

HONORARIUM FOR CSC PERSONNEL

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RESOLUTION NO. 001227

WHEREAS, Section 3, Article IX B of the 1987 Constitution provides, in part that the Civil Service Commission, as the central personnel agency of the Government, shall establish a career service and adopt measures to promote morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the civil service. It shall strengthen the merit and rewards system, integrate all human resources development programs for all levels and ranks, and institutionalize a management climate conducive to public account-ability;

WHEREAS, Commission officials and employees are frequently invited by other agencies of government to act as resource speakers, lecturers, panelist, facilitators and to render technical assistance, consultancy services or other similar services in line with the Commission's aforementioned constitutional mandate;

WHEREAS, for the aforesaid services, an official or employee is entitled to honoraria as provided in Section 288, Article 2, Chapter 5 of the Government Accounting and Auditing Manual dated January 1, 1992, to wit:

Sec. 288. Entitlement to honoraria - Honorarium is a gesture of appreciation for the service of one with expertise of professional standing in recognition of his broad and superior knowledge in specific fields. It is given to officials/employees not as a matter of obligation but in appreciation for services rendered, a voluntary donation in consideration of services which admit no compensation in money (Teodoro Santiago vs. COA GR No. 92284, July 12, 1991). This also comes in the form of extra monetary remuneration paid to a government official and/or employee by virtue of his office, position or in connection with the function of his office or in the discharge of his duties, under the following circumstances:

a. Resource persons by virtue of their expertise in a specific subject area or those who are experts in handling sessions, which involve group processes, act lectures, discussants, paper presentors, panelists or facilitators in group dynamic sessions.

WHEREAS, Commission officials and employees have in the past been paid honoraria when rendering the aforesaid services both within and outside the Commission but subsequently disallowed when MC No. 44 was issued on October 14, 1993, except when such services are rendered outside of office hours;

WHEREAS, the Commission finds the aforesaid circular no longer attuned to its thrust on capability building and human resource development and even inequitable considering the aforesaid provision of the Government Auditing Manual which has and ought to be applicable to all government officials and employees.

NOW, THEREFORE, the Commission resolves as it hereby resolves that its officials and employees may receive honoraria for rendering technical assistance, consultancy services to, or acting as resource speakers, lecturers, facilitators and other similar services within or outside the Commission, subject to the following conditions:

1. Only those officials and employees duly certified by the Commission, upon recommendation of the Human Resource Development Office as having expertise in a specific subject area or expert in handling sessions, act as lecturer, discussants, paper presenters, panelists, facilitators, trainers, consultants or in rendering technical assistance and other similar services are authorized to render such services and to receive honoraria.
2. Such services shall not exceed twenty hours a month.
3. The honoraria shall not be less than P 500.00 per hour;
4. A weekly report of the services rendered shall be submitted in the following manner:
 - Directors IV, Assistant Commissioners to the Commission
 - Assistant Directors/Directors III, Division Chiefs or below to the Director concerned.
5. Services rendered not in accordance herewith are subject to administrative sanctions;

Quezon City, **MAY 23 2000**

(SGD.)
CORAZON ALMA G. DE LEON
Chairman

(SGD.)
JOSE F. ERESTAIN, JR.
Commissioner

Attested by:

(SGD.)

ARIEL G. RONQUILLO

Director III