

**[ ADMINISTRATIVE ORDER NO. 213, December  
12, 2007 ]**

**AUTHORIZING THE GRANT OF PERFORMANCE BONUS FOR FY  
2007**

WHEREAS, the robust growth of the economy and the commendable effort exerted government agencies in attaining efficiency in government operations have contributed to the generation of savings;

WHEREAS, government personnel have contributed to this effort by discharging their duties with dispatch and providing quality service to the Filipino people;

WHEREAS, the government is cognizant of the contribution of government personnel in this effort;

WHEREAS, it is the policy of the government to improve the economic welfare of government personnel;

NOW, THEREFORE, I, GLORIA MACAPAGAL-ARROYO, President of the Republic of the Philippines, by virtue of the powers vested in me bylaw, do hereby order<sup>1</sup>

*SECTION 1.* All personnel of the government who are employed by National Government Agencies (NGAs) and Government Owned or Controlled Corporations (GOCCs) including Government Financial Institutions (GFIs), whether hired on permanent, temporary casual or contractual basis, and who have rendered at least four (4) months of service as of November 30, 2007, are entitled to receive a one time grant of a maximum of Ten Thousand PeSOs (P10,000.00) each as Performance Bonus (PerB).

*SECTION 2.* Government personnel who have rendered less than four (4) months of service as of November 30, 2007 shall also be entitled to PerB on a pro-rated basis, as follows:

| Length of Service               | Percentage |
|---------------------------------|------------|
| 3 months but less than 4 months | 40%        |
| 2 months but less than 3 months | 30%        |
| 1 month but less than 2 months  | 20%        |
| Less than 1 month               | 10%        |

*SECTION 3.* The PerB shall be granted to all government personnel who have not received any additional year-end benefit in FY 2007, over and above the benefit authorized under R.A. 6686, as amended by R.A. No. 8441.

*SECTION 4.* Funds needed to implement this Order shall be charged against the