a list of officials and employees entitled to the benefit under this Circular within the first quarter of the calendar year immediately following the two semesters during which the benefit was earned, as basis for the release of funds.

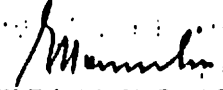
7.0 PROHIBITION FROM ESTABLISHING/AUTHORIZING A SEPARATE PRODUCTIVITY AND PERFORMANCE INCENTIVE AWARD

7.1 Heads of departments, agencies, governing boards, commissions, offices, including government-owned and/or -controlled corporations and government financial institutions, and local government units, are hereby prohibited from establishing and authorizing a separate productivity and performance incentive award of any form.

7.2 Strict compliance by all concerned with the provisions of this Circular is enjoined. Anyone found violating any of the mandates in this Circular, including all officials/employees and the COA Auditor-In-Charge of such government office/agency found to have taken part thereof, shall be accordingly and severely dealt with in accordance with the applicable provisions of existing penal laws.

8.0 Cases not covered under this Circular shall be referred to the Department of Budget and Management for proper study and recommendation to the Office of the President.

9.0 The grant of benefit under said Circular shall take effect on January 1, 1995 based on the performance evaluation of officials and employees for CY 1994.


EMILIA T. BONCODIN
Acting Secretary

ANNEX "A"

ILLUSTRATIVE EXAMPLE

**COMPUTATION OF THE TOTAL AMOUNT
THAT WILL BE USED FOR PIB**

**Total number of FILLED/OCCUPIED positions as of
December 31, 1994:**

- | | | |
|----|---|-------|
| a) | Regular filled positions per DBM-approved
Plantilla or Personnel whether on
permanent or temporary status | 2,000 |
| b) | Non-itemized filled positions reported to
and approved by the DBM: | |
| 1. | Casual/Emergency personnel | 150 |
| 2. | Contractual personnel | 50 |
| | Total | 2,200 |

x P2,000

**TOTAL AMOUNT THAT CAN BE
UTILIZED FOR PIB BASED ON
PERFORMANCE FOR CY 1994**

P4,400,000



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF BUDGET AND MANAGEMENT
MALACANANG, MANILA

NATIONAL COMPENSATION CIRCULAR NO. 73-A
March 1, 1995

HEADS OF DEPARTMENTS, BUREAUS, OFFICES AND AGENCIES OF THE NATIONAL GOVERNMENT, STATE COLLEGES AND UNIVERSITIES; GOVERNMENT-OWNED AND/OR -CONTROLLED CORPORATIONS AND FINANCIAL INSTITUTIONS; LOCAL GOVERNMENT UNITS; AND ALL OTHERS CONCERNED

SUBJECT

SUPPLEMENTING NATIONAL COMPENSATION CIRCULAR NO. 73 DATED DECEMBER 27, 1984 ON THE GRANT OF PRODUCTIVITY INCENTIVE BENEFITS (PIB) FOR CY 1994 AND YEARS THEREAFTER

1.0 PURPOSE

This Circular is issued to supplement the provisions under National Compensation Circular NO. 73, and thereby clarify other matters not covered therein.

2.0 The following provisions are hereby added to the said Circular which shall be known as Item 4.0:

4.0 The PIB of Officials and Employees Who Transferred from One Agency to Another and Those Who are Employed on Part-time Basis

4.1 The PIB of officials and employees who transferred to another government office/agency on or before the end of the calendar year for which the PIB is granted shall be paid by the new office/agency while the benefits of those who transferred after December 31 of the same calendar year shall be paid by the former office/agency.

4.2 The PIB of officials and employees who are employed on a part-time basis shall be equivalent to one-half of the full amount received by full-time officials and employees with the same productivity and performance appraisal.

- 3.0 - Item 8.0 of the same Circular is hereby amended to read as follows:

"8.0 Cases concerning the PIB of officials and employees who were newly-hired, retired, on leave of absence with or without pay, or on authorized attendance at a training course/scholarship grant or any other similar activity shall be referred to the Civil Service Commission for resolution while all other cases not covered under this Circular shall be referred to the Department of Budget and Management for proper study and recommendation to the Office of the President."

4.0 Items 4.0 to 9.0 are hereby renumbered accordingly.

- 5.0 - This Circular shall cover the grant of CY 1994 PIB and years thereafter.


SALVADOR M. ENRIQUEZ, JR.
Secretary