



## GCG MEMORANDUM CIRCULAR NO. 2017 – 04

**SUBJECT : GRANT OF YEAR-END BONUS AND CASH GIFT FOR FY 2017**

**DATE : 09 NOVEMBER 2017**

1. **LEGAL BASIS** – On 28 July 2017, Executive Order (E.O.) No. 36, s. 2017<sup>1</sup> was issued, which suspended the implementation of the CPCS and the IOS Framework for the GOCC Sector under E.O. No. 203, s. 2016,<sup>2</sup> and providing for an interim compensation framework for SSL-Covered and SSL-Exempt GOCCs, which includes the grant of Year-End Bonus and Cash Gift to eligible GOCC officers and employees. Pursuant to E.O. No. 36, the Governance Commission issued its Implementing Rules and Regulations (IRR) under GCG Memorandum Circular (M.C.) No. 2017-03.

This Circular is then being promulgated to provide the guidelines on the grant of the Year-End Bonus and Cash Gift for FY 2017 as provided for by E.O. No. 36 and other applicable laws.<sup>3</sup>

2. **COVERAGE**. – This Circular shall apply to all Officers and Employees of GOCCs within the coverage of R.A. No. 10149.

Excluded from the coverage are those individuals hired by GOCCs without employer-employee relationships and/or those whose compensation is not sourced from Personal Services appropriations/budgets of their respective GOCCs, as follows:

- (a) Members of the Governing Board;
- (b) Consultants and experts hired to perform specific activities or services with expected outputs;
- (c) Laborers hired through job contracts (*pakyaw*) and those paid on piecework basis;
- (d) Student laborers and apprentices; and
- (e) Individuals and groups of people whose services are engaged through job orders, contracts of service, or others similarly situated.

<sup>1</sup> *Suspending the Compensation and Position Classification System Under Executive Order No. 203 (s. 2016), Providing for Interim Compensation Adjustments, and for Other Purposes.*

<sup>2</sup> *Adopting a Compensation and Position Classification System (CPCS) and a General Index of Occupational Services (IOS) for the GOCC Sector Covered By Republic Act No. 10149, And For Other Purposes.*

<sup>3</sup> R.A. No. 6686, as amended by R.A. No. 8441.