



Republic of the Philippines  
**Bangsamoro Autonomous Region in Muslim Mindanao**  
**OFFICE OF THE CHIEF MINISTER**

Bangsamoro Government Center, Governor Gutierrez Avenue, Rosary Heights VII, Cotabato City 9600

**ADMINISTRATIVE ORDER NO. 009**  
*Series of 2024*

**AUTHORIZING THE GRANT OF ONE-TIME APPRECIATION FOR THE BANGSAMORO EXCELLENCE – GRATUITY PAY (ABE-GP) TO CONTRACT OF SERVICE AND JOB ORDER WORKERS IN THE BANGSAMORO GOVERNMENT FOR FISCAL YEAR 2024**

**WHEREAS**, President Ferdinand R. Marcos Jr. issued Administrative Order No. 28 authorizing the grant of Gratuity Pay to all contract of service (COS) and job order (JO) workers for Fiscal Year (FY) 2024 on December 19, 2024 in recognition of their hard work, and valuable participation in the implementation of various P/A/Ps of the government;

**WHEREAS**, various Ministries, Offices, and Agencies (M/O/As) in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) have engaged and continue to engage workers under COS and JO schemes to support the implementation of various Programs, Activities, and Projects (P/A/Ps) of the Bangsamoro Region, especially priority items under the 2<sup>nd</sup> Bangsamoro Development Plan 2023-2028;

**WHEREAS**, under the Commission on Audit (COA)-Department of Budget and Management (DBM) Joint Circular (JC) No. 2, s. 2024, government agencies may engage the services of new COS and JO workers through individual contracts, and renew the individual contracts of their existing COS and JO workers until 31 December 2025;

**WHEREAS**, while COS and JO workers in the government are paid salaries/wages equivalent to those received by personnel occupying comparable positions in government and a premium of up to 20% of such salary/wage, they do not enjoy benefits accorded to regular government employees such as the Personnel Economic Relief Allowance, Mid-Year and Year-End Bonuses, and Performance-Based Bonus, among others, as they have no employer-employee relationship with the government;

**WHEREAS**, granting a one-time year-end Appreciation for the Bangsamoro Excellence – Gratuity Pay (ABE-GP) to COS and JO workers is a well-deserved recognition of their hard work and valuable participation in the implementation of various P/A/Ps of the government, and pivotal role in the delivery of government services amidst the present socio-economic challenges;

**WHEREAS**, Section 1, Article XII of RA 11054 states that the Bangsamoro Government shall enjoy fiscal autonomy with the end in view of attaining economic self-sufficiency and genuine development;

**WHEREAS**, Section 32, Article VII of RA 11054 vests the Chief Minister with the authority as head of the Bangsamoro Government who may exercise powers and functions inherent to the office;

**NOW, THEREFORE, I, AHOD B. EBRAHIM**, Chief Minister of the Bangsamoro Autonomous Region in Muslim Mindanao, by virtue of the power vested upon me by law, do hereby order:

**Section 1. Grant of Appreciation for the Bangsamoro Excellence – Gratuity Pay (ABE-GP) to COS and JO workers.** All workers whose services are engaged through COS

and JO by the Ministries, Offices, and Agencies of the Bangsamoro Government, who have rendered a total or an aggregate of at least four (4) months of actual satisfactory performance of services, as stipulated in their respective contracts, as of 15 December 2024, and whose contracts are still effective as of the same date, may be granted a one-time ABE-GP not exceeding Ten Thousand Pesos (P10,000.00) each.

Those who have rendered less than four (4) months of actual satisfactory performance of service, as stipulated in their respective contracts, as of 15 December 2024, and whose contracts are still effective as of same date, may also be granted the one-time ABE-GP, on a pro-rata basis, as follows:

| Length of Service                       | Amount of ABE-GP     |
|-----------------------------------------|----------------------|
| 3 months or more but less than 4 months | Not exceeding P8,000 |
| 2 months or more but less than 3 months | Not exceeding P6,000 |
| Less than 2 months                      | Not exceeding P4,000 |

For purposes of this Order, actual service shall refer to services rendered on-site, i.e., the COS and JO workers physically report for work at their designated stations. Subject to the discretion of the Minister/Head of Office/Agency, services rendered by COS and JO workers offsite during the period of community quarantine/alert level, e.g., work from home arrangement, may also be considered as actual service.

**Section 2. Coverage.** This Order shall cover workers whose services are directly engaged through COS and JO by the Ministries, Offices, and Agencies of the Bangsamoro Government whose compensation is charged against the General Appropriations Act of the Bangsamoro (GAAB).

