



MEMORANDUM CIRCULAR

No. 011
Series of 2021

SEP 27 2021

SUBJECT: Adoption and Implementation of AO 25 Inter-Agency Task Force (IATF) Memorandum Circular (MC) No. 2021-1 dated 02 June 2021 Prescribing the Guidelines on the Grant of the Performance-Based Bonus (PBB) for Fiscal Year (FY) 2021 Under Executive Order (EO) No. 80, s. 2012 and Executive Order No. 201, s. 2016

1. Background and Rationale

The PBB along with the Performance Enhancement Incentive (PEI) are monetary incentives under the Performance-Based Incentive System (PBIS) introduced in 2012 per EO No. 80. These incentives are given to government employees based on their performance and contribution to the achievement of their Department or Agency's commitments and targets. The PBB is a top-up bonus introduced to reward and encourage exemplary performance among public servants in the government.

In the prior years, the eligibility criteria for the PBB are focused on Results-Based Performance Management System (RBPMS), good governance, and compliance with the Ease of Doing Business in the Government Act. For FY 2021, the PBB's overarching goal is to strengthen the effectiveness of the incentives system to help the agencies achieve mission critical objectives and outcomes of the government; hence, criteria and conditions were refined generally to simplify the process and facilitate the timely release of the incentives to eligible agencies.

The FY 2021 PPB shall measure the performance of the agencies with emphasis on public's satisfaction, realization of the agencies' performance targets, quality of service delivery, efficiency in the use of resources, and strengthened agency stewardship.

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