



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

COMMAND MEMORANDUM CIRCULAR
NO. 30 - 2019

SUBJECT : PNP Performance-Based Bonus for FY 2019

TO : See Distribution

DATE : October 7, 2019

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. 2019-1 (MC No. 2019-1) from the IATF on the Harmonization of the National Government Performance Monitoring, Information and Reporting Systems dated September 3, 2019 entitled "Guidelines on the Grant of the Performance-Based Bonus for Fiscal Year 2019 under Executive Order No. 80 s. 2012 and EO No. 201 s. 2016" (Annex A).

2. RATIONALE:

This Command Memorandum Circular sets forth the guidelines and procedures to be undertaken by tasked 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 the 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