This Order may also cover the COS and JO workers of Nationally-Funded Programs (NFP) who are directly supervised by the Bangsamoro Ministries, Offices, and Agencies implementing these programs, subject to the provisions under Section 3 (b) of this Order.

**Section 3. Funding Source.** The funding source for the implementation of this Order shall be governed by the following:

- a. The Seven Thousand Pesos (P7,000.00) required for the ABE-GP shall be charged against available released Maintenance and Other Operating Expenses (MOOE) allotments of the respective M/O/As for the same P/A/Ps where the compensation of workers engaged through COS and JO are sourced, subject to the approval of the Minister or Head of the Office/Agency.

In case of deficiency, M/O/As may modify allotment issued within a P/A/P, subject to the approval of the Minister or Head of Office/Agency or the Ministry of Finance, and Budget and Management (MFBM) as the case may be, pursuant to the rules on modification in allotments under Section 57 of Bangsamoro Autonomy Act No. 56 or the General Appropriations Act of the Bangsamoro for the FY 2024 or submit a request to augment actual deficiencies from savings in other P/A/Ps subject to the approval of the Chief Minister, in accordance with rules on use of savings and augmentation under Section 53, 54, and 55 of GAAB FY 2024, and existing laws and issuances.

Should the M/O/A's MOOE allotments prove insufficient to cover the full amount of the P7,000 of the ABE-SRI, a lower but uniform amount shall be paid to all qualified COS/JO Personnel, as far as the P7,000 is concerned.

The Three Thousand Pesos (P3,000.00) shall be charged against the Contingent Fund, subject to the submission of Special Budget Request (SBR) and the approval of the Chief Minister.

- b. For COS/JO workers directly supervised by the BARMM M/O/As implementing Nationally-Funded Programs/Projects, the ABE-GP may be charged against the Nationally-Funded Program allotments as far as practicable, subject to the approval of the Minister or Head of Offices or Agencies and with proper coordination to the National Government Agency/ies providing the funds.

If funds from a particular program are not sufficient to cover the maximum amount of P10,000, the ABE-GP of the said program shall be in such amount as may be allowed by the program's available funds.

Disbursement of funds for the payment of ABE-GP shall be subject to existing laws, government accounting and auditing rules and regulations, and other issuances.

**Section 4. Use of Savings.** Requests for the use of savings under Section 3 hereof shall be submitted by M/O/As to the MFBM not later than five (5) working days from the effectivity of this Order, for endorsement to the Office of the Chief Minister. All such requests shall be supported by the following documents:

- a. Report on the number and names of workers directly engaged through COS and JO schemes who are qualified for Gratuity Pay, as certified by the head of the human resource management unit and endorsed by the Minister/Head of Agency or Office; and
- b. Certification from the budget officer that the required amount from the existing MOOE allotment is free from any obligation and may be declared as savings to cover the funding requirements for the grant of Gratuity Pay, likewise endorsed by the Minister/Head of Agency.

**Section 5. Payment Date.** The payment of the ABE-GP to all covered workers shall be made not earlier than December 23, 2024, but not later than January 15, 2025.

**Section 6. Supplemental Guidelines.** The MFBM shall issue supplemental guidelines for the effective implementation of this Order.

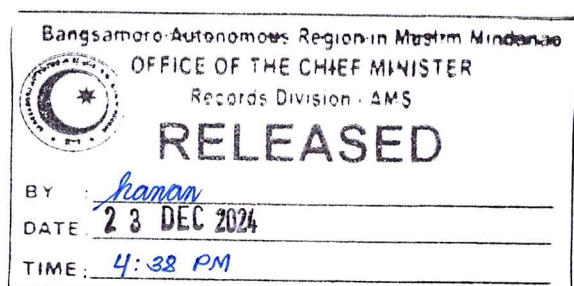
**Section 7. Repeal.** All orders, rules and regulations and other issuances or parts thereof, which are inconsistent with this Order are hereby revoked, amended, or modified accordingly.

**Section 8. Separability.** If any provision of this Order is declared invalid or unconstitutional, the other provisions not affected thereby shall remain valid and subsisting.

**Section 9. Effectivity.** This Order shall take effect immediately.

**DONE** in the **City of Cotabato** this 23<sup>rd</sup> day of December 2024.

*By the authority of the Chief Minister*  
**AHOD B. EBRAHIM**



*ABUNAWAS L. MASLAMAMA*  
**ABUNAWAS L. MASLAMAMA**  
Senior Minister  
OCM-BARMM AMS-RD  
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