

**[ ADMINISTRATIVE ORDER NO. 365, October 10, 1997 ]**

**AUTHORIZING THE GRANT OF AMELIORATION ASSISTANCE TO ALL GOVERNMENT PERSONNEL AND PROHIBITING PAYMENTS OF SIMILAR BENEFITS IN FUTURE YEARS UNLESS AUTHORIZED BY THE PRESIDENT**

**WHEREAS,** a number of government agencies granted Amelioration Assistance in varying amounts to their personnel invoking as legal bases therefor, Rule X of the Omnibus Civil Service Rules, as well as fiscal autonomy and authority to fix and authorize additional compensation pursuant to the enabling Acts or other statutes of some government-owned and -controlled corporations;

**WHEREAS,** other government entities now request authority to grant similar benefit to their personnel;

**WHEREAS,** the unilateral and uncoordinated grant of Amelioration Assistance gave rise to demoralization, discontent and dissatisfaction among government personnel who have less or have not yet received such benefit;

**WHEREAS,** there is need to regulate the grant of such benefit to ensure uniformity and equity and to conform with the policy of standardization of compensation enunciated under RA 6758;

**NOW, THEREFORE, I, FIDEL V. RAMOS,** President of the Republic of the Philippines, by virtue of the powers vested in me by the Constitution, PD 985 and RA 6758, do hereby order and direct:

**SECTION 1.** All National Government Agencies, Government-Owned and -Controlled Corporations (GOCCs) and Government Financial Institutions (GFIs), and Local Government Units are hereby authorized to grant Amelioration Assistance in the maximum amount of Seven Thousand Two Hundred Pesos (P7,200) each to their personnel, regardless of salary and appointment status, who have rendered at least four (4) months of service as of the payment of the said benefit except those serving under service contract.

Personnel who rendered less than four (4) months of service shall be entitled to an amount proportionate to the actual service rendered while part-time personnel shall be entitled to one-half (1/2) of the benefit of a full-time personnel.

**SEC. 2.** Heads of NGAs, LGUs including GOCCs and GFIs as well as their respective governing boards are hereby enjoined and prohibited from authorizing/granting Amelioration Assistance or any other similar benefit without prior approval and authorization via Administrative Order by the Office of the President. Henceforth, anyone found violating any of the provisions of this Order, including all officials/employees and the COA Resident Auditor of such government entity found