

**[OP ADMINISTRATIVE ORDER NO. 3, S. 2010,
November 25, 2010]**

**AUTHORIZING THE GRANT OF PRODUCTIVITY ENHANCEMENT
INCENTIVE TO GOVERNMENT EMPLOYEES FOR FISCAL YEAR
2010**

WHEREAS, the efforts of the national government in exercising prudence in government spending have greatly contributed in reversing overspending in previous months and in keeping the fiscal deficit within target for FY 2010.

WHEREAS, the economy has stabilized; investors' confidence, trust and faith in the Philippine Government have been restored; plans for the effective implementation of government programs such as on education, health, poverty alleviation, and job generation are pursued under the platform of good governance;

WHEREAS, these accomplishments were achieved through the unwavering support, commitment, and collaborative efforts of all government employees from all sectors and levels of Philippine bureaucracy;

WHEREAS, the grant of Productivity Enhancement Incentive (PEI) provided under item (4) (h) (ii) of the Senate and House of Representatives Joint Resolution No. 4, approved on 17 June 2009, may be authorized at the end of the year by the President of the Philippines for the Executive Branch and local government units (LGUs);

WHEREAS, government employees deserve to be rewarded with the PEI in recognition of their collective participation in said fiscal and operational performance in FY 2010, and to motivate them towards sustained and improved productivity;

NOW, THEREFORE, I, BENIGNO S. AQUINO III, President of the Philippines, by virtue of the powers vested in me by law, do hereby order:

SECTION 1. Grant of Productivity Enhancement Incentive (PEI) to Employees in the Executive Branch. Employees in the Executive Branch, including those in government-owned or controlled corporations (GOCCs) and government financial institutions (GFIs), are authorized to be granted a one-time maximum amount of Ten Thousand Pesos (P10,000.00) each as PEI, subject to the following conditions:

- a. The employees were hired on a permanent, temporary, casual or contractual status, and are still in the service as of 30 November 2010;
- b. The employees have rendered for the year at least four (4) months of service as of 30 November 2010;
- c. Employees who have rendered less than four (4) months of service as of 30 November 2010, shall also be entitled to the PE on pro-rated basis, as follows: