



REPUBLIC OF THE PHILIPPINES
TARIFF COMMISSION

10 Must-know about PBB

#PBB2019

September 23, 2019

Prepared and presented by Cherry C. Berris
Tariff Commission's PBB Spokesperson

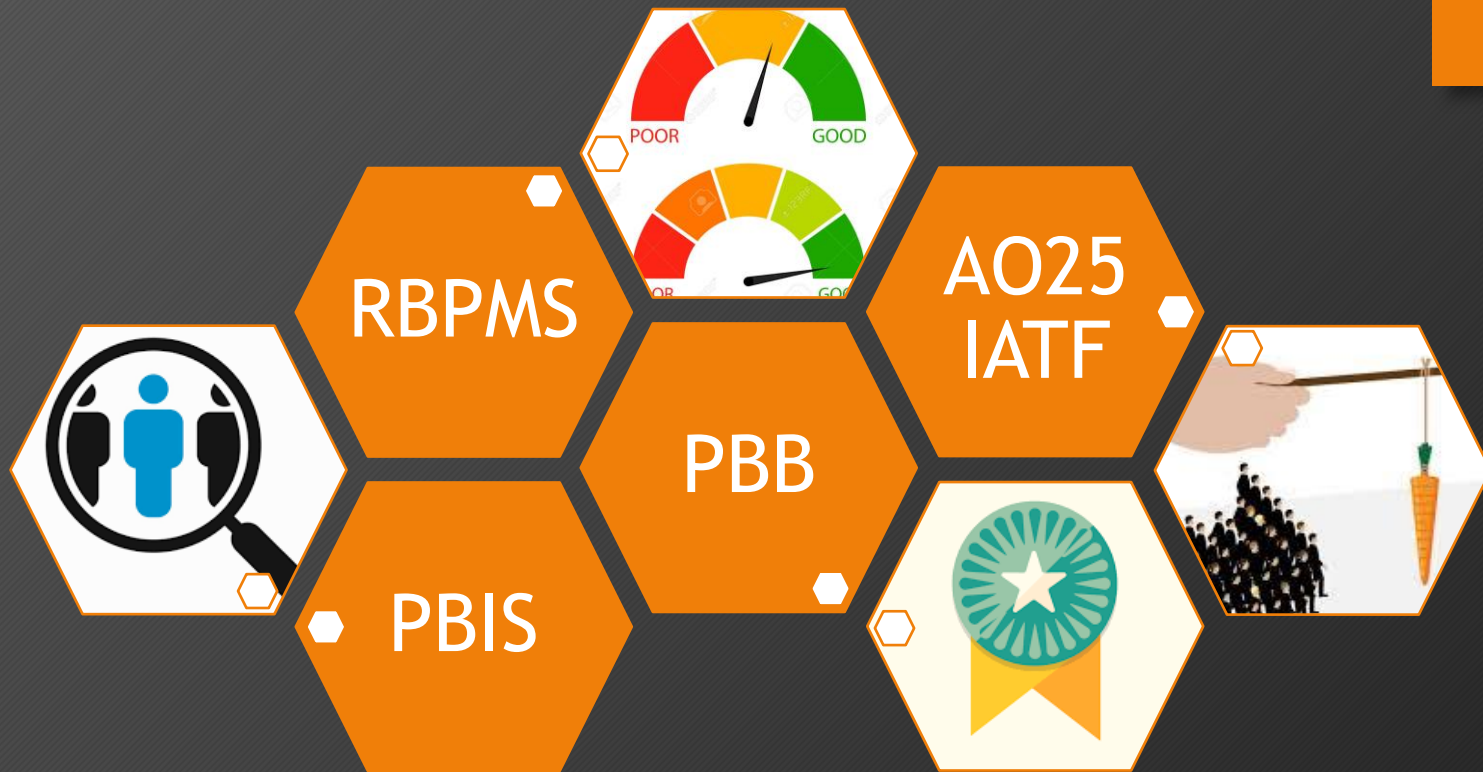
Part 1. Overview

Summary presentation of the
10-MUST know about PBB

Know what is behind PBB

Must
Know
No. 1

Must
Know
No. 1

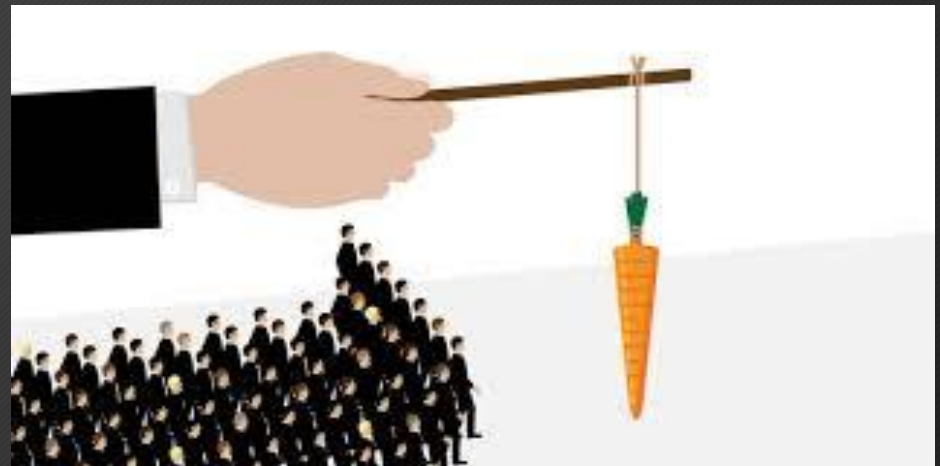


Performance-Based Bonus (PBB)

PBB

High-performing civil servants
are duly recognized and

Rewarded



How to Qualify for PBB 2019

Must
Know
No. 2

Memorandum Circular No. 2019 -1
Issued on September 3, 2019

Source:
Memorandum Circular No. 2019 -1 issued on September 3, 2019
<https://www.dap.edu.ph/rbpms/wp-content/uploads/2019/09/MEMORANDUM-CIRCULAR-NO-2019-1.pdf>

Three (3) Eligibility Criteria

PBB
Eligibility

1

Good
Governance
Conditions



2

Performance
Targets of
Agencies



3

Performance
Rating System



What it is about Good Governance Conditions (GGC)

Must
Know
No. 3

100% of GGCs Must Be MET

GGC
Conditions

1st
Condition

Maintain/Update the
Agency Transparency Seal

2nd
Condition

Update the PHILGEPS posting of all
Invitations to Bids and awarded Contracts

3rd
Condition

Maintain/Update the Citizen's
Charter or Service Charter

What it is about Performance Targets of the Agency

Must
Know
No. 4



Six (6) Performance Areas

Performance
Targets

Performance Areas



Area No.1

Streamlining and
Process Improvement
