MEMORANDUM

TO: ALL THIRD LEVEL OFFICIALS

SUBJECT: ALIGNING OF PERFORMANCE CONTRACTS WITH THE IMPLEMENTING GUIDELINES OF THE PERFORMANCE-BASED BONUS

DATE: 11 FEBRUARY 2013

This is relative to the Career Executive Service Board (CESB) Circular No. 6 Series of 2012 regarding the “Aligning of Performance Contracts with the Implementing Guidelines of the Performance-Based Bonus under Executive Order No. 80 Series of 2012 (Directing the Adoption of a Performance-Based Incentive System for Government Employees).

While E.O. No. 80 provides for the adoption of the PBI (Performance-Based Incentives) consisting of the Productivity Enhancement Incentive (PEI) and the Performance-Based Bonus (PBB) in the national government beginning FY 2012, the PEI shall continually be granted across-the-board while the PBB is a top-up bonus which shall be given to personnel of bureaus or delivery units in accordance with their contribution to the accomplishment of their Department’s overall targets and commitments.

Please be advised that it is required to all CES Officials to meet with their respective superior raters to set their respective Leading and Innovating Milestones (LIM) and Regular and Routinary Milestones (RRM) pursuant to the Guidelines of the Career Executive Service Performance Evaluation System (CESPES).

Therefore, should the Department or Agency’s Major Final Outputs (MFO), Performance Indicators (PI), Performance Targets (PTs) or its Program/Activities/Projects (PAPs) need to be modified, the CES Officials are likewise required to modify or restructure their respective performance contracts to ensure that the Department or Agency’s MFOs, PIs or PTs are cascaded down to the CES Officials.

Thus, for CY 2012, CES Officials, who have already completed and submitted their performance contracts with their respective Superior Raters on their Leading and
Innovating Milestones (LIM) and Regular and Routinary Milestones (RRM), may be allowed to modify or restructure the same in alignment with the Major Final Outputs (MFOs), Performance Indicators (PIs), Performance Targets (PTs) or the Program/Activities/Projects (PAPs) of their respective Department or Agency.

Please be guided accordingly.

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