REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF FINANCE
**BUREAU OF INTERNAL REVENUE**
Quezon City

November 21, 2012

**REVENUE MEMORANDUM CIRCULAR NO. 78-2012**

**SUBJECT: 2012 BIR Major Final Outputs (MFOs) and Performance Indicators for the Performance-Based Bonus**

TO: All Internal Revenue Officials, Employees and Others Concerned

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Executive Order No. 80 dated July 20, 2012 and Memorandum Circular No. 2012-01 issued on October 16, 2012 by the AO 25 Inter-Agency Task Force provided the adoption of the Performance Based Incentive System (PBIS) for Government Employees and the grant of a "top-up" bonus known as the Performance-Based Bonus beginning Fiscal Year 2012.

The Department of Finance (DOF) has formulated its MFOs, consisting of the contributions of its subordinate Agencies to the Department's overall targets and commitments. Consequently, the BIR has identified its Agency Performance Targets and Key Performance Indicators, which are provided in the following attachments:

- Annex A – Agency Performance Targets on MFOs and Performance Indicators
- Annex B – Details of Bureau / Delivery Units Performance Indicators and Targets
- Annex C – Targets on Key Programs and Projects

***Accomplishment of these targets shall render the Bureau eligible for the Performance-Based Bonus.***

Let us continue the good work and aspire to be ranked under the "Best Bureau" performance category.

(Original Signed)
**KIM S. JACINTO-HENARES**
Commissioner of Internal Revenue