of Critical Services



Area No.2

Citizen/Client
Satisfaction



Area No.3

QMS
Certification/
Recertification

Performance Areas



Area No. 4

General
Administrative
Support Services



Area No. 5

Cross Cutting
Requirement



Area No. 6

Reinforce Fair
Performance
Assessment

What it is about Performance Rating System

Must
Know
No. 5

Prescribed Performance Rating System

Performance System

- CSC Approved Strategic Performance Management System (SPMS) for 1st and 2nd Level Officials and Employees
 - ❖ IPCR, DPCR, OPCR
- Career Executive Service Performance Management System (CESPES) for CES officers and incumbents to CES positions
 - ❖ CESPES



Grounds for PBB 2019 INELIGIBILITY

Must
Know
No. 6

Four (4) Ineligibility Conditions

1. Unable to Comply with ALL the GGC Conditions (Current Year)
2. Unable to comply with a maximum of two (2) Performance Targets due to controllable factors (Current Year)
3. Random Check of submitted SALN and found Non-Compliance (Succeeding Year)
4. Committing of Prohibited Acts: (i) Misrepresentation in the submission of PBB required reports, and (ii) evenly distributing PBB (Succeeding Year)



How INDIVIDUALS will qualify for the grant of PBB

Must
Know
No. 7

Performance Rating and Length of Service

- Satisfactory Performance Rating (IPCR, DPCR, OPCR, CESPES)
- Full grant to employees who rendered 9 months of service, pro-rate for those with less than 9 months but a minimum of 3 months service



