

[EXECUTIVE ORDER NO. 858, December 14, 1982]

**GRANTING YEAR-END BONUS TO NATIONAL GOVERNMENT
OFFICIALS AND EMPLOYEES EQUIVALENT TO ONE-WEEK'S
BASIC PAY**

WHEREAS, in recognition of the dedicated service of government employees and the unusually high expenses normally incurred during the Christmas season.

WHEREAS, the amount of the year-end bonus is restrained by the current fiscal difficulties of the national government.

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution do hereby order and direct:

SECTION 1. All officials and employees of the National Government including the members of the Armed Forces of the Philippines and the Integrated National Police are entitled to a year-end bonus equivalent to one week's basic pay but in no case should it be lower than P250.00 or higher than P500.00.

SECTION 2. Officials and employees already with a year-end bonus or incentive pay or equivalent beyond their basic pay and duly authorized monthly allowance shall no longer be entitled to this year-end bonus.

SECTION 3. Payment of this year-end bonus shall be funded out of savings of the agency duly certified as to availability.

SECTION 4. Local governments are hereby authorized to pay year-end bonus to local government officials and employees in accordance with the rates set in Section 1 above and subject to certified availability of funds.

SECTION 5. The procedures, rules and regulations needed to carry out this Executive Order shall be formulated and issued by the Office of Budget and Management.

SECTION 6. The year-end bonus provided herein shall be effective immediately.

DONE in the City of Manila this 14th day of December in the year of Our Lord nineteen hundred and eighty-two.

(SGD.) **FERDINAND E. MARCOS**
President of the Philippines

By the President: