Republika ng Pilipinas  
KOMISYON NG SERBISYO SIBIL

**(Civil Service Commission)**

**Lungsod ng Quezon**

**MC No. 6, s. 2011**

**TO : ALL HEADS OF CONSTITUTIONAL BODIES; DEPARTMENTS; BUREAUS AND AGENCIES OF THE NATIONAL GOVERNMENT; LOCAL GOVERNMENT UNITS; GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS WITH ORIGINAL CHARTER; AND STATE COLLEGES AND UNIVERSITIES**

SUBJECT : ENTITLEMENT TO PAYMENT OF BACKWAGES AND OTHER BENEFITS OF ILLEGALLY DISMISSED EMPLOYEES

Under CSC Resolution No. 10-00379 dated November 19, 2010, the Commission promulgated the rules that shall govern the payment of backwages and other benefits to illegally dismissed employees who are later ordered | reinstated, as follows:

**"Section 1.** An illegally dismissed employee who is later ordered reinstated is considered as not having left his/her office and shall be entitled to payment of back wages and other benefits that should accrue to him/her by virtue of his/ her office.

**"Section 2.** For purposes of Productivity Incentive Bonus (PIB), the performance rating of the employee prior to his/ her illegal dismissal shall be the basis for the grant.

**"Section 3.** All previous issuance of the Civil Service Commission inconsistent herewith are deemed repealed or modified accordingly.

**"Section 4.** These rules on entitlement to payment of back wages and other benefits shall have prospective application.

"These rules shall take effect after fifteen (15) calendar days from the date of publication in a newspaper of general circulation."

Please be guided accordingly.

(Sgd.) FRANCISCO T. DUQUE III, MD, MV

**Chairman**

07 Mar 2011

Note: CSC Resolution No. 10-00379 dated November 19, 2010 was published in the

Philippine Star on February 24, 2011.