How INDIVIDUALS will be Disqualified for the grant of PBB

Must
Know
No. 8

Individual Disqualification

- Did Not Meet Targets
- Did Not Submit SALN
- Did Not Liquidate Cash Advance within Reglementary Period
- Did Not Submit SPMS Forms



Feedback Mechanism and Change Management

Must
Know
No. 9

Enhanced Implementation of Internal Communications Strategy

- Engage employees in understanding the PBIS, the performance targets as well as services and output that they will need to deliver
- Disseminate the performance targets and accomplishments
- Set up Help Desk to respond to queries and comments on the targets and accomplishments
- Set up Complaints Mechanism to respond to the PBIS-related issues and concerns raised by officials and employees



TC's PBB Focal Person

Must
Know
No. 10

PBB Committee Head : Commissioner Ernesto L. Albano
PBB Focal Person : Director Gerry P. Gebela
PBB Spokesperson : Ms. Cherry C. Berris

PBB Focal Person

PBB
Focal
Person



Performance-based “Bonus”

Thank
You!

Part 2. Detailed Presentation

Detailed presentation of the
10-MUST know about PBB

Know what is behind PBB

Must Know

No. 1



<https://friends60.com/wp-content/uploads/2018/10/single.jpg>

Single Performance Management System for the Whole Government (Executive Branch)

Results-based Performance Management System (RBPMS)

RBPMS

Performance Management Systems and Activities of Oversight Agencies

- Rationalize
- Harmonize
- Simplify
- Integrate
- UNIFY



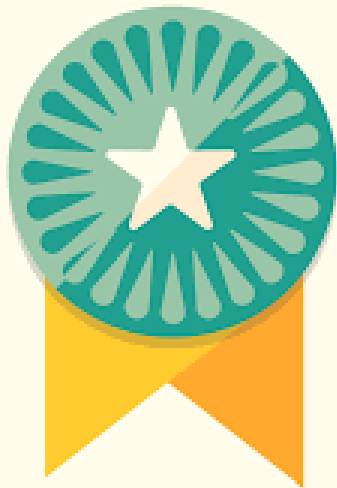
Good Governance

- Performers
- Underperformers
- Non-performers



Performance-Based Incentive System (PBIS)

PBIS



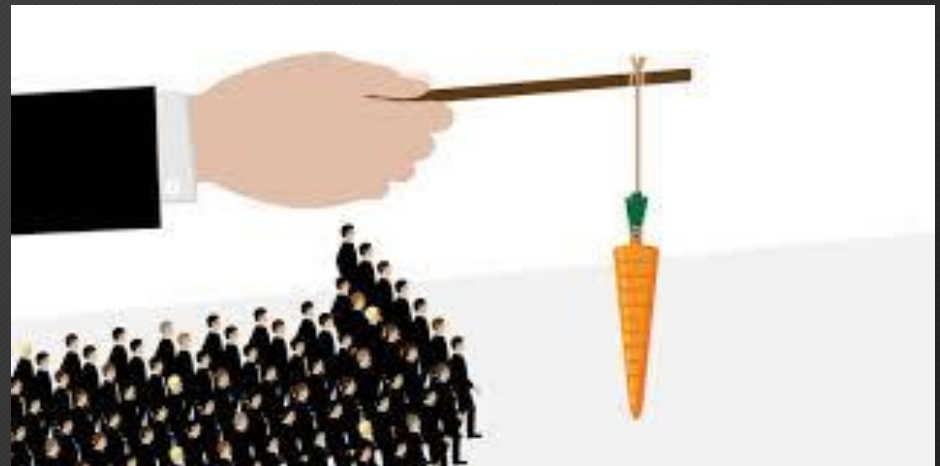
- Encourage Exemplary Performance of Government Agencies
- Recognize and Reward Commendable Accomplishments by Agencies and Individual Employees

Performance-Based Bonus (PBB)

PBB

High-performing civil servants
are duly recognized and

Rewarded



A0 25 Inter-Agency Task Force

A025
IATF

Inter-Agency Task Force (IATF)

on the Harmonization of National
Government Performance Monitoring,
Information and Reporting Systems

Committee:

DBM, OCS, OP-OES,
NEDA, PMS, DOF

TWG:

