



Memorandum Circular	AMENDMENT TO THE INTERIM GUIDELINES ON THE RATING AND RANKING OF PERSONNEL FOR THE PERFORMANCE- BASED BONUS 2016 (PBB2016)	DATE: 29 May 2018
Number: MC-2018-010		Page: 1 of 2 pages
Supersedes: see below		

REFERENCES:

GCG MC No. 2018-01 Amendment to the Interim Performance-Based Bonus (PBB);

MC 2016-11 Interim Guidelines on the Rating and Ranking of Personnel for the Performance Based Bonus (PBB CY 2016);

GCG letter “**AUTHORIZATION TO GRANT PBB TO ELIGIBLE DAP OFFICERS AND EMPLOYEES FOR 2016**”. dated 24 May 2018

RATIONALE

The GCG issued MC No. 2018-01 amending MC No. 2017-01 particularly concerning the rates and the determination of profitability to be used for the re-computation of PBB for FY 2016.

The GCG multiplier for computation of PBB for FY 2016 for profitable GOCCs and the DAP BOT-approved multiplier are as follows:

Percentile	GCG Multiplier	DAP BOT-Approved Multiplier
❖ TOP: Maximum = 10%	2.5	1.00 (1.0000)*
❖ NEXT: Maximum = 25%	1.5	0.89 (0.8925)*
❖ REMAINING: Minimum = 65%	1.0	0.79 (0.7950)*

The percentile of the “Top” and “Next” levels are the maximum figures with the discretion on the part of the Governing Board / Management to decrease the figures and distribute them to the “Remaining” level.

Provided that the total cost of the PBB shall not result in a net loss for the applicable year computed before subsidy and unrealized gains/losses, and after payment of all statutory obligations and liabilities.”

* Actual computation of PBB amount is based on the four digit computed multiplier as discussed with the GCG.

AMENDMENT:

Pursuant to the above revision, the multiplier of the Monthly Basic Salary (MBS) for the Academy's PBB2016 is proportionately adjusted such that the payment of incentive will not result in a net loss for FY2016;

The rationalization took into account that no employee entitled to the full grant of PBB will receive an amount below P7,500.⁰⁰;

Provision No.6 of MC 2016-11 (Amounts of Entitlement vis-à-vis Months of Service in 2016) is hereby amended and the table below presents the multiplier of MBS based on length of service and performance:

Length of Service	% of PBB	Multiplier of MBS based on Performance		
		Top	Next	Remaining
• 9 months or above	100%	1.0000	0.8925	0.7850
• 8 months but less than 9 months	90%	0.9000	0.8033	0.7065
• 7 months but less than 8 months	80%	0.8000	0.7140	0.6280
• 6 months but less than 7 months	70%	0.7000	0.6248	0.5495
• 5 months but less than 6 months	60%	0.6000	0.5355	0.4710
• 4 months but less than 5 months	50%	0.5000	0.4463	0.3925
• 3 months but less than 4 months	40%	0.4000	0.3570	0.3140
• 2 months or less	0%	-	-	-

EFFECTIVITY:

This Memo Circular shall take effect immediately. All previous issuances inconsistent with the provisions of this Circular are hereby amended, repealed, and superseded.


MAGDALENA L. MENDOZA
 Officer-In-Charge