

06 November 2020

MEMORANDUM ORDER NO. 20-1745

Series of 2020

SUBJECT: GUIDELINES IN THE RANKING OF DELIVERY UNITS OF THE CONSTRUCTION INDUSTRY AUTHORITY OF THE PHILIPPINES FOR THE 2020 PERFORMANCE-BASED BONUS (PBB)

Relative to the grant of the 2020 Performance-Based Bonus, the following guidelines in the ranking of the delivery units of the Construction Industry Authority of the Philippines shall be adopted:

Coverage

CIAP Executive Office

CIAP Implementing Boards (PCAB, PODCB, CMDF, CIAC)

Process

1. **Eligibility Criteria.** The Construction Industry Authority of the Philippines (CIAP) is composed of the following delivery units: 1) CIAP Executive Office (including the Administrative, Finance and Management Division [AFMD] and Policy and Program Coordination and Monitoring Division [PPCMD]; 2) Philippine Contractors Accreditation Board [PCAB]; 3) Philippine Overseas Construction Board [POCB] and Philippine Domestic Construction Board [PDCB] or Philippine Overseas and Domestic Construction Board [PODCB]; 4) Construction Industry Arbitration Commission [CIAC]; and 5) Construction Manpower Development Foundation [CMDF]).

The CIAP delivery units are deemed qualified to receive the PBB if it has accomplished its targets declared under the Modified Form A (Agency Performance Report for 2020) and Modified A1 (Details of Office Performance Report). Units that are not part of modified Forms A & A1 shall use the score in their respective Performance Governance Scorecards (PGS) as eligibility requirement. Attainment of at least Satisfactory (3.5) in the PGS Scorecard is the primary criteria for eligibility. Only those that have submitted their PGS Scorecard duly signed by the Supervising Undersecretary shall be deemed eligible.


The responsible CIAP delivery units must satisfy the following criteria:

- a) Achieved 100% of delivery units approved annual performance targets;
 - b) Submitted accomplished Performance Governance Scorecard;
 - c) Comply with the directive streamline processes and/or improve client satisfaction;
 - d) Submitted statement of Asset and Liabilities on prescribed deadline
2. **Organizational Performance Rating (OPR).** Scores in the Performance Contract or PGS, Forced Ranking and the Client Satisfaction Feedback shall be used to determine Organizational Performance Rating. In sum, formula is as follows;

OPR= Performance Contract Accomplishment or PGS (80%)+Forced Ranking (10%) + CSF of Delivery Units10%

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CERTIFIED TRUE PHOTOCOPY


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