



Republic of the Philippines
Bangsamoro Autonomous Region in Muslim Mindanao
OFFICE OF THE CHIEF MINISTER

Bangsamoro Government Center, Governor Gutierrez Avenue, Rosary Heights VII, Cotabato City 9600

ADMINISTRATIVE ORDER NO. 0003,
Series of 2026

**CONSTITUTION OF THE COMMITTEE ON OFFICE OF THE CHIEF MINISTER'S
PROGRAM ON AWARDS AND INCENTIVES FOR SERVICE EXCELLENCE (OCM-
PRAISE)**

WHEREAS, Civil Service Commission Memorandum Circular No. 01, series of 2001 provides that "every department or agency shall establish its own employee suggestions and incentive awards system";

WHEREAS, Section 14 of Title XVIII of the Bangsamoro Autonomy Act No. 13, otherwise known as the Bangsamoro Administrative Code, provides the "Bangsamoro Government shall adopt the Program on Awards and Incentives for Service Excellence (PRAISE) in line with the Revised Policies on Employee Suggestions and Incentives Awards System (ESIAS) as provided by the Civil Service Commission's rules and regulations";

WHEREAS, Article 23 of the Bangsamoro Autonomy Act No. 17, otherwise known as the Bangsamoro Civil Service Code, provides that "Each agency or local government unit (LGU) shall establish employee suggestions and incentive awards system to encourage creativity, innovativeness, efficiency, integrity, and productivity in the public service by recognizing and rewarding Bangsamoro officials and employees, individually or in groups, for their suggestions, inventions, superior accomplishments and other personal efforts which contribute to the efficiency, economy, or other improvements in government operations, or for other extraordinary acts or services in the public interest"; and

WHEREAS, the Office of the Chief Minister's Program on Awards and Incentives for Service Excellence (OCM-PRAISE) approved by the Chief Minister on 15 October 2025, and the Civil Service Commission for BARMM on 25 November 2025, shall be the basis for the grant of awards and incentives to all officials and employees in the career and non-career service of the Office of the Chief Minister.

NOW, THEREFORE, I, ABDULRAOF A. MACACUA, the Chief Minister of the Bangsamoro Autonomous Region in Muslim Mindanao, by virtue of the power vested upon me by law, do hereby order:

Section 1. Creation. The committee on the Office of the Chief Minister's Program on Awards and Incentives for Service Excellence (OCM-PRAISE), hereinafter referred to

as the PRAISE Committee, is hereby created.

Section 2. Composition. The PRAISE Committee shall be composed of the following:

Chairperson : **JAMEL B. MACACUA**
Chief of Staff

Vice-Chairperson : **MARIAM M. DAUD**
Director III, Finance Management Service

Members : **NARCISA D. MACOG**
Director III, Administrative Management Service

WINDEL P. DIANGCALAN
Director III, Technical Management Service

MAHMOD B. MAMA
Director III, Intelligence and Security Service

RICHARD P. SANLOCAN
Director III, Procurement Service

KAMILAH S. UNDA
Director II, Bangsamoro Library and Archives

QURAESSA MIA S. TAKI
Medical Officer V, The Clinic

MOHAMMAD O. PASIGAN
Chairperson, Bangsamoro Board of Investments

MARHAN M. BORHAN
Executive Director, Bangsamoro Darul Ifta'

JONATHAN M. MANTIKAYAN
Executive Director, Bangsamoro Information and Communications Office

AMEEN ANDREW L. ALONTO
Executive Director, Bangsamoro Information Office

SUSANA S. ANAYATIN
Executive Director, Office for Settler Communities

NUR-AISHA C. PACASEM
Officer-in-Charge, AMS-Human Resource Management Division

KATHERINE MARIE T. GALINDO

*Administrative Officer V, Office of the Chief of Staff
2nd Level Representative*

REGINE MAE P. BACERA

*Administrative Assistant III, FMS-Budget Division
1st Level Representative*

Secretariat

:

ALMIRA A. ALI

*Administrative Officer IV, AMS-Human Resource
Management Division*

JUVILYN Y. EBAO

*Administrative Officer III, AMS-Human Resource
Management Division*

ROMIL B. IYOG

*Administrative Assistant IV, AMS-Human Resource
Management Division*

CHERRY AMOR O. REAL

*Administrative Assistant IV, AMS-Human Resource
Management Division*

VIRNEL G. LADION

*Administrative Assistant III, AMS-Human Resource
Management Division*

Section 3. Functions and Responsibilities of the PRAISE Committee. The PRAISE Committee shall discharge the following:

1. Establish a system to reward and recognize the exceptional contributions and ethical behavior of the officials and employees to motivate them to do such continuingly;
2. Formulate, adopt, and amend rules, policies, guidelines, and procedures on the conduct of screening, selecting, and providing incentives;
3. Endorse the OCM-PRAISE and its subsequent amendments to the Chief Minister for submission to and approval by the Civil Service Commission for BARMM;
4. Conduct the evaluation of candidates and deliberate on the results for the selection of awardees based on the criteria and guidelines for each award;
5. Ensure objectivity in the screening and selection of awardees for the grant of the herein awards and incentives. Employees' social or economic status, age, race, sex, sexual orientation, and gender identity and expression, disability or

physical stature or deformities, beliefs, religion, political affiliation, ethnicity, color, culture, or any other discriminatory references, shall not affect the same;

6. Coordinate with the SPMRT regarding the performance ratings to recognize and incentivize candidates for performance-based awards;
7. Determine the forms of rewards and incentives to be granted based on the existing guidelines;
8. Institutionalize the grant of recognition for other significant contributions;
9. Conduct an annual awarding ceremony for the awardees;
10. Act on all issues relative to the system brought before it within 15 days from the date of submission;
11. Monitor and evaluate the system for its effective and proper implementation;
12. Endorse an annual OCM-PRAISE report to the Chief Minister for submission to the CSC for BARMM on or before the 30th day of January;
13. Recommend candidates for CSC-sponsored national awards to the Chief Minister for submission by the latter to the CSC for BARMM;
14. Submit an annual financial plan and a liquidation report to the OCM for purposes of accountability and transparency; and
15. Participate in all awarding ceremonies, meetings, and other related activities.

Section 4. Functions and Responsibilities of the PRAISE Committee Secretariat.

The PRAISE Secretariat shall discharge the following responsibilities:

1. Conduct an orientation on the OCM-PRAISE;
2. Prepare a memorandum or an issuance relative to the OCM-PRAISE activities;
3. Prepare and retain minutes of meetings and records pertaining to the program;
4. Create a database for and update the ratings of employees and offices; and
5. Facilitate the screening, awarding, and other activities of the PRAISE Committee.

Section 5. Term. Members of the PRAISE Committee shall continually discharge their functions and responsibilities unless removed or suspended by the Chief Minister for a justifiable cause. In case of resignation, retirement, separation, transfer, death, or removal from the committee, the Chief Minister shall designate a replacement.

Section 6. Funding. The Office of the Chief Minister shall allocate an annual budget of at least 5% of the HRD funds for the implementation of the OCM-PRAISE, and the same shall be incorporated in the annual Work and Financial Plan of the AMS-Human Resource Management Division as secretariat of the program. The said budget shall be used for expenses for rewards and incentives, program activities, and other related purposes.

Section 7. Separability Clause. If any portion or provision of this Order is declared inconsistent or invalid, other portions or provisions thereof not affected thereby, shall remain in full force and effect.

Section 8. Repealing Clause. All orders, proclamations, rules, regulations,

Section 9. Effectivity. This Order shall take effect immediately.

DONE in the City of Cotabato this 13th day of February 2026.

ABDULRAOF A. MACACUA
Chief Minister

OCM-BARMM AMS-RD
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