



Republic of the Philippines
Department of Education

18 JAN 2013

DepEd MEMORANDUM
No. **9**, s. 2013

**CREATION OF TASK FORCE TO FORMULATE AND FINALIZE THE GUIDELINES
ON THE PERFORMANCE-BASED BONUS (PBB) FOR THE DEPARTMENT
OF EDUCATION (DepEd)**

To: Undersecretaries
Assistant Secretaries
Bureau Directors
Directors of Services, Centers and Heads of Units
Regional Directors
Schools Division/City Superintendents
Heads, Public Elementary and Secondary Schools
All Others Concerned

1. Pursuant to Executive Order No. 80 entitled *Directing the Adoption of a Performance-Based Incentive System for Government Employees*, a Task Force is hereby created to formulate and finalize the guidelines on the Performance-Based Bonus (PBB) for the Department of Education (DepEd).

2. The composition of this Task Force is as follows:

Chair : **Jesus L.R. Mateo**
Assistant Secretary for Planning and Development

Advisers : **Rizalino D. Rivera**
Undersecretary for Regional Operations
Francisco M. Varela
Undersecretary for Finance and Administration

Members : **Marilyn D. Dimaano**
Director, Bureau of Elementary Education (BEE)
Lolita M. Andrada
Director, Bureau of Secondary Education (BSE)
Cristina M. Ganzon
Director III, Office of the Secretary-DepEd
Isabelita M. Borres
Regional Director (Region III)
President, Association of DepEd Directors (ADD)
Romeo M. Alip
President, Philippine Association of Schools
Superintendents (PASS)
Sherwin U. Mananquil
President, Philippine Elementary School Principals
Association (PESPA)
Warlito D. Rosareal
President, National Association of Principals of
Secondary Schools of the Philippines (NAPSSPHIL)

Arnulfo H. Empleo

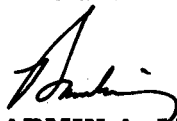
President, National Association of Philippine
Secondary School Heads, Inc. (NAPSSHI)

Domingo B. Alidon

President, DepEd National Employees Union (NEU)

Technical Secretariat : **Nerissa L. Losaria**
Staff Development Division-Human Resources and
Development Service (SDD-HRDS)
Sonia R. De Leon
Chief, Employees Welfare and Benefits Division
(EWBD)
Officer-in-Charge, Personnel Division
Louisa S. Roberto
Chief, Management Division
Roger B. Masapol
Officer-in-Charge, Planning and Programming
Division (PPD-OPS)
Isidra P. Afunggol
Officer-in-Charge, Research and Statistics
Division (RSD-OPS)

3. The PBB Task Force will be responsible for the following tasks:
 - a. Conducting consultation meetings and providing information on the current policy relative to the PBB;
 - b. Gathering of feedbacks, recommendations and inputs from the concerned DepEd officials, employees and teachers, among others, on the Performance-Based Incentive System;
 - c. Finalizing the PBB Guidelines for approval by the DepEd Executive Committee (EXECOM);
 - d. Conducting orientation in all offices at all levels for the dissemination of PBB guidelines; and
 - e. Validating and consolidating data from the forced ranking of delivery units/offices and the individual employees.
4. The Chair is mandated to convene marathon meetings of the Task Force given the urgency of the matter and to provide regular feedback to the EXECOM on the progress of the tasks.
5. Expenses to be incurred by the TWG in producing the expected outputs will be charged to the Office of the Secretary (OSEC) funds subject to the usual accounting and auditing rules and regulations.
6. Immediate dissemination of this Memorandum is desired.


BR. ARMIN A. LUISTRO FSC
Secretary

Reference: N o n e
To be indicated in the Perpetual Index
under the following subjects:

BENEFITS
COMMITTEES
EMPLOYEES

OFFICIALS
PERFORMANCE
TEACHERS