

**FY 2021 PBB Guidelines:  
New Criteria and Conditions, Eligibility Requirements, and Rates**

With reference to the FY 2021 Performance-Based Bonus (PBB) Guidelines under AO 25 IATF's Memorandum Circulars No. 2021-1 and 2021-2, the Chairperson and Secretary hereby highlights the FY 2021 PBB's criteria and conditions as follows:

<b>CRITERIA AND CONDITIONS</b> 4 Dimensions of Accountability	<b>DESIRED OUTCOME</b>	<b>DELIVERABLES</b>	<b>RESPONSIBLE DELIVERY UNIT</b>
<b>1. Performance Results</b>	Achievement of each one of the Congress-approved performance targets under Performance-Informed Budgeting (PIB) of the FY 2021 GAA of BFARs	OPCRF Unified Reporting System (URS)-generated Financial Accountability Reports (FARs)	AFD
		OPCRF Unified Reporting System (URS)-generated Budget Accountability Reports (BAR 1)	PPRD
<b>2. Process Results</b>	Achievements in ease of doing business/ease of transaction as a result of streamlining, standardization, and related improvements	Form A as provided in Annex 3 of MC No. 2021-1 of report of verifiable evidence of achievement in ease of doing business for frontline services	MIED PMD PPRD MISD
		Report on the digitization initiatives or digital transformation of frontline and non-front	MIED PMD PPRD MISD AFD
		Report on the standardization of frontline and non-frontline services	MIED PMD PPRD MISD AFD
		Valid ISO QMS certification	MISD
<b>3. Financial Results</b>	Actual spending of the agency's budget	FY 2021 Disbursement Budget Utilization Rate	AFD

	allotment vis-à-vis the realization of the committed PAPs based on 2021 GAA	(BUR)	
4. <b>Citizen/Client Satisfaction Results (CCSR)</b>	Achievement in satisfying the quality expectations of the transacting public	Report on CCSR (Annex 4), Summary Report on status of complaints from: hotline #8888, Presidential Complaint Center, Contact Center ng Bayan (CSC), Complaints Action Center (ARTA), info@cfo.gov.ph	AFD

The FY 2021 PBB guidelines will implement a scoring system (p.3 section 4, Table 1, AO 25 IATF MC No. 2021-1) based on the 4 Dimensions of Accountability. To be eligible for the PBB 2021, the CFO should be able to attain a **total score of at least 70 points**.

In view of the **28 February 2022** deadline by the AO 25 for submission of *Agency Reports on Accomplishments*, all concerned Divisions are advised to monitor their compliance status and provide reports in coordination with CFO Performance Management Team (CFO-PMT).

Meanwhile, the following Agency Accountabilities shall continuously be implemented and monitored, for submission to validating agencies:

<b>Agency Accountability</b>	<b>Responsible Delivery Unit</b>
a. Updating of Transparency Seal	MISD
b. Compliance with the FOI program	PPRD
c. Updating of Citizen's Charter	MIED
d. Compliance to Audit Findings and Liquidation of Cash Advance	AFD
e. Submission and Review of SALN	AFD
f. PhilGEPS posting of all invitations to bids and awarded contracts	BAC
g. Submission of FY 2022 APP-CSE, FY 2021 APP-non CSE, and results of the FY 2020 Agency Procurement Compliance and Performance Indicators (APCPI)	BAC
h. Undertaking of Early Procurement Activities covering 2022 Procurement Projects	BAC

*Note: Compliance with the above-mentioned conditions is not required to be eligible for PBB; however, these shall be used in determining the eligibility of the responsible units.*

This year's PBB will no longer require ranking of the delivery units. Uniform rates shall apply to all officials and employees based on the total score obtained by the agency.


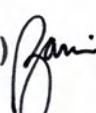
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RATES OF THE FY 2021 PBB	
TOTAL SCORE	PBB RATES
100 points	<b>65%</b> (100% of the 65% monthly basic salary)
95 points	<b>61.75%</b> (95% of the 65% monthly basic salary)
90 points	<b>58.5%</b> (90% of the 65% monthly basic salary)
85 points	<b>52.5%</b> (85% of the 65% monthly basic salary)
80 points	<b>52%</b> (80% of the 65% monthly basic salary)
75 points	<b>48.75%</b> (75% of the 65% monthly basic salary)
70 points	<b>45.5%</b> (70% of the 65% monthly basic salary)

While the CFO may be eligible as an agency, those **delivery units most responsible for a score lower than 4 points on any of the mentioned 4 Dimensions of Accountability, and non-compliant with the above Agency Accountabilities, will be isolated from the PBB grant.**

The CFO-PMT, as the designated committee responsible for PBB compliance, shall act as the authorized body that will receive and deliberate any PBB-related complaints, if any, forwarded by the responsible delivery units, with the Chairperson and Secretary as the final arbiter.

So ordered.

  
**JUSTICE FRANCISCO P. ACOSTA (RET.)**   
 Chairperson and Secretary

The City of Manila  
 December 7, 2021

