



**CPCS CIRCULAR NO. 2021-002**

**SUBJECT : GRANT OF UNIFORM/CLOTHING ALLOWANCE (U/CA)**

**DATE : 12 JAN 2022**

---

1. **LEGAL BASES.** – Executive Order (E.O.) No. 150, s. 2021 approved the Compensation and Position Classification System (CPCS) and the Index of Occupational Services, Position Titles, And Job Grades for GOCCs (IOS-G) Framework.

Section 5 of the said E.O. provides that “[t]he existing compensation granted by GOCCs to its officers and employees shall be standardized in accordance with the CPCS approved under this Order.”

Under Chapter VI(B)(1) of the CPCS as attached to E.O. No. 150, officers and employees of GOCCs shall be entitled to standard allowances and benefits, including the Uniform/Clothing Allowance that shall be granted annually to provide the required proper uniform/clothing to employees “based on the prescribed rates, guidelines, and regulations to be promulgated by the GCG.”

This Circular is being promulgated pursuant to the above directive.

2. **COVERAGE.** – This Circular shall apply to all officers and employees, whether regular, contractual or casual in nature, of GOCCs and their subsidiaries covered under Republic Act (R.A.) No. 10149.<sup>1</sup>
3. **EXCLUSIONS.** – The following are excluded from the coverage of this Circular:
- 3.1. Officers and employees of GOCCs with approved abolition or deactivation orders;<sup>2</sup>
  - 3.2. Personnel who are on leave without pay for more than six (6) consecutive months in a particular year;
  - 3.3. 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

---

<sup>1</sup> GOCC Governance Act of 2011.

<sup>2</sup> Section 1, E.O. No. 150, s.2021.