



Republic of the Philippines  
Department of Agriculture  
**Bureau of Fisheries and Aquatic Resources**  
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January 23, 2018

**MEMORANDUM**

**TO :** ALL BFAR EMPLOYEES

**FROM :** **COMMODORE EDUARDO B GONGONA PCG (RET)**  
*Director*

**SUBJECT :** **PBB GROUPING AND RANKING OF DELIVERY UNITS**

Pursuant to Inter-Agency Task Force (IATF) Memorandum Circular (MC) No. 2017-01 dated March 9, 2017, the Bureau shall implement the following grouping and ranking of delivery units for its eligibility for the Performance Based Bonus:

1. Grouping of Delivery Units

In accordance to Annex 1 of the above mentioned MC and the DBM approved Organizational Structure, the Bureau's delivery units shall be grouped in the following manner:

No.	GROUP	DELIVERY UNITS
1	Office of the Director	Adjudication Committee
		Fisheries Information Management Center
		Internal Audit Unit
		Bids and Awards Committee
		Information and Fisherfolk Coordination Unit
2	Technical and Support Services	Fisheries Regulatory and Licensing Division
		Fisheries Inspection and Quarantine Division
		National Fisheries Laboratory Division
		Fisheries Resource Management Division
		Vessel Operating Center
		Fisheries Information Management Center
		Information and Fisherfolk Coordination Unit
		National Fisheries Research and Development Institute
		Administrative Division
		Finance Division
Legal Division		

		Fisheries Planning and Economic Division
		Capture Fisheries Division
		Aquaculture Division
		Fisheries Industry Development and Support Division
		Fisheries Post-Harvest Technology Division
3	Center	National Mariculture Center
		National Fisheries Development Center
		National Freshwater Fisheries Technology Center
		National Brackishwater Fisheries Technology Center
		National Fisheries Development Center
		National Seaweeds Technology Development Center
4	Regional Offices	BFAR Regional Office No. 1
		BFAR Regional Office No. 2
		BFAR Regional Office No. 3
		BFAR Regional Office- CAR
		BFAR Regional Office No. 4-A
		BFAR Regional Office No. 4-B
		BFAR Regional Office No. 5
		BFAR Regional Office No. 6
		BFAR Regional Office No. 7
		BFAR Regional Office No. 8
		BFAR Regional Office No. 9
		BFAR Regional Office No. 10
		BFAR Regional Office No. 11
		BFAR Regional Office No. 12
		BFAR Regional Office No. 13
	<b>TOTAL</b>	<b>42 DELIVERY UNITS</b>

## 2. Ranking of Delivery Units

The delivery units in each group will be forced rank according to the following manner:

	Number of Delivery Units	Performance Category		
		Best (10%)	Better (25%)	Good (65%)
Group 1	5	1	1	3
Group 2	16	2	4	10
Group 3	6	1	1	4
Group 4	15	2	4	9
Total	42	6	10	26

### 3. Individual Rates

The rates of the PBB for each individual shall be based on the performance ranking of the individual's delivery units with the rate of incentive as a multiple of one's monthly basic based on the table below:

<b>Performance Category</b>	<b>Multiple of Basic Salary</b>
Best Delivery Unit	0.65
Better Delivery Unit	0.575
Good Delivery Unit	0.50

  
**COMMODORE EDUARDO B GONGONA PCG (RET)**

Director

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*Handwritten initials*