



Republic of the Philippines  
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS  
OFFICE OF THE SECRETARY  
Manila

897.130 PWH  
10-04-2019

OCT 02 2019

DEPARTMENT ORDER )

No. **107** )

Series of 2019 )

SUBJECT : **RECONSTITUTION OF THE DPWH  
COMMITTEE ON PERFORMANCE-  
BASED BONUS (PBB), CREATION OF  
A TECHNICAL WORKING GROUP,  
DESIGNATION OF A PBB FOCAL  
PERSON, A PBB SPOKESPERSON,  
AND SECRETARIAT**

In connection with the adoption of a Performance-Based Incentive System for government employees pursuant to Executive Order No. 80 dated 20 July 2012 and the implementation of an Enhanced Performance-Based Bonus pursuant to Section 5 of Executive Order No. 201, series of 2016, a Committee on Performance-Based Bonus is hereby reconstituted to be composed of the following:

Chairperson: **Undersecretary for Planning and PPP**  
Vice-Chairperson: **Undersecretary for Support Services**  
Members: **Undersecretary for UPMO Operations & Technical Services**  
**Undersecretary for Regional Operations—Luzon (except NCR & IV-B)**  
**Undersecretary for Regional Operations—Visayas, NCR & IV-B**  
**Undersecretary for Regional Operations—Mindanao**  
**Assistant Secretary for the Office of the Secretary & Special Concerns**  
**President, DPWH Employees' Union**

The tasks of the Committee shall include, but shall not be limited to, the following:

1. Oversee and monitor the compliance of the agency's offices to set good governance conditions and performance targets and the submission of reports and requirements for the agency to be eligible for the grant of PBB.
2. Assist the Secretary in establishing the guidelines and criteria for rating the performance of the agency's offices or delivery units, monitoring their performance, and in undertaking their force ranking as required.
3. Adopt and undertake an internal communications strategy which will engage the employees in the process of understanding and meeting the requirements and targets of the Department under the PBB scheme and the services/outputs the individual offices and employees need to deliver to meet these requirements and targets;
4. Disseminate the performance targets and accomplishments of the Department to the employees through the intranet and other means, as well as publish on the DPWH website for the public's information;
5. Set up a Help Desk and appeals mechanism to respond to queries, issues and concerns related to the PBB; and
6. Recommend strategies to instill a culture of performance within the Department.

To assist the Committee in fulfilling its functions, a Technical Working Group is hereby created composed of the following:

Head:	<b>Director, Planning Service</b>
Assistant Head:	<b>Director, Stakeholders Relations Service</b>
Members:	<b>Director, Human Resource &amp; Administrative Services</b>
	<b>Director, Finance Service</b>
	<b>Director, Bureau of Construction</b>
	<b>Director, Bureau of Quality and Safety</b>
	<b>Director, UPMO Flood Control Management Cluster</b>
	<b>Director, National Capital Region</b>
	<b>Director, Regional Office I</b>
	<b>Director, Regional Office VII</b>
	<b>Director, Regional Office XI</b>

To represent the Department in the Inter-agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems created under Administrative Order No. 25, series of 2011 (AO 25 IATF), the **Director, Planning Service** and the **Director, Stakeholders Relations Service** are hereby designated as the **PBB Focal Person** and **PBB Spokesperson**, respectively.

Further, all Regional and District Offices of the Department shall assign focal persons to ensure correct information dissemination and a systematic submission of reports and requirements needed.

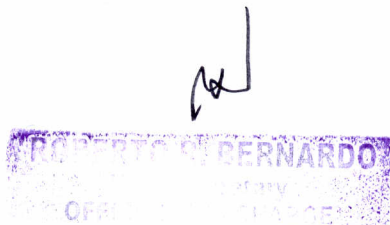
The Corporate Planning and Management Division of the Office of the Secretary shall serve as the Secretariat of the Committee and TWG. Other offices responsible for performance management may be tasked to provide secretariat support to the Committee and TWG.

The Committee and TWG may call on any DPWH official or employee to assist in the discharge of its functions.

This Order supersedes the following issuances and shall take effect immediately:

- a. *Department Order No. 87, Series of 2012, "Creation of Committee on Performance-Based Bonus (PBB) in the DPWH Pursuant to E.O. No. 80, s. 2012"*
- b. *Special Order No. 12, Series of 2016, "Creation of the Technical Working Group for the Proposed Performance-Based Bonus (PBB) Criteria"*
- c. *Special Order No. 14, Series of 2019, "Designation of a Performance-Based Bonus (PBB) Focal Person and a PBB Spokesperson"*

**MARK A. VILLAR**  
Secretary



1.3 JCD/CALjr/MCEC

Department of Public Works and Highways  
Office of the Secretary

