



THE EXECUTIVE ORDER NO. 61 (s. 2024)¹ TECHNICAL WORKING GROUP²

RESOLUTION NO. 2025-3

DELEGATING THE AUTHORITY TO ISSUE RESPONSES TO APPEALS ON THE GRANT OF THE FY 2023 PERFORMANCE-BASED BONUS (PBB)

WHEREAS, Executive Order (EO) No. 61, s. 2024 mandates the establishment of a streamlined and simplified government performance management and incentives system, harmonizing the Results-Based Performance Management System (RBPMS) and Performance-Based Incentive (PBI) System with ease of doing business initiatives;

WHEREAS, Section 1 of EO No. 61 suspended the implementation of Administrative Order (AO) No. 25, s. 2011³ and EO No. 80, s. 2012,⁴ and all other relevant issuances related thereto, to facilitate the study and review of the RBPMS and PBI System;

WHEREAS, Section 2 of EO No. 61 created a Technical Working Group (TWG) to conduct a study and review of the RBPMS and PBI System;

WHEREAS, EO No. 61 directs the TWG to prepare a transition plan for the grant of the FY 2023 PBB, which was subsequently approved by the Office of the President through the Office of the Executive Secretary;

WHEREAS, to resume the FY 2023 PBB cycle, the TWG has issued **Resolution No. 2024-2⁵** which reiterated the guidelines outlined in the AO 25 Inter-Agency Task Force (IATF) Memorandum Circular (MC) No. 2023-1⁶ and all other relevant issuances,⁷ and included a set of guidelines for the **filing and processing of appeals** on the Final Eligibility Assessments (FEAs) of participating agencies for the FY 2023 PBB;

WHEREAS, the TWG issued **Resolution No. 2025-1,⁸** amending Resolution No. 2024-2 specifically on the results of the FY 2023 PBB, where appeals received by the EO No. 61 TWG Secretariat and referred to the validating agency concerned shall be acted upon by the TWG beginning 3 March 2025;

WHEREAS, the EO. No. 61 TWG Secretariat informed the TWG that the reassessment and revalidation of the results of the FEAs have been stalled due to the volume of appeals received by the TWG, each requiring a comprehensive review;

¹ *Suspending the Implementation of Administrative Order No. 25 (s. 2011) and Executive Order No. 80 (s. 2012), as Amended*, dated 3 June 2024

² Technical Working Group on New Government Performance Management System

³ *Creating an Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems*, dated 21 December 2011

⁴ *Directing the Adoption of a Performance-Based Incentive System for Government Employees*, dated 20 July 2012

⁵ *Guidelines on the Grant of the FY 2023 Performance-Based Bonus (PBB) and FY 2024 Productivity Enhancement Incentive (PEI)*, dated 27 November 2024

⁶ *Guidelines on the Grant of the Performance-Based Bonus (PBB) for Fiscal Year 2023 under Executive Order (EO) No. 80, s. 2012 and EO No 201, s. 2016* dated 22 August 2023

⁷ Issued for the grant of the FY 2023 PBB for government-owned or -controlled corporations, local water districts, and local government units

⁸ *Addendum to the Guidelines on the Filing of Appeals on the Grant of the FY 2023 Performance-Based Bonus* dated 19 February 2025

WHEREAS, the TWG recognizes the need for the expeditious resolution of appeals and the prompt issuance of responses to appealing agencies to facilitate the timely release of the FY 2023 PBB to eligible agencies and personnel;

NOW, THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED by the members of the EO No. 61 TWG that:

1. Consistent with EO No. 61 TWG Resolution No. 2024-2, the resolution of appeals on the grant of the FY 2023 PBB, once approved by the TWG, shall be deemed final upon issuance of the corresponding response letters. Accordingly, no motion for reconsideration on the same subject for appeal shall be allowed;
2. Recommendations by the validating agencies and/or the Composite Review Team on the appeals submitted shall be discussed and resolved during an EO No. 61 TWG meeting set for the purpose; and
3. The signing and issuance of approved response letters to resolved appeals, including the revised FEAs and agency scorecards, as applicable, shall be delegated to the DBM as Chairperson of the TWG.

RESOLVED FURTHER, that a copy of this Resolution shall be posted on the Department of Budget and Management website and furnished to all offices concerned for their information and appropriate action.

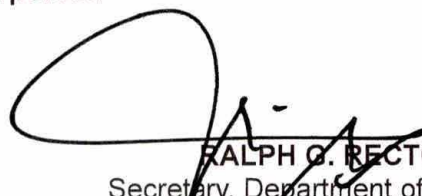
Approved this 17 September 2025 in Manila, Philippines.


AMENAH F. PANGANDAMAN
Secretary
Department of Budget and Management
Chairperson




LUCAS P. BERSAMIN
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