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EXECUTIVE ORDER NO. 398

ENJOINING ALL DEPARTMENTS, AGENCIES AND OFFICES OF
THE NATIONAL GOVERNMENT TO ESTABLISH THEIR
RESPECTIVE REWARDS PROGRAMS

WHEREAS, Section 6 of Republic Act No. 6713, the
"Code of Conduct and Ethical Standards for Public
Officials and Employees", has established a system of
annual incentives and rewards "[i]n order to motivate
and inspire public servants to uphold the highest
standards of ethics";

WHEREAS, while a Committee on Awards to
Outstanding Public Officials and Employees has been
created under Republic Act No. 6713 for the purpose of
the system of incentives and rewards, Section 6, Rule V
of the Rules Implementing the Code of Conduct and
~~Ethical Standards For Public Officials and Employees~~
provides that:

Nothing herein provided shall inhibit
any department, office or agency from
instituting its own rewards program in
addition to those provided by, but not
inconsistent with, these Rules.

WHEREAS, there is a need to establish in every
department, agency or office rewards programs that
shall motivate officials and employees to higher levels
of performance in the government service;

NOW, THEREFORE, I, CORAZON C. AQUINO, President of
the Philippines, by virtue of the powers vested in me
by law, do hereby order:

Section 1. All departments, agencies and offices
of the National Government are hereby enjoined to
establish their respective Rewards Programs consistent
with the provisions of Section 6 of Republic Act No.
6713 and the Rules Implementing the Code of Conduct and
Ethical Standards For Public Officials and Employees.

Sec. 2. The Rewards Programs established for the
purpose by any department, agency or office shall be
submitted to the Committee on Awards to Outstanding
Public Officials and Employees for approval.

Sec. 3. Cash awards to deserving officials and employees in accordance with civil service laws as may be provided for in the Rewards Programs shall initially be sourced from savings in the respective appropriations of the departments, agencies and offices provided in the General Appropriations Act pursuant to Section 55(e) of Presidential Decree No. 1177 entitled "Revising the Budget Process In Order To Institutionalize The Budgetary Innovations of the New Society". Thereafter, such sums necessary for the rewards programs shall be provided in the respective budgets of the departments, agencies and offices for inclusion in the General Appropriations Act.

Sec. 4. This Executive Order shall take effect immediately.

DONE in the City of Manila this 16th day of April, in the year of Our Lord nineteen hundred and ninety.



By the President:



CATALINO MACARAIG, JR.
Executive Secretary