

**XXXIX. MISCELLANEOUS PERSONNEL BENEFITS FUND**

For payment of miscellaneous personnel benefits to or on behalf of national government officials and employees . . . . . P 27,718,939,000

New Appropriations, by Purpose

	Current Operating Expenditures			Total
	Personnel Services	Maintenance and Other Operating Expenses	Capital Outlays	
<b>TOTAL NEW APPROPRIATIONS</b>	P <u>27,518,939,000</u>	P <u>200,000,000</u>		P <u>27,718,939,000</u>

**Special Provision(s)**

**1. Payment of Personnel Benefits.** The amount of Twenty Seven Billion Five Hundred Eighteen Million Nine Hundred Thirty Nine Thousand Pesos (P27,518,939,000) 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 salary adjustment of nurses and 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, Seven Hundred Twenty Three Million Eight Hundred Thirty Four Thousand Pesos (P723,834,000) shall cover the increase in government counterpart contributions to PhilHealth pursuant to R.A. No. 11223.

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 53 of the General Provisions of this Act.

(CONDITIONAL IMPLEMENTATION - President's Veto Message, December 30, 2021, Volume I-B, page 814, R.A. No. 11639)

**2. Implementation of National Budget Circular (NBC) No. 461.** The amount of One Hundred Million Pesos (P100,000,000) appropriated herein shall be used for the implementation of Cycle 8 and Cycle 9 periods of NBC No. 461: *Provided*, That the existing NBC No. 461 implementing guidelines shall be used for the Cycle 8 promotion. Any new guidelines shall be prospectively applied.

The amounts appropriated under the Miscellaneous Personnel Benefits Fund may be used to augment any deficiency in the amount authorized for the implementation of NBC No. 461. (CONDITIONAL IMPLEMENTATION - President's Veto Message, December 30, 2021, Volume I-B, page 814, R.A. No. 11639)

**3. 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 expense 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 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.

Implementation of this special provision shall be subject to the provisions of N.B.C. No. 566 dated December 15, 2016, as amended by N.B.C. No. 582 dated December 29, 2020, and such other guidelines issued thereon.

New Appropriations, by Purpose

	Current Operating Expenditures			Total
	Personnel Services	Maintenance and Other Operating Expenses	Capital Outlays	

**PROGRAMS**

Purpose(s)

Miscellaneous Personnel Benefits Fund

1. Performance-Based Bonus	P	10,000,000,000	P	P	10,000,000,000
2. Funding Requirements for the Filling up of Unfilled Positions		9,207,802,000			9,207,802,000

3. Legal Defense Fund		200,000,000	200,000,000
4. For Payment of Other Personnel Benefits	183,301,000		183,301,000
5. Funding Requirements for Staffing Modifications and Upgrading of Salaries	4,009,404,000		4,009,404,000
6. Funding Requirements for Human Resources for Health Deployment	3,269,598,000		3,269,598,000
7. Funding Requirements for Staffing Modifications and Upgrading of Salaries, UP Manila	25,000,000		25,000,000
8. Funding Requirements for the implementation of National Budget Circular No. 461	100,000,000		100,000,000
9. For Payment of Contributions to Philippine Health Insurance Corporation	723,834,000		723,834,000
Sub-total, Purpose(s)	27,518,939,000	200,000,000	27,718,939,000
<b>TOTAL NEW APPROPRIATIONS</b>	<b>P 27,518,939,000</b>	<b>P 200,000,000</b>	<b>P 27,718,939,000</b>

New Appropriations, by Object of Expenditures  
(In Thousand Pesos)

Current Operating Expenditures

Personnel Services

Civilian Personnel

Other Compensation Common to All

Overtime Pay	141,343
Performance Based Bonus	10,000,000
Step Increment	41,958

Total Other Compensation Common to All 10,183,301

Other Compensation for Specific Groups

Lump-sum for filling of Positions - Civilian	9,207,802
Lump-sum for Personnel Services	4,134,404

Total Other Compensation for Specific Groups 13,342,206

Other Benefits

PhilHealth Contributions	723,834
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Total Other Benefits 723,834

Non-Permanent Positions 3,269,598

Total Personnel Services 27,518,939

Maintenance and Other Operating Expenses

Professional Services 200,000

Total Maintenance and Other Operating Expenses	<u>200,000</u>
Total Current Operating Expenditures	<u>27,718,939</u>
<b>TOTAL NEW APPROPRIATIONS</b>	<u><u>27,718,939</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 <u>27,518,939,000</u>	P <u>200,000,000</u>		P <u>27,718,939,000</u>
<b>TOTAL NEW APPROPRIATIONS, MISCELLANEOUS PERSONNEL BENEFITS FUND</b>				P <u><u>27,518,939,000</u></u>	P <u><u>200,000,000</u></u>		P <u><u>27,718,939,000</u></u>