



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

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ANG
KAHIRAPAN**



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OUR REFERENCE:

MC No. 03, s. 2009

MEMORANDUM CIRCULAR

TO : THE SR. DEPUTY ADMINISTRATOR, DEPUTY
ADMINISTRATORS, DEPARTMENT / REGIONAL / OPERATION /
PROJECT MANAGERS, DIVISION MANAGERS, PROVINCIAL
IRRIGATION OFFICERS, IRRIGATION SUPERINTENDENTS
AND OTHERS CONCERNED

SUBJECT: **GRANT OF PRODUCTIVITY INCENTIVE BENEFIT FOR
CY 2008**

1. PURPOSE

The Productivity Incentive Benefit (PIB), as its name connotes, is an incentive pay 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.

The PIB authorized under Administrative Order No. 161 dated December 6, 1994 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 PIB for CY 2008 shall be enjoyed by NIA officials and employees including casual, temporary and full-time contractual personnel whose employment is in the nature of regular personnel and has an aggregate service of at least nine (9) months as of December 31, 2008 including period of scholarship, if any.

3. RULES & REGULATIONS

- 3.1 To be entitled to the PIB, officials/employees should have at least satisfactory performance ratings for the two (2) semesters of CY 2008 and should have contributed to the productivity of the office/agency as determined by the respective chiefs of offices/projects.
- 3.2 The PIB shall be in the amount of two thousand pesos (P2,000.00) each recipient.
- 3.3 The PIB of officials and employees who transferred to another government office/agency on or before the end of CY 2008 for which the PIB is granted shall be paid by the new office/agency while the benefits of those who transferred after December 31, 2008 shall be paid by NIA.
- 3.4 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.
- 3.5 The amount necessary for the purpose of implementing this circular shall be sourced from Calendar Year 2009 Budget and/or continuing allotment of CY 2008 project funds.
- 3.6 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.
- 3.7 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. RESOLUTION OF CASES

Cases not covered by this Circular shall be referred to the Office of the Deputy Administrator for Administrative and Financial Management Attn: Personnel & Records Management Department.

For compliance.


CARLOS S. SALAZAR
Administrator

11 February 2009