

BY THE PRESIDENT OF THE PHILIPPINES

ADMINISTRATIVE ORDER NO. 352

**APPROVING AND DIRECTING THE IMPLEMENTATION OF THE
GRATUITY AND MONTHLY INCENTIVE ALLOWANCE PLAN (GMIAP) FOR
ATHLETES**

WHEREAS, the Philippine Sports Commission (PSC), by virtue of Section 7 of Republic Act 6847 is mandated to “**Provide such incentives, recognition, and awards to deserving associations, athletes, referees, coaches, trainers and other persons or entities involved in or supporting sports development as may be permissible under the rules of amateurism**”;

WHEREAS, the PSC accorded Filipino boxer Mansueto Velasco Jr. a one time reward of P750,000 and a monthly pension of P7,000 for life for his impressive and inspiring performance at the 1996 World Olympics in Atlanta, Georgia, over and above the various incentives granted by private benefactors; and,

WHEREAS, there is a need to similarly recognize the achievements and contributions of other outstanding bemedalled athletes who have participated in international sports competitions and provide incentives and supplemental income to these athletes.

NOW, THEREFORE, I, FIDEL V. RAMOS, President of the Republic of the Philippines, by virtue of the powers vested in me by law, do hereby order:

SECTION 1. IMPLEMENTATION OF A GRATUITY AND MONTHLY INCENTIVE ALLOWANCE PLAN (GMIAP). The Gratuity and Monthly Incentive Allowance Plan (GMIAP) ” for athletes, hereto attached as “Annex A”, is hereby approved for implementation.

Sec 2. PROGRAM COMPONENTS. The GMIAP shall contain two (2) major program components, as follows:

(1) **One-Time Gratuity Award.** This award shall cover all living bemedalled athletes who have participated in past Olympics, Asian Games and World Championships and those who have distinguished themselves in sports events with at least a continental impact (e.g. Asian Games).

Monetary compensation shall be given to the athletes depending on the type and number of medals won. Members of the athlete’s team shall also receive an amount equivalent to half of the compensation received by the individual medalists.

IN REPLYING, PLEASE CITE:

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The heirs of deceased Olympic or Asian Games medalists, as defined in the Family Code, shall qualify to receive the benefits.

(2) **Monthly Incentive Allowance Plan.** The allowance shall be granted to all living Olympic and Asian Games medalists forty (40) years old or over, and all living Olympic/Asian Games medalists who are incapacitated regardless of age.

Sec. 3. IMPLEMENTATION. The Philippine Sports Commission shall be the lead agency in the implementation of the GMIAP. It shall establish a Working Secretariat within the agency to process all documents relative to the claims and benefits of the athletes.

Sec. 4. FUNDING. Fund requirements for the implementation of the Plan shall be sourced from the following:


(1) For the One-Time Gratuity Award, the PSC is hereby authorized to conduct a Pledging Session with Government Financial Institutions (GFIs), Government Owned and Controlled Corporations (GOCCs) and Private Sector Organizations .

(2) For the Monthly Incentive Allowance Plan, the initial budgetary requirement in the amount of P10.5 million shall be charged against the 1997 appropriations of the Philippine Sports Commission to be augmented from the 1997 overall savings of the National Government.

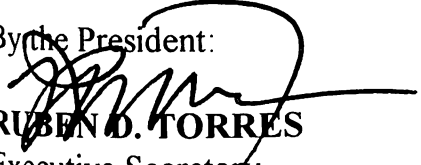
Funding for the succeeding years of implementation of the Monthly Incentive allowance Plan shall be incorporated in the regular budget of the PSC.

Sec. 5. Effectivity. This Administrative Order shall take effect immediately.

DONE in the City of Manila, this 24th day of July, in the year of Our Lord, Nineteen Hundred and Ninety-Seven.



