

Republic of the Philippines

Department of Education

Region VII, Central Visayas

DIVISION OF CEBU PROVINCE

Sudlon, Lahug, Cebu City



March 1, 2013

DIVISION MEMORANDUM

No. 160, s. 2013

PERFORMANCE-BASED INCENTIVE SYSTEM (PBIS)

TO : OIC, Assistant Superintendents
Education Supervisors/Coordinators
District Supervisors/OICs
Elementary and Secondary School Heads

1. Attached is a copy of Regional Memorandum No. 93, s. 2013, dated February 7, 2013, entitled, "Performance-Based Incentive System (PBIS)", for the guidance and information of all concerned.
2. Immediate and wide dissemination of this Memorandum is desired.

ARDEN D. MONISIT, Ed. D.
Schools Division Superintendent

Telephone Numbers:

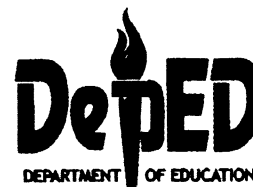
Schools Division Superintendent: (032) 255-6405
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REPUBLIKA NG PILIPINAS
REPUBLIC OF THE PHILIPPINES
KAGAWARAN NG EDUKASYON
DEPARTMENT OF EDUCATION
REHIYON VII, GITNANG VISAYAS
Region VII, Central Visayas
Sudlon, Lahug, Cebu City




FEB 07 2013

REGIONAL MEMORANDUM
NO. 93, s. 2013

PERFORMANCE-BASED INCENTIVE SYSTEM (PBIS)

TO : *Schools Division Superintendents*
Officers-in-Charge of Interim City Divisions
Asst. Schools Division Superintendents
Regional Office Division Chiefs and Head of Sections/Units

1. Enclosed is a copy of the Memorandum from the Office of the President dated December 14, 2012 entitled Performance-Based Incentive System (PBIS) for the information and guidance of all concerned.
2. The PBIS is a new incentive system launched in 2012 that awards the Performance-Based Bonus (PBB) to deserving employees of the national government agencies. The mechanics of the program, criteria and other relevant information on the PBIS and PBB are discussed in the enclosure.
3. Immediate dissemination of this Memorandum is desired.


CARMELITA T. DULANGON
Director III
 Officer-in-Charge

DIR. CTD/ifc/mayang

Regional Director's Office: Tel. nos.: (032) 231-1433; 231-1309; Telefax 414-7399; 414-7325; Asst. Regional Director's Office Telefax: (032) 255-4542;
Field Effectiveness Division: (032) 414-7324; Curriculum Learning Materials Division (032) 414-7323;
Quality Assurance and Accountability Division: (032) 231-1071; Resource Mobilization and Special Programs and Projects Division: (032) 254-7062;
Training and Development Division: (032) 255-5239 loc. 112; Planning, Policy and Research Division: (032) 233-9030; 414-7065;
Administrative Division: (032) 414-7326; 255-1313; 414-7366 414-4367; Budget and Finance Division: (032) 256-2375; 253-8061; 414-7321
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"EFA 2015: Karapatan ng Lahat, Pananagutan ng Lahat"

**Office of the President
of the Philippines**

DEPARTMENT OF EDUCATION

Dec 27, 2012
hayla
18611-230923

28 DEC 2012
By: [Signature]
230923

MEMORANDUM

FOR : ALL CABINET SECRETARIES

FROM : RAMON A. CARANDANG
Secretary of Presidential Communications
Development and Strategic Planning

CC : FLORENCIO B. ABAD
Secretary of Budget and Management

ANTONIO D. KALAW, JR.
President, Development Academy of the
Philippines

RE : Performance-Based Incentive System

DATE : December 14, 2012

The Presidential Communications Development and Strategic Planning Office (PCDSPO) has been working with the Department of Budget and Management (DBM) and the Development Academy of the Philippines (DAP) in the formulation of a communications plan for the Performance-Based Incentive System (PBIS).

The PBIS is a new incentive system launched this year that awards the Performance-Based Bonus (PBB) to deserving employees of national government agencies. Since this replaces an existing incentive system, and may entail an increase/decrease in the bonuses that will be received by some employees this year, there is a need to thoroughly explain it to the bureaucracy through the department heads.