DBM, CSC, COA, OMB,
CHED, CESB, NCC,
GCG, LWUA, DILG

Secretariat: DAP



How to Qualify for PBB 2019

Must
Know
No. 2

Memorandum Circular No. 2019 -1
Issued on September 3, 2019

Source:
Memorandum Circular No. 2019 -1 issued on September 3, 2019
<https://www.dap.edu.ph/rbpms/wp-content/uploads/2019/09/MEMORANDUM-CIRCULAR-NO-2019-1.pdf>

Three (3) Eligibility Criteria

PBB
Eligibility

1

Good
Governance
Conditions



2

Performance
Targets of
Agencies



3

Performance
Rating System



What it is about Good Governance Conditions (GGC)

Must
Know
No. 3

GGC Performance Drivers

GGC
Conditions

- Heightened Transparency
- Stronger Public Accountability
- More inclusive and People-centric public services



100% of GGCs Must Be MET

GGC
Conditions

1st
Condition

Maintain/Update the
Agency Transparency Seal

2nd
Condition

Update the PHILGEPS posting of all
Invitations to Bids and awarded Contracts

3rd
Condition

Maintain/Update the Citizen's
Charter or Service Charter

What it is about Performance Targets of the Agency

Must
Know
No. 4



Six (6) Performance Areas

Performance
Targets

Streamlining and Process Improvement of Critical Services

1

Streamlining Criteria:

- Number of Steps
- Turnaround Time
- Number of Signatures
- Number of Required Documents
- Transaction Cost
- Substantive Compliance Cost



Citizen/Client Satisfaction

- Measure effectiveness of streamlining and process improvement
- Embed feedback mechanism and Client Satisfaction Measurement in process improvement efforts
- Report the Results of FY 2018 Improvement Action Plan AND FY 2019 Client Satisfaction Survey for each service



QMS Certification/ Recertification

3

- Valid ISO 9001:2015 Certification/
Recertification as of Dec. 31, 2019
- Posted in the Transparency Seal
webpage not later than
Dec. 31, 2019
- Certified True Copy of QMS
Certificate submitted
not later than Dec. 31, 2019



General Administrative Support Services

4

- Budget Utilization Rate
- Compliance with Audit Findings
- Compliance with Submission of Budget and Financial Accountability Reports
- FY 2019 Annual Procurement Plan (APP) for Non-CSE
- FY 2020 APP for CSE
- Undertake Early Procurement (Indicative FY 2020 APP for Non-CSE)
- Results of FY 2018 Agency Procurement Compliance and Performance Indicators