By the President:


RUBEN D. TORRES
Executive Secretary

The Gratuity and Monthly Incentive Allowance Plan (GMIAP)

I. REFERENCE HWI 971547

On 4 May 1997, President Fidel V. Ramos instructed Philippine Sports Commission (PSC) Chairman Philip Ella Juico to submit to the Office of the President (OP) through the Presidential Management Staff (PMS) a complete staff work (CSW) of a pension plan for outstanding Filipino athletes. The instructions were hand-written on the margin of a sports page of the May 4, 1997 issue of the Philippine Journal (see attached).

The President's instructions dated May 4, 1997 were for the PSC to submit the work not later than 19 May 1997, hence the Gratuity and Monthly Incentive Allowance Plan (GMIAP).

II. BACKGROUND

Inspired by the silver medal brought home by Filipino boxer Mansueto "Onyok" Velasco from the recently concluded 1996 World Olympics held in Atlanta, Georgia, President Ramos conceived of the idea of rewarding Filipino athletes who brought honor and glory to the country.

Onyok was accorded a hero's welcome while incentives were lavishly bestowed on him — a one-time reward from the PSC of P750,000 and a monthly pension of P7,000 all his life, and other more from friendly private benefactors, among others.

In coming up with the idea, the President noticed that other outstanding athletes do not enjoy the same privileges that Onyok enjoys at present. Moved by their sad plight, the President, through his marginal notes dated 24 August 1996 written on a sports page of the August 22, 1996 issue of the Philippine Star, instructed Chairman Juico to undertake a retirement/pension/job/livelihood program for former national athletes to include estimated cost/budgets based on government organizations (GO) - non-government organizations (NGO) support not later than 30 September 1996 (see attached).

In the instructions, the President cited the case of Anthony Villanueva, 1964 silver medalist who is presently a lowly-paid security guard at the Philippine Center in New York.

The President also said that the program is in accordance with the country's medium-term and long-range program of "Sports for All".

Since then, several informal discussions and meetings with representatives from mostly government - owned or - controlled corporations (GOCCs) and government financial institutions (GFIs) were held particularly to work on the gratuity and monthly pension rates. The actuarial work part was mostly prepared by the Government Service Insurance System (GSIS).

PSC sees GMIAP as also the President's way of articulating the policy of people empowerment, participatory democracy, social reform and human development. And the Plan is ready for implementation.

III. THE GMIAP

A. Salient Features

The Plan is primarily meant to serve as supplemental source of income for all outstanding amateur athletes or medalists who made the country proud in their participation in the World Olympics, Asian Games (AG) and other internationally-sanctioned World competitions known as the Special Achievement Award (SAA). We conceived of the SAA because of the difficulty in determining the quality of the opposition of each world or alleged world championship. In addition, this category covers pioneering efforts by Filipino sportsmen which may or may not have international impact.

As mentioned earlier, also included are those who won in Olympic demonstration sports and pioneering Filipino sports heroes. But they will receive the gratuity portion only equivalent to the AG payments rates.

Only gold, silver and bronze medals are covered by the Plan and payments of benefits are based on the total number of medals or trophies garnered by an athlete. Both individual and team events are included.

The Plan benefits will be disbursed once the athletes reach the age of forty (40) years old. In case of disability, the athlete regardless of age can avail of the Plan upon presentation of a Medical Certificate verified, attested and endorsed by the Philippine Center for Sports Medicine (PCSM) Medical Director.

The benefits amount will be adjusted upwards in the future using a certain index, preferably the inflation rate.

Per the Family Code, in case the qualified athlete dies before reaching the age of forty (40), his/her qualified heir can avail of the Plan upon presentation of a death certificate.

Qualified heirs in their order of priority are as follows:

- Legal spouse who should share equally the proceeds with the descendants.
- Descendants within the third degree of affinity/consanguinity including living parents.
- Ascendants within the third degree of affinity/consanguinity including minor children.
- Brothers and sisters.

In case of conflicts, the law of succession applies.