The mechanics of the program, criteria and other relevant information on the PBIS and PBB are discussed in detail in the attached communications materials:

1. PBB Infographic
2. PBB Frequently Asked Questions
3. PBB Poster

You may reproduce these materials, preferably in full color, by downloading the files from the PBB page on the websites of the Official Gazette (www.gov.ph/pbb) and DAP (http://www.dap.edu.ph/?page_id=1757). Please forward these links to your staff by email and post the collaterals on your bulletin boards and other prominent areas in your offices.

Thank you.

PERFORMANCE-BASED BONUS

The Government is adopting a policy on performance-based incentives to reward exemplary performance!



JUAN DELA CRUZ

Government employee, SG 13

Gross Salary – Php17,255.00

*Exclusive of allowances



PERFORMANCE-BASED BONUS (PBB)

On top of other bonuses, gov't employees can qualify for the PBB. It is part of the Performance-Based Incentives System, a breakthrough program launched by the Aquino administration in 2012 to reward exemplary public service.

PRODUCTIVITY ENHANCEMENT INCENTIVE (PEI)

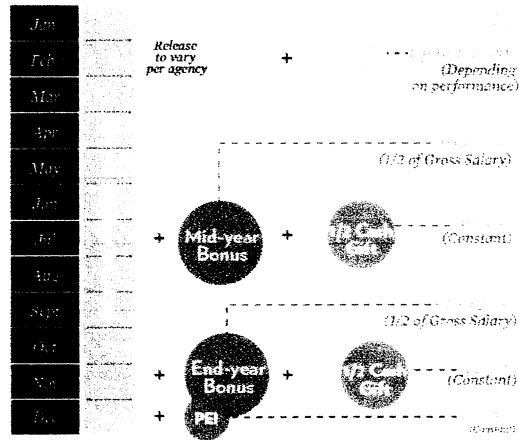
*Amount dependent on Executive Order issued yearly

CASH GIFT

*Maximum fixed at P5,000.00

MID- AND END-YEAR BONUSES

*13th month pay



¹ EO 80, directing the adoption of a performance-based incentive system for government employees

² An executive issuance issued yearly authorizes the release of the PUI.

³ RA 6758, enacted into law in 1989, resolved previous distortions in the government compensation system by, among other things, upgrading the salary of government workers in tranche. Wage increases brought about by SSL 111 are a direct result of the implementation of this law.



Why change the current incentive system?



To make it more fair. Under the current incentives system, bonuses are given uniformly to all civil servants regardless whether they do their job well or not.



Under the new incentives system, bonuses will be allocated in a way that is more fair. Good work will be encouraged, and bad work will be discouraged.



Good work leads to better services for our people and encourages a culture of merit.

How can our department qualify for the PBB?

Achieve at least 90% of set targets

1

An agency determines its own targets. There are two kinds:

Determined by Key Result Areas, approved by the President and based on his Platform.

Based on services and goods an agency should deliver. Approved by Congress.

Meet all 4 Good Governance requirements set by the Inter-Agency Task Force created by A025¹

2

- ✓ Mandatory disclosure of budget information on the agency website
- ✓ Posting of all invitations to bid and awarded contracts in the Philippine Government Procurement Electronic System (PHILGEPIS)
- ✓ Liquidation of all cash advances for the year within the recommended period
- ✓ Establishment of a Citizen's Charter or its equivalent

Submit compliance reports on or before the deadline.

3

¹Administrative Order 25, s. 2011, Creating an inter-agency task force on the harmonization of National Government performance monitoring, information and reporting systems

The incentive rates vary and will be based on 2 factors: an employee's performance and the performance of his or her agency.

Employee performance appraisal

Bureau/ Unit ranking	Best	Better	Good	Poor
Best ★★★★★ Top 10%	P35,000	P20,000	P10,000	Employee rated poor in the National Performance Appraisal System
Better ★★★☆☆ Next 25%	P25,000	P13,500	P7,000	
Good ★★☆☆☆ Up to 65%	P15,000	P10,000	P5,000	
Poor ★☆☆☆☆				

Best Performer in a Best Bureau

Juan dela Cruz

Funding

The PBB shall be funded from the Miscellaneous Personnel Benefit Fund (MPPBF).

MPBF: Yearly agency budget for personnel benefits of government officials and employees, including compensation adjustments under the Salary Standardization Law.



Maari ba akong makakuha ng

**PERFORMANCE
BASED BONUS?**



Para sa karagdagang impormasyon ukol sa
PBB, pumunta lamang sa:

www.gov.ph/pbb 

Para sa mga katanungan, mag-email sa:

pbb@gov.ph