



**PERFORMANCE RATING REQUIREMENT OF
THIRD LEVEL OFFICIALS FOR THE 2016
PERFORMANCE-BASED BONUS (PBB)**

X-----X

Resolution No. 1278

WHEREAS, Presidential Decree Number 1 created the Career Executive Service Board (CESB) “to serve as the governing body of the Career Executive Service” and mandated it “to promulgate rules, standards and procedures on the selection, classification and career development of members of the Career Executive Service”;

WHEREAS, Administrative Order (AO) Number 25, Series of 2011 “established a unified and integrated Results-Based Performance Management System (RBPMS) across all departments and agencies within the Executive Branch of Government, incorporating a common set performance scorecard, and creating an accurate, accessible, and up-to-date government-wide, sectoral, and organizational performance information system, which shall be used as basis for determining entitlement to performance-based allowances, incentives, or compensation of government personnel”;

WHEREAS, AO 25, Series of 2011 included the CESB as a government oversight office for the alignment of the Career Executive Service Performance Evaluation System (CESPES) with the RBPMS;

WHEREAS, Executive Order Number 80, Series of 2012 institutionalized the Performance-Based Incentive System (PBIS), which included the grant of Performance-Based Bonus (PBB) as a top-up bonus that is given to personnel of bureaus or delivery units in accordance with their contribution to the accomplishment of their Department’s overall targets and commitments, subject to certain criteria;

WHEREAS, the CES Governing Board, through CESB Resolution Number 1093, Series of 2013, required third level officials to obtain at least a “Very Satisfactory” CESPES rating to qualify for the grant of PBB;

WHEREAS, the Memorandum Circulars issued by the AO 25 Inter-Agency Task Force for PBB for Fiscal Years 2013, 2014 and 2015 accordingly set the performance rating requirement for third level officials at the minimum of “Very Satisfactory” to qualify for the incentive;

WHEREAS, acknowledging the need to further align and synchronize its policies alongside the implementation of the PBIS, the CES Governing Board revisited the performance rating requirement for the grant of PBB to third level officials;

Page 1 of 2

WHEREAS, the CES Governing Board recognizes the rationale of the PBIS as a rewards system that is separate and distinct from the eligibility, appointment, promotion, and other recognition processes within the CES;

WHEREAS, the Board further noted that the rates of the PBB as mandated by Section 5 of Executive Order Number 201, Series of 2016 address the difference in the scope of functions of responsibilities of civil servants in the first, second and third levels;

WHEREFORE, premises considered, the Board **RESOLVES**, as it is hereby **RESOLVED**, to amend the CESPES rating requirement from "Very Satisfactory" to "Satisfactory" for the purpose of the grant of the PBB for Fiscal Year 2016.

APPROVED this 15th day of April 2016 in Quezon City, Philippines.


ALICIA dela ROSA - BALA
Chairperson


EVANGELINE C. CRUZADO
Member


ANTONIO D. KALAW, JR.
Member


CHARITO R. ELEGIR
Member


ROLANDO L. METIN
Member

Attested by:


CARMELA M. CONTI
Board Secretary III