B. Major Issues

A couple of issues have however to be resolved, including:

- Funding may be a problem since some OGCCs and GFIs may be hard pressed at putting up the required amount if the entire budgetary estimated package will be shouldered by them. This was the indication that was observed in several of the meetings held for this purpose. The budget will certainly become bigger in the future as more and more athletes, especially the Asian Games, get included in the Plan coupled by more sports events that will be entered.
- There will be several athletes who feel that they should be included despite their not being able to meet the inclusion criteria. Already, a number approached PSC for their inclusion and complaints may mount if they are left out. These may include winners in the Southeast Asian Games (SEAG) like Eric Buhain who won a record seven medals in swimming in the 1991 Manila SEAG. He could be included under the SAA category.

C. Implementation of the Plan

1. The Plan will take effect upon the approval of and subsequent announcement by President Ramos.
2. Pro-forma letters will be sent to prospective sponsors/donors based on prior approved list prepared.

3. Collections shall be placed in a GMIAP Trust Fund specifically set up for the purpose and with separate accounting reports given periodically.
4. In addition, the Government, through the PSC shall contribute a portion of the GMIAP requirements for 1997.
5. For the year 1997, P35.0MM is needed broken down into P14.0MM for the one-time gratuity component and P21.0MM for the monthly allowance portion. It is proposed that the private sector be tapped for the P14.0MM one-time gratuity requirements in a pledging session to take place two (2) months after approval by President Ramos of the scheme. The athlete beneficiaries will be invited to the session. The other component, the P21.0MM, shall be shared equally by the PSC and the Office of the President.
6. For the succeeding years of implementation, funding for the monthly incentive allowance shall be incorporated into the PSC portion of the General Appropriations Act (GAA).
7. Upon the availability of funds, qualified beneficiaries will be properly notified. Priority should be given to the poor, destitute/disadvantage/disabled, jobless and to those residing in calamity-stricken areas. The next priority will be the Olympians, Asian Gamers, Special Achievement Awardees and the Olympic Demonstration Sports Awardees.

IV. FUNDING REQUIREMENTS

The Plan covers a total of approximately 567 athletes garnering a total of 234 medals and an estimated total benefits amount of P34,992,000. (see Table 1).

TABLE 1**Gratuity and Monthly Incentive Allowance Plan Funding Requirements (P000)**

<u>Games Category</u>	<u>Awardees/ Athletes</u>	<u>Total</u>	<u>Gratuity</u>	<u>Allowance</u>
A. Olympics	8	P 1,128	P 900	P 228
B. Asian Games	541	33,034	12,244	20,790
C. Special Achievement	15	720	720	—
D. Demonstration Sports	<u>3</u>	<u>110</u>	<u>110</u>	—
Total	567	P34,992	P13,974	P21,018

In Table 2 is shown the proposed detailed gratuity and allowance amounts to be given to the athletes under the Plan.

The number and list of awardees from which the budget estimates are based are shown in Tables 3 - A through 3 - D.

TABLE 2

Proposed Gratuity and Monthly Incentive Allowance							
Plan	Benefits for Bemedalled Filipino Athletes (P000)						
Games Category/ Type of Sports		Gratuity			Allowance (P/month)		
		Type of Medals/ Trophies, etc.			Type of Medals/ etc./ Special Achievement Award		
		G	S	B	G	S	B
Olympics							
	Individual	600	200	100	15	7	6
	Team	300	100	50	10	5	4
Asian Games							
	Individual	75	30	15	5	4	3
	Team	38	15	7.5	3.5	3	2.5
World Championships / Others							
	Individual	75	30	15	5	4	3
	Team	38	15	7.5	3.5	3	2.5
Demonstration Sports							
Olympics							
	Individual	50	40	30	—	—	—
	Team	25	20	15	—	—	—
Asian Games							
	Individual	7	6	5	—	—	—
	Team	4	3	2	—	—	—
Legend:							
	G - gold, championship trophy, etc.						
	S - silver						
	B - bronze						