Cross Cutting Requirement

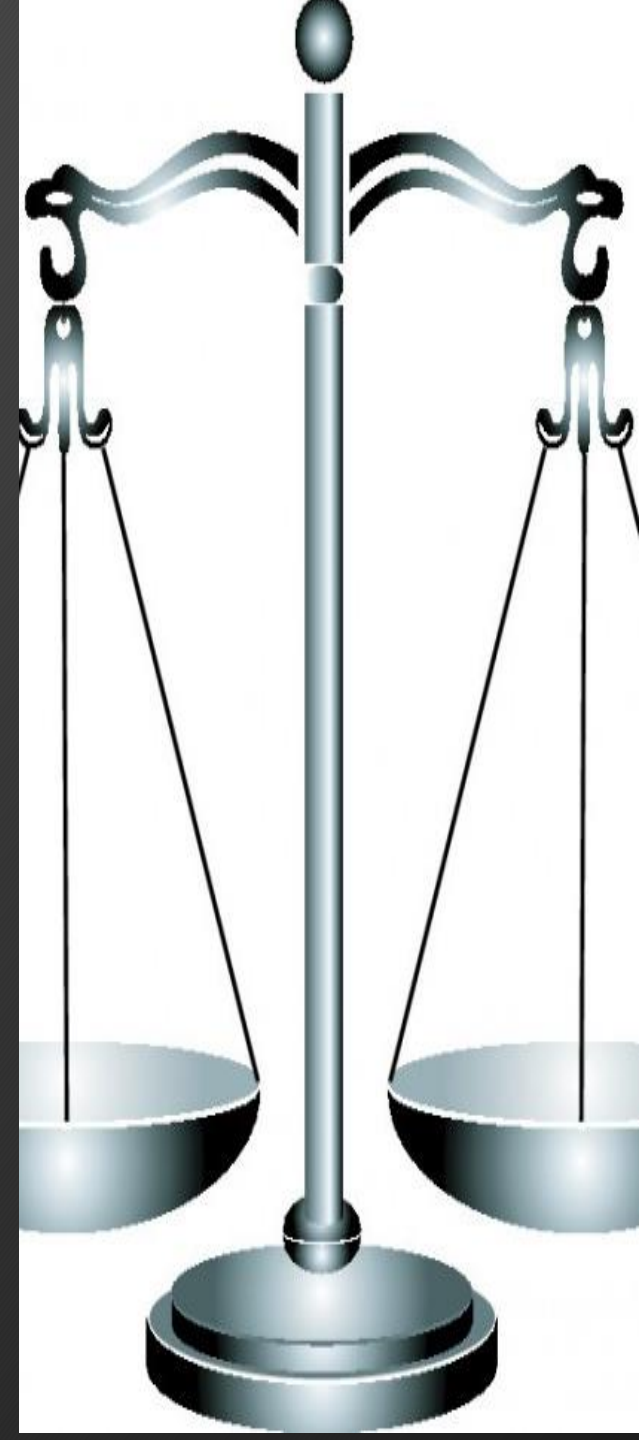
5

- Establish and Conduct of Agency Review and Compliance Procedure of SALN
- Submission of SALN of Employees
- Comply with the Freedom of Information (FOI) Program
- Post Agency's System of Ranking of Delivery Units
- Submit Agency Report on Ranking of Delivery Units



Reinforce Fair Performance Assessment 6

- Equitable Ranking of Delivery units
- Fair Assessment of performance of each Delivery Unit under Operations and Support Services
- Declare non-frontline services performed by Delivery Units under Support Services
 - ❖ Strengthen accountability of every delivery unit in streamlining and improve processes and services to citizens/clients and internal employees
- Report baseline information (i.e. streamlining and process improvement, and Client Satisfaction)



What it is about Performance Rating System

Must
Know
No. 5

Prescribed Performance Rating System

Performance System

- CSC Approved Strategic Performance Management System (SPMS) for 1st and 2nd Level Officials and Employees
 - ❖ IPCR, DPCR, OPCR
- Career Executive Service Performance Management System (CESPES) for CES officers and incumbents to CES positions
 - ❖ CESPES



Grounds for PBB 2019 INELIGIBILITY

Must
Know
No. 6

Four (4) Ineligibility Conditions

1. Unable to Comply with ALL the GGC Conditions (Current Year)
2. Unable to comply with a maximum of two (2) Performance Targets due to controllable factors (Current Year)
3. Random Check of submitted SALN and found Non-Compliance (Succeeding Year)
4. Committing of Prohibited Acts: (i) Misrepresentation in the submission of PBB required reports, and (ii) evenly distributing PBB (Succeeding Year)



How INDIVIDUALS will qualify for the grant of PBB

Must
Know
No. 7

Performance Rating and Length of Service

- Satisfactory Performance Rating (IPCR, DPCR, OPCR, CESPES)
- Full grant to employees who rendered 9 months of service, pro-rate for those with less than 9 months but a minimum of 3 months service



How INDIVIDUALS will be Disqualified for the grant of PBB

Must
Know
No. 8

Individual Disqualification

- Did Not Meet Targets
- Did Not Submit SALN
- Did Not Liquidate Cash Advance within Reglementary Period
- Did Not Submit SPMS Forms



Feedback Mechanism and Change Management

Must
Know
No. 9

Enhanced Implementation of Internal Communications Strategy

- Engage employees in understanding the PBIS, the performance targets as well as services and output that they will need to deliver
- Disseminate the performance targets and accomplishments
- Set up Help Desk to respond to queries and comments on the targets and accomplishments
- Set up Complaints Mechanism to respond to the PBIS-related issues and concerns raised by officials and employees



TC's PBB Focal Person

Must
Know
No. 10

PBB Committee Head : Commissioner Ernesto L. Albano
PBB Focal Person : Director Gerry P. Gebela
PBB Spokesperson : Ms. Cherry C. Berris

PBB Focal Person

PBB
Focal
Person



Performance-based “Bonus”

Thank You!