



Republic of the Philippines
NATIONAL POLICE COMMISSION
NATIONAL HEADQUARTERS PHILIPPINE NATIONAL POLICE
OFFICE OF THE CHIEF, PNP
Camp Crame, Quezon City

COMMAND MEMORANDUM CIRCULAR
NO. 32 - 2018

SUBJECT : PNP Performance-Based Bonus for FY 2018

TO : See Distribution

DATE : OCT 08 2018

1. REFERENCES:

- a. Presidential Administrative Order No. 25 (AO No. 25), S. 2011 entitled "Creating an Inter-Agency Task Force (IATF) on the Harmonization of National Government Performance Monitoring Information and Report Systems dated December 21, 2011;
- b. Executive Order No. 80 (EO No. 80), S. 2012 entitled "Directing the Adoption of a Performance Based Incentive System for Government Employees" dated July 20, 2012; and
- c. Memorandum Circular No. 2018-1 (MC No. 2018-1) from the IATF on the Harmonization of the National Government Performance Monitoring, Information and Reporting Systems dated May 28, 2018 entitled "Guidelines on the Grant of the Performance-Based Bonus for Fiscal Year 2018 under Executive Order No. 80 s. 2012 and EO No. 201 s. 2016" (Annex A).

2. PURPOSE:

This Command Memorandum Circular sets forth the guidelines and procedures to be undertaken by tasked Philippine National Police (PNP) Offices/Units to ensure the successful implementation of the Performance-Based Incentive System for PNP personnel in consonance with the specified criteria and conditions for the grant of Performance-Based Bonus (PBB).

3. SITUATION:

In consonance with AO 25 issued on December 21, 2011 and other issuances, the government will once again implement the granting of PBB to all the qualified personnel of all eligible agencies in the bureaucracy.

On February 19, 2016, EO No. 201, s. 2016 was signed into law in view of the periodic review of the Compensation and Position Classification System (CPCS) considering the changes in skills and competency requirements in the bureaucracy.

EO No. 201 s. 2016 also stipulated that the IATF on the Harmonization of National Government Performance Monitoring, Information and Reporting System created under AO No. 25, s. 2011 shall prescribe the conditions on eligibility and

procedures for the grant of the enhanced PBB, including the ranking system to recognize differences in the levels of performance.

In his 2017 State of the Nation Address, President Rodrigo Duterte called for a government equipped with political will and braced by a concerned citizenry to be able to overcome the problems facing the country through collective purpose and collaborative actions. He emphasized the need for heightened transparency and deeper accountability to the Filipino people to fight corruption and cleanse the bureaucracy.

Hence, among his priorities is to ensure citizen-centric public service to bring the government closer to the people with the citizenry empowered to evaluate and give feedback on public services and the bureaucracy. He reiterated his directive to all government offices to quickly respond and yield meaningful results in streamlining processes, working more efficiently, and providing high quality and genuine public service that Filipinos deserve without delay and bureaucratic red tape.

Moreover, in his Veto Message in the Fiscal Year (FY) 2018 National Budget, President Duterte declared confidence in strengthening the country's foundation for a matatag, maginhawa, at panatag na buhay that Filipinos aspire for. The FY 2018 National Budget represents the sound priorities and programs aimed at fostering the golden age of infrastructure, secure peace and order, and accelerate human capital development for sustained and inclusive growth. To this goal, he called for efficient, responsible and disciplined utilization of the National Budget.

To tighten the advocacy for intensified public accountability, heightened transparency, stronger fiscal discipline, and more efficient government processes, the government is leveraging the priorities of its Results-Based Performance Management System (RBPMS) and its people-centered Performance-Based Incentive System (PBIS) through requirements and conditions aiming to fight corruption, achieve higher citizen satisfaction and implement a firmer validation process to recognize outstanding performance in government service.

To facilitate the implementation, the IATF on the Harmonization of National Government Performance Monitoring, Information and Reporting System issued on May 28, 2018 Memorandum Circular Number 2018-01 with title "Guidelines on the Grant of the Performance-Based Bonus for Fiscal Year 2018 under EO No. 80 s. 2012 and EO No. 201 s. 2016".

The PNP, like any other agencies of the government, must satisfy the following criteria to be eligible for the grant of the PBB:

- a. Satisfy 100% of the Good Governance Conditions set by the AO 25 IATF for the year;
- b. Achieve each one of the Physical Targets, Support to Operations (STO) and General Administration and Support Services (GASS) requirements for FY 2018.