

XXXIX. MISCELLANEOUS PERSONNEL BENEFITS FUND

For payment of miscellaneous personnel benefits to or on behalf of national government officials and employees.....P 35,529,267,000  
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New Appropriations, by Purpose  
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Current Operating Expenditures

	Personnel Services	Maintenance and Other Operating Expenses	Capital Outlays	Total
TOTAL NEW APPROPRIATIONS	P 35,329,267,000	P 200,000,000		P 35,529,267,000
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Special Provision(s)

1. **Payment of Personnel Benefits.** The amount of Thirty Five Billion Five Hundred Twenty Nine Million Two Hundred Sixty Seven Thousand Pesos (P35,529,267,000) appropriated herein for the payment of personnel benefits shall be used for deficiencies in authorized salaries, bonuses, allowances, associated premiums and other similar personnel benefits of National Government personnel, including Personnel Services requirements for the filling and creation of positions as may be authorized by law, the President of the Philippines, or the DBM. Of this amount, Six Hundred Eight Million Two Hundred Fifty Seven Thousand Pesos (P608,257,000) shall cover the increase in government counterpart contributions to PhilHealth which shall allow the latter to continually provide, among others, primary care benefit. Accordingly, the PhilHealth shall update the guidelines in the provision of primary care benefit in addition to inpatient and outpatient care benefits.

Release of funds shall be subject to the determination by the DBM that the Personnel Services requirements cannot be accommodated within the agency's Personnel Services appropriations as authorized under Section 50 of the General Provisions of this Act.

2. **Legal Defense Fund.** The amount of Two Hundred Million Pesos (P200,000,000) appropriated herein for the Legal Defense Fund shall be used for the actual expenses, including payment of premiums for posting of bail bonds and cash advance for expenses of officials and employees of departments, bureaus and offices, in relation to the defense of administrative, civil or criminal cases filed against them in courts for acts committed in the performance of their actual functions.

The claims that may be charged against this Fund shall include the claims duly filed starting in FY 2016, which have not been released without the fault of the claimant, and limited to the amounts provided in the guidelines issued for this purpose. The maximum allowable amounts shall be applied per case and consolidated cases shall be considered as one case.

The amount of legal expenses charged against this Fund shall be refunded to the government when the claimant is found guilty by final judgment by the Court in relation to the offense charged.

Release of funds shall be subject to the favorable endorsement by the Legal Defense Fund Claims Board established in each agency to determine the eligibility and compliance with the allowable amounts chargeable from this Fund. Any favorable decision by the Board shall be final and executory, while denial of claims shall be appealable directly to the Office of the President.

The Legal Defense Fund may likewise be used for the legal assistance of Bids and Awards Committee members and their support staff authorized under R.A. No. 9184, its IRR and GPPB guidelines.

Implementation of this provision shall be subject to W.B.C. No. 566 dated December 15, 2016 and such other guidelines as may be issued by the DBM for the purpose.

3. **Implementation of National Budget Circular (NBC) No. 461.** The amount appropriated herein for the implementation of NBC No. 461 shall be used solely for the said purpose effective July 1, 2019.

(CONDITIONAL IMPLEMENTATION- President's Veto Message, April 15, 2019, Volume I-B, page 960, R.A. No. 10924)

New Appropriations, by Purpose  
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Current Operating Expenditures

	Personnel Services	Maintenance and Other Operating Expenses	Capital Outlays	Total
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## GENERAL APPROPRIATIONS ACT, FY 2019

## PROGRAMS

Purpose(s)			
Miscellaneous Personnel Benefits Fund			
1. Performance-Based Bonus	P 13,506,483,000	P	P 13,506,483,000
2. Funding Requirements for the Filling up of Unfilled Positions	5,930,618,000		5,930,618,000
3. Legal Defense Fund		200,000,000	200,000,000
4. For Payment of Other Personnel Benefits	521,095,000		521,095,000
5. For Payment of Compensation Adjustment	1,599,326,000		1,599,326,000
6. Funding Requirements for Staffing Modifications and Upgrading of Salaries	11,676,949,000		11,676,949,000
7. For Payment of Contributions to Philippine Health Insurance Corporation	608,257,000		608,257,000
8. For the Implementation of National Budget Circular No. 461	1,486,539,000		1,486,539,000
Sub-total, Purpose(s)	35,329,267,000	200,000,000	35,529,267,000
<b>TOTAL NEW APPROPRIATIONS</b>	<b>P 35,329,267,000</b>	<b>P 200,000,000</b>	<b>P 35,529,267,000</b>

## New Appropriations, by Object of Expenditures

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(In Thousand Pesos)

## Current Operating Expenditures

## Personnel Services

## Civilian Personnel

## Other Compensation Common to All

Overtime Pay	477,541
Performance Based Bonus	13,506,483
Step Increment	43,554

Total Other Compensation Common to All	14,027,578
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## Other Compensation for Specific Groups

Lump-sum for Compensation Adjustment	3,085,865
Lump-sum for filling of Positions - Civilian	5,930,618
Lump-sum for Personnel Services	11,676,949

Total Other Compensation for Specific Groups	20,693,432
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## Other Benefits

PhilHealth Contributions	608,257
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Total Other Benefits	608,257
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Total Personnel Services	35,329,267
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<b>Maintenance and Other Operating Expenses</b>	
Professional Services	200,000
<b>Total Maintenance and Other Operating Expenses</b>	<u>200,000</u>
<b>Total Current Operating Expenditures</b>	<u>35,529,267</u>
<b>TOTAL NEW APPROPRIATIONS</b>	<u><u>35,529,267</u></u>

**GENERAL SUMMARY**  
**MISCELLANEOUS PERSONNEL BENEFITS FUND**

	<u>Current Operating Expenditures</u>			
	<u>Personnel Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
<b>A. MISCELLANEOUS PERSONNEL BENEFITS FUND</b>	P 35,329,267,000	P 200,000,000		P 35,529,267,000
<b>TOTAL NEW APPROPRIATIONS, MISCELLANEOUS PERSONNEL BENEFITS FUND</b>	P 35,329,267,000	P 200,000,000		P 35,529,267,000