Table 3 - A

OLYMPIC GAMES AWARDEES

1. **Teofilo Ydefonso** - 1928 Amsterdam Olympics (Bronze)
1932 Los Angeles Olympics (Bronze)
2. **Cely Villanueva** - 1932 Los Angeles Olympics (Bronze)
3. **Simeon Toribio** - 1932 Los Angeles Olympics (Bronze)
4. **Miguel White** - 1936 Berlin Olympics (Bronze)
5. **Anthony Villanueva** - 1964 Tokyo Olympics (Silver)
6. **Leopoldo Serantes** - 1988 Seoul Olympics (Bronze)
7. **Roel Velasco** - 1992 Barcelona Olympics (Bronze)
8. **Mansueto Onyok Velasco, Jr.** - 1996 Atlanta Olympics (Silver)

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**ASIAN GAMES
LIST OF MEDALS & MEDALISTS
1951 - 1994**

YEAR	PLACE	MEDALS			MEDALISTS					
					Individual			Team		
		G	S	B	G	S	B	G	S	B
1951	NEW DELHI, INDIA	5	6	8	3	5	6	2 (15)	1 (4)	2 (8)
1954	MANILA, PHILIPPINES	14	14	17	13	13	13	1 (14)	1 (4)	4 (16)
1958	TOKYO, JAPAN	9	19	15	5	12	14	4 (24)	7 (22)	1 (4)
1962	JAKARTA, INDONESIA	7	6	24	4	2	17	3 (20)	4 (14)	7 (29)
1966	BANGKOK, THAILAND	2	15	20	2	7	16	-	8 (28)	4 (16)
1970	BANGKOK, THAILAND	1	9	12	1	6	11	-	3 (12)	1 (4)
1974	TEHRAN, IRAN	0	2	11	0	2	5	-	-	6 (16)
1978	BANGKOK, THAILAND	4	4	6	3	3	2	1 (5)	1 (3)	4 (13)
1982	NEW DELHI, INDIA	2	3	9	2	3	7	-	-	2 (8)
1986	SEOUL, KOREA	4	5	9	3	4	5	1 (5)	1 (2)	4 (22)
1990	BEIJING, CHINA	1	2	7	1	-	6	-	2 (16)	1 (4)
1994	HIROSHIMA, JAPAN	3	2	8	3	1	8	-	1 (5)	-
TOTAL		52	87	146	40	58	110	12 (83)	29 (110)	36 (140)

19

SPECIAL ACHIEVEMENT AWARDEES

1. **Rafael "Paeng" Nepomuceno** - Hall of Fame Bowler, four time Bowling World Cup Champion
2. **Lita dela Rosa** - World Cup & FIQ Masters Champion
3. **Olivia "Bong" Coo** - Hall of Fame Bowler
World Cup Champion
4. **Samson Co** - Two-time World Champion, Wushu
5. **Lester Pimentel** - World Champion, Wushu
6. **Alfonso Que** - World Champion, Wushu
7. **Salvador del Rosario** - World Champion, Weightlifting
8. **Eugene Torre** - First Filipino Asian Grandmaster
9. **Eriberto Landero** - Hall of Famer, Softball
10. **David Nepomuceno** - 1st Olympiad, 1924 Olympics
11. **Rodolfo Tan Cordoso** - 1st Filipino International Chess Master
12. **1936 Berlin Olympics Basketball Team**
Sen. Ambrocio Padilla and Co.
13. **Carlos Loyzaga** - only Filipino to make it to Dream Team in World Basketball Championship
14. **Enrique Beech** - four-time Olympian
15. **Dr. Regino Ilanan** - Pioneer in school and elite sports

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Table 3-D

OLYMPICS DEMONSTRATION SPORT AWARDEES

1. Arianne Cerdena - 1988 Seoul Olympics (gold), Bowling
2. Bea Lucero and Stephen Fernandez - 1992 Barcelona Olympics (bronze), Taekwondo

 7-19