CPCS CIRCULAR NO. 2021-003

SUBJECT: GRANT OF PERSONNEL ECONOMIC RELIEF ALLOWANCE (PERA)

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, officers and employees of GOCCs shall be entitled to standard allowances and benefits, including the Personnel Economic Relief Allowance (PERA) that shall be granted monthly to augment the compensation of government personnel against the rising cost of living “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. 10149.1

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;2

3.2. 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

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1 GOCC Governance Act of 2011.
2 Section 1, E.O. No. 150, s.2021.
(e) Individuals and groups of people whose services are engaged through job orders, contracts of service, or others similarly situated.

4. **Payment of PERA**

4.1. The PERA shall be paid only when basic pay (salary, wage, or base pay) is also paid.

4.2. The PERA at ₱2,000 per month shall be paid to officers and employees of GOCCs, provided they render full-time services for eight (8) hours per working day, twenty-two (22) working days per month (or the number of assigned working days in any given month), inclusive of leaves of absences with pay.

4.3. The PERA of personnel who incurred absences without approved leaves of absence or on leave of absence without pay during the month shall be computed on the basis of the number of days worked with basic pay. For each working day, the PERA shall be ₱90.91 (computed by dividing ₱2,000 per month by 22 working days per month).

4.4. The PERA of casual personnel paid on a daily basis shall also be ₱90.91 per day.

4.5. The PERA of personnel hired on a part-time basis shall be computed in direct proportion to the ₱2,000 per month PERA for full-time service.

4.6. The PERA of personnel on detail with other government agencies shall be paid by their mother agencies.

4.7. The PERA of personnel with pending cases shall be paid for as long as they render services and are paid their basic salaries/wages or base pay.

5. **Funding Sources.** – The funding for the payment of PERA shall be charged by GOCCs to their respective approved corporate operating budgets (COBs). However, it shall be prohibited to source the payment of the said incentive from the following:

(a) Loans;

(b) Sale of the GOCC's asset(s) for the sole purpose of paying the PERA;

(c) Other schemes analogous to the foregoing.

Furthermore, the GOCCs shall not increase their service fees for the purpose of augmenting any deficiencies in the amounts prescribed herein, and neither shall the grant of PERA adversely affect the implementation of programs/projects, as well as the attainment of performance targets.

6. **Responsibility of the GOCCs.** – The GOCCs, acting through their Governing Boards, shall be responsible for the proper implementation of this Circular, without prejudice to the refund by the employees concerned of any excess or unauthorized payments.
7. **Repealing Clause.** — All other GCG orders, circulars, issuances, and decisions, Board resolutions, or parts thereof, which are inconsistent with this Circular are hereby repealed or modified accordingly.

8. **Resolution of Cases.** — Cases not covered by this Circular shall be referred to the GCG for resolution.

9. **Effectivity Clause.** — This Circular shall take effect immediately upon its publication in the Official Gazette or in a newspaper of general circulation, and upon receipt of a formal copy by the University of the Philippines – Office of the National Administrative Registrar (UP-ONAR).

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**Samuel G. Dagpin Jr.**
Chairman

**Carlos G. Dominguez**
DOF Secretary

**Michael P. Cloribel**
Commissioner

**Tina Rose Marie L. Canda**
OIC, DBM

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