



Republic of the Philippines
Department of Education
Region VI – Western Visayas
SCHOOLS DIVISION OF CAPIZ
Banica, Roxas City

January 17, 2024


DIVISION MEMORANDUM

No. **029**, s. 2024

UPDATES ON FY 2021 AND FY 2022 PERFORMANCE-BASED BONUS (PBB)

To: OIC, Office of the Assistant Schools Division Superintendent
Chief Education Program Supervisors, SGOD & CID
Public Schools District Supervisors
Heads of Public Elementary, Secondary and Integrated Schools
All Others Concerned

1. Attached is **Regional Memorandum No. 039, s. 2024**, titled “**Updates on FY 2021 and FY 2022 Performance-Based Bonus (PBB)**”.
2. Immediate dissemination of this Memorandum is desired