



**ARTA**  
ANTI-RED TAPE AUTHORITY  
OFFICE OF THE PRESIDENT



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## THE EXECUTIVE ORDER NO. 61 (s. 2024)<sup>1</sup> TECHNICAL WORKING GROUP<sup>2</sup>

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### RESOLUTION NO. 2025-4

#### AMENDING THE GUIDELINES 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. 2011<sup>3</sup> and EO No. 80, s. 2012,<sup>4</sup> 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 facilitate the resumption of the FY 2023 PBB cycle, the TWG has issued **Resolution No. 2024-2**<sup>5</sup> which reiterated the guidelines outlined in the AO No. 25 Inter-Agency Task Force (IATF) Memorandum Circular (MC) No. 2023-1,<sup>6</sup> as well as all other relevant issuances;<sup>7</sup>

**WHEREAS**, to ensure the proper evaluation and assessment of agency performance and compliance to the prescribed requirements, the TWG sees the need to amend certain provisions of the AO No. 25 IATF MC 2023-1;

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

1. Item 1 of EO No. 61 TWG Resolution No. 2024-2 is hereby amended to read as follows:

- "1. The guidelines under AO 25 IATF MC No. 2023-1 and the corresponding relevant issuances<sup>5</sup> governing the grant of the FY 2023 PBB shall be **adopted and reiterated with modifications**;"

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

<sup>2</sup> Technical Working Group on New Government Performance Management System

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

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

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

<sup>6</sup> *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

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

2. Items 1.1 and 1.2 are hereby added after item 1 of said Resolution, to read as follows:
  - “1.1. To be eligible for the grant of the FY 2023 PBB, an agency must attain a total score of at least 70 points by satisfying the conditions under the four (4) dimensions of accountability described in AO 25 IATF MC No. 2023-1;
  - 1.2. Items 3.0, 4.0, and 6.1.1 of said MC, and all other provisions of said MC that are inconsistent with item 1.1 of this Resolution are hereby modified accordingly;”
3. The second condition in items 3.0, 4.0, and 6.1.1 of said MC providing that for an agency to be eligible for the grant of the FY 2023 PBB, it must **achieve at least a rating of 4 for at least three (3) of the four (4) accountability dimensions**, is deleted.
4. In line with item 1.3 of Annex A of the same Resolution, participating agencies may be exempted from the Process Results criterion for the FY 2023 PBB cycle. Accordingly, a modified scoring system is hereby added to AO No. 25 IATF MC No. 2023-1, under item 4.0, after the 2<sup>nd</sup> paragraph, before item 4.1, to wit:

“x x x

On the other hand, agencies may be exempted from the Process Results criterion for the FY 2023 PBB cycle, as determined by the Executive Order No. 61 Technical Working Group, and without prejudice to eligibility conditions that may be prescribed for the grant of the performance-based incentives in succeeding years, if any. For agencies that will be exempt from said criterion, the following scoring system shall apply:

| TABLE 1.A: MODIFIED FY 2023 PBB SCORING SYSTEM |        |                    |           |           |           |           |
|------------------------------------------------|--------|--------------------|-----------|-----------|-----------|-----------|
| CRITERIA AND CONDITIONS                        | WEIGHT | PERFORMANCE RATING |           |           |           |           |
|                                                |        | 1                  | 2         | 3         | 4         | 5         |
| Performance Results                            | 5      | 5 points           | 10 points | 15 points | 20 points | 25 points |
| Financial Results                              | 5      | 5 points           | 10 points | 15 points | 20 points | 25 points |
| Citizen/Client Satisfaction Results            | 5      | 5 points           | 10 points | 15 points | 20 points | 25 points |

Agencies that will be exempt from the Process Results criterion shall attain a total score of **at least 55 points** in the remaining three (3) Eligibility Criteria to become eligible for the grant of the FY 2023 PBB.”



5. Consistent with the modified scoring system, a transmuted schedule of rates for the PBB shall apply to agencies exempt from the Process Results criterion, and shall be included under item 7.1, after Table 8, to wit:

"x x x

"Meanwhile, for agencies whose score is based on Table 1.A, the following PBB rates shall apply:

| TABLE 8.A: MODIFIED RATES OF THE PBB |                                               |
|--------------------------------------|-----------------------------------------------|
| TOTAL SCORE                          | PBB RATES                                     |
| 75 points                            | 65%<br>100% of the 65% monthly basic salary   |
| 70 points                            | 61.75%<br>95% of the 65% monthly basic salary |
| 65 points                            | 58.5%<br>90% of the 65% monthly basic salary  |
| 60 points                            | 55.25%<br>85% of the 65% monthly basic salary |
| 55 points                            | 52%<br>80% of the 65% monthly basic salary    |

6. The foregoing amendments shall have a retroactive effect and shall apply to all participating agencies covered by AO No. 25 IATF MC No. 2023-1; Provided, that for the modified scoring system and PBB rates in items 4.0 and 5.0 of this Resolution, the agency must have submitted a valid appeal on the grant of the FY 2023 PBB requesting reconsideration on the Process Results criterion.

**RESOLVED FURTHER**, that a copy of this Resolution shall be posted in 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.



Digitally signed by  
Pangandaman  
Amenah Flaminiano

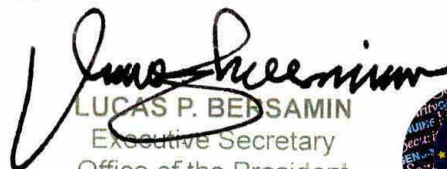
**AMENAH F. PANGANDAMAN**

Secretary

Department of Budget and Management

Chairperson





**LUCAS P. BEN SAMIN**

Executive Secretary

Office of the President

Co-Chairperson



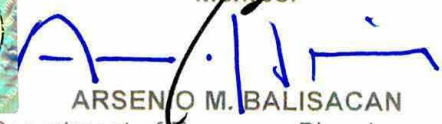


**RALPH G. RECTO**

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**ERNESTO V. PEREZ**

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