

BALANGA WATER DISTRICT

EGSA, Tuyo, Balanga City, Bataan 2100

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09190870348/09361586991

SYSTEM OF RANKING AND DELIVERY UNITS AND ELIGIBILITY OF INDIVIDUALS.

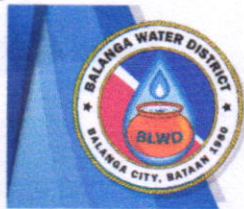
For the Grant of Performance-Based Bonus (PBB) for 2023

(Based on Inter-Agency Task Force Memorandum Circular No. 2023 – 1)

1. To be eligible for the grant of the FY 2023 PBB, each agency must satisfy the criteria and conditions under the four (4) dimensions of accountability: Performance Results, Process Results, Financial Results, and Citizen/Client Satisfaction Results and attain a total score of at least 70 points, and achieve at least a rating of 4 for at least three (3) in the four (4) dimensions of accountability based on the PBB Scoring System.
2. Form A or other as provided in the LWUA-DBM joint memorandum circular shall be used as basis in assessing the BLWD's performance and determining the eligibility for the PBB.
3. For FY 2023 PBB, BLWD's delivery units shall no longer be ranked. However, the unit/s most responsible for non-compliance or non-accomplishment of targets shall be isolated from the grant of the PBB.
4. Eligible delivery units shall be granted FY 2023 PBB at uniform rates across BLWD including its officials and employees.
5. The PBB rates of individual employees shall depend on the total score of the office accomplishments versus its target for FY 2023. The maximum rate of the PBB for agencies that will achieve 100 points shall be 100% of the 65% MBS of an individual as of December 31, 2023.

RATES OF THE PBB	
TOTAL SCORE	PBB RATES
100 points	65% 100% of the 65% monthly basic salary
95 points	61.75% 95% of the 65% monthly basic salary
90 points	58.5% 90% of the 65% monthly basic salary
85 points	55.25% 85% of the 65% monthly basic salary
80 points	52% 80% of the 65% monthly basic salary
75 points	48.75% 75% of the 65% monthly basic salary
70 points	45.5% 70% of the 65% monthly basic salary

6. Employees belonging to the First and Second levels shall have a rating of at least "Very Satisfactory" based on the Agency's CSC approved Strategic Performance Management System (SPMS). The Head of the Agency shall not be included in ranking and delivery units.



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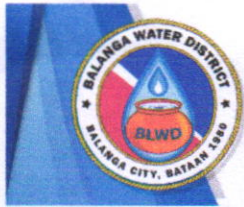
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7. An official or employee holding regular plantilla position and casual personnel having an employer—employee relationship who has rendered a minimum of nine (9) months of service in FY 2023 and with at least Very Satisfactory Rating may be eligible to the full grant of PBB.
8. Personnel who transferred from one government agency to another agency shall be included by the agency where he/she served the longest. If equal months were served for each agency, he/she will be included in the recipient agency.
9. An official or employee who rendered less than nine (9) months but a minimum of three (3) months of service and with at least a Very Satisfactory rating shall be eligible for the grant of the PBB on a pro-rata basis corresponding to the actual length of service rendered, as follows:

LENGTH OF SERVICE AND PERCENTAGE OF PBB	
LENGTH OF SERVICE	% OF PBB
8 months but less than 9 months	90%
7 months but less than 8 months	80%
6 months but less than 7 months	70%
5 months but less than 6 months	60%
4 months but less than 5 months	50%
3 months but less than 4 months	40%

10. The following are the valid reasons for an employee who may not meet the nine-month actual service requirement to be considered for PBB on a pro-rata basis:
 - a. Being a newly hired employee;
 - b. Retirement;
 - c. Resignation;
 - d. Rehabilitation Leave;
 - e. Maternity Leave and/or Paternity Leave;
 - f. Vacation or Sick Leave with or without pay;
 - g. Scholarship/Study Leave; and/or
 - h. Sabbatical Leave
11. An employee who is on vacation or sick leave, with or without pay, for the entire year is not eligible for the grant of the PBB.
12. Personnel found guilty of administrative and/or criminal cases by final and executory judgment in FY 2023 shall not be entitled to the PBB. If the penalty meted out is only reprimand, such a penalty shall not cause disqualification to the PBB.



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13. Officials and employees who failed to submit the 2022 SALN as prescribed in the rules provided under CSC Memorandum Circular No. 3 s. 2015; or those who are responsible for non-compliance with the establishment and conduct of the review and compliance procedure of SALN, shall not be entitled to the FY 2023 PBB.
14. Officials and employees who failed to liquidate all cash advances received in FY 2023 within the reglementary period, as prescribed in COA Circular 97-002 dated February 10, 1997, and reiterated in COA Circular 2009-002 dated May 18, 2009, shall not be entitled to the FY 2023 PBB.
15. Officials and employees who failed to submit their complete SPMS Forms shall not be entitled to the FY 2023 PBB.

Prepared by:

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Approved by:

Engr. Charlito G. Rodriguez
General Manager