



Republic of the Philippines
OFFICE OF THE PRESIDENT
COMMISSION ON HIGHER EDUCATION



CHED MEMORANDUM ORDER

No. 01

Series of 2017

**SUBJECT: AMENDMENT TO CHED MEMORANDUM ORDER NO. 4, SERIES OF 2015
RE: ELIGIBILITY REQUIREMENTS FOR THE GRANT OF 2014
PERFORMANCE-BASED BONUS (PBB) TO PRESIDENTS OF STATE
UNIVERSITIES AND COLLEGES**

In accordance with the pertinent provisions of Republic Act No. 7722 otherwise known as the Higher Education Act of 1994, pursuant to Section 9 of Executive Order No. 80 series of 2012 which mandates the Commission on Higher Education to issue additional implementing guidelines for state universities and colleges and Memorandum Circular No. 2016-01 promulgating the guidelines on the grant of Performance-Based Bonus for FY 2016, and by virtue of Commission *en banc* Resolution No. 047-2017, CHED Memorandum Order No. 4, Series of 2015 is hereby amended, thus:

Article I. Policy

Section 4.1 (a) of the IATF Memorandum Circular 2016-01 states that each agency must

“achieve agency performance targets under their respective Major Final Outputs (MFOs) under the Performance Informed Budget (PIB) of the FY 2016 GAA xxx”

Furthermore, Section 7.3 of the same Circular provides that

“the eligibility of SUC presidents based on the requirements of CHED Memorandum Order No. 4, series of 2015. Their PBB for FY 2016 shall also depend on the eligibility and performance of their respective institutions and based on their basic monthly salary as of December 31, 2016.”

Article II. Rationale

Memorandum Circular 2016-01 provides that CHED Memorandum Order No. 4 series of 2015 is the basis for the eligibility and amount of PBB for SUC presidents. However, the eligibility requirements and amount do not already correspond to the requirements of MC 2016-01 particularly on the accomplishment of performance targets and rates of PBB.

Thus, it is through this amendment that the criteria for eligibility and the amount of PBB shall conform to the requirements of Memorandum Circular 2016-01.

Article III. Eligibility and Performance Criteria

The eligibility of SUC presidents will depend on the eligibility and performance of their respective institutions and the amount shall be based on their basic salary as of December 31, 2016 as follows:

| PERFORMANCE CATEGORY | BEST | BETTER | GOOD |
|-----------------------------|---|---|--|
| Eligibility requirements | 1. SUC has met ALL Good Governance Conditions | | |
| | 2. SUC has achieved its physical targets in ALL MFOs, STOs, and GASS | SUC has deficiency(ies) in some of its physical targets due to UNCONTROLLABLE reasons | SUC has deficiency(ies) in one (1) of its physical targets due to CONTROLLABLE reasons |
| Amount as % of basic salary | 65% | 57.5% | 50% |

Article IV. Repealing Clause

CHED Memorandum Order No. 4 series of 2015 and/or any previous issuances contrary to or inconsistent with the provisions herein are hereby deemed repealed.

Article V. Effectivity

This CMO shall take effect immediately.

Quezon City, Philippines, January 26, 2017



PATRICIA B. LICUANAN, Ph.D.

Chairperson

