



JUN 13 2022

**MEMORANDUM ORDER**

No. 001<sup>NY</sup>  
Series of 2022

**SUBJECT : Adoption and Implementation of Administrative Order 25 (AO 25) Inter-Agency Task Force (IATF) Memorandum Circular (MC) No. 2022-1 "Guidelines on the Grant of the Performance-Based Bonus (PBB) for Fiscal Year (FY) 2022 under Executive Order (EO) No. 80, s. 2012 and EO 201, s. 2016"**

Pursuant to Administrative Order (AO) No. 25, s. 2011 and in line with the grant of PBB for FY 2022, the AO 25 IATF MC No. 2022-1 dated 24 March 2022 prescribing the Guidelines on the Grant of the PBB for FY 2022 under EO No. 80, s. 2012 and EO No. 201, s. 2016 is hereby directed for adoption and agency-wide implementation.

The guidelines prescribe the criteria and conditions on the grant of PBB for FY 2022 performance. They shall also serve as bases for the individual eligibility and/or isolation of individual/units/offices most responsible for the non-fulfilment of specific criteria or conditions.

All officials, employees, and offices of primary responsibility are enjoined to ensure the attainment of the Performance Results, Process Results, Financial Results, Citizen/Client Satisfaction Results, and Agency Accountabilities as prescribed by the MC.

The guidelines shall be disseminated and cascaded to all employees. PBB-related issues and concerns shall be coursed through the NAMRIA Grievance Committee. The Performance Management Team shall act as the appeals body and final arbiter for performance management issues of the agency.

Expenses incurred for activities related to the implementation of this Order is hereby authorized.

For guidance and compliance.

  
**Usec. PETER N. TIANGCO, PhD, CESO I**  
Administrator

**NAMRIA OFFICES:**

Lawton Avenue, Fort Bonifacio, 1634 Taguig City, PH ☎ (632) 8810-4831 to 41  
421 Barraca St., San Nicolas, 1010 Manila, PH ☎ (632) 8241-3494 to 98



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