



Republic of the Philippines
Office of the President
NATIONAL COMMISSION ON INDIGENOUS PEOPLES
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Memorandum Order No. 8146
 Series of 2018



TO : **All OFFICIALS AND EMPLOYEES**
 This Office

FROM : **THE CHAIRPERSON**

SUBJECT : **GUIDELINES IN RANKING OF DELIVERY UNITS AND INDIVIDUALS FOR FY2018**

DATE : **September 19, 2018**

Please be informed that the guidelines in ranking of delivery units and individuals for FY2018 shall be based on the released Memorandum Circular No. 2018-1, dated May 28, 2018 of the Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting System.

Each delivery units must satisfy the following conditions to be eligible for the grant of Performance-Based Bonus (PBB):

- Good Governance Conditions
- Performance Targets of Offices
- Performance Rating of Employees and CES positions

The following are the delivery units:

- Office of the Chairperson
- Office of the Executive Director
- 7 Bureau Offices
- 12 Regional Offices

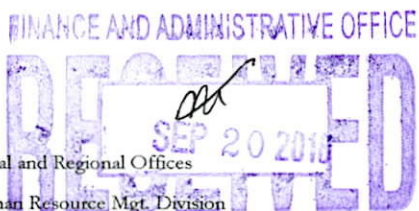
The delivery units that meet the criteria and conditions are eligible to the FY 2018 PBB and shall be forced ranked according to the following categories:

Ranking	Performance Category
Top 10%	Best Delivery Units
Nest 25 %	Better Delivery Units
Next 65%	Good Delivery Units

The rates of the PBB for each individual shall be based on the performance ranking of the individual's bureau or delivery unit with the rate of incentive as a multiple of one's monthly basic salary as of December 31, 2018, based on the table below:

Performance Category	Multiple of Basic Salary
Best Delivery Units	0.65
Better Delivery Units	0.575
Good Delivery Units	0.50

For information and compliance.



ATTY. LEONOR F. ORALDE-QUINTAYO

- cc:
- ☞ All Central and Regional Offices
 - ☞ The Human Resource Mgt. Division

(Handwritten signature of Atty. Leonor F. Oralde-Quintayo)