



REPUBLIKA NG PILIPINAS
TANGGAPAN NG PANGULO
LUPON SA MGA LARO AT LIBANGAN
(Games and Amusements Board)

Legaspi Towers 200
Paseo de Roxas,
Makati City

MEMORANDUM

TO : ALL GAB OFFICIALS AND EMPLOYEES
FROM: ABRAHAM KAHLIL B. MITRA
Chairman
DATE: 24 SEPTEMBER 2020
SUBJECT: SYSTEM OF AGENCY RANKING OF DELIVERY UNITS FOR THE
GRANT OF FY2020 PERFORMANCE-BASED BONUS (PBB).

Pursuant to the implementation of the performance-based incentive system in the government through Executive Order No. 80 dated July 20, 2012, and in compliance with the requirements set by the Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems under Memorandum Circular No. 2020-01 dated June 2, 2020, the following criteria is hereby adopted to serve as basis for the rating and ranking of offices/delivery units for purposes of the Performance-Based Bonus (PBB) for Fiscal Year 2020, as follows:

1. The Games and Amusements Board (GAB) has adopted the CSC-approved Strategic Performance Management System (SPMS) in the rating and ranking of offices/delivery units.
 - a. With the current structure, the GAB has grouped its delivery units to five (5), such as: 1) Office of the Chairman; 2) Administrative and Finance Division and Legal Division; 3) Boxing and Other Contact Sports Division; 4) Professional Basketball and Other Pro-Games Division; and 5) Horseracing Betting Supervision Division.
 - b. Ranking of delivery units is based on the assessment/evaluation conducted by the GAB Performance Management Team (PMT), using the SPMS Office Performance Commitment Review (OPCR), basing upon the success indicators or targets each delivery unit has committed to deliver. Offices/Delivery units are ranked based on criteria of quantity, quality, efficiency and timeliness in the delivery of targets, with corresponding points. Results of performance rating and ranking will be submitted by the PMT to the Board for approval.
 - c. Delivery units shall be forced ranked according to the following categories:

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

2. The PBB rates for each individual shall be based on the performance ranking of the individual's office/delivery unit with the rate of incentive as a multiple of one's monthly basic salary based on the table below:

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


3. Employees should receive a rating of at least "Satisfactory" based on the GAB's CSC-approved Strategic Performance Management System (SPMS).
4. An official or employee who has rendered a minimum of nine (9) months of service during the fiscal year and with at least Satisfactory rating may be eligible to the full grant of the PBB.
5. An official or employee who rendered less than nine (9) months but a minimum of three (3) months of service and with at least Satisfactory rating shall be eligible for the grant of PBB on a pro-rata basis corresponding to the actual length of service rendered, as follows:

Length of Services	% 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%

The following are the valid reasons for an employee who may not meet the 9-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;
 - h. Sabbatical Leave
6. The following are Not Entitled to PBB:
- a. Employee on vacation or sick leave, with or without pay for the entire year.
 - b. Personnel found guilty of administrative and/or criminal cases by final and executory judgement in FY 2020. If the penalty meted out is only a reprimand, such penalty shall not cause the disqualification to the PBB.
 - c. Officials and employees who failed to submit the 2019 Statement of Assets, Liabilities and Networth (SALN), or those who are responsible for the non-compliance with the establishment and conduct of the review and compliance procedure of SALN.
 - d. Officials and employees who failed to liquidate all cash advances received in FY2020 within the reglementary period.
 - e. Officials and employees who failed to submit their complete SPMS forms.

For your information.



ABRAHAM KAHLIL B. MITRA
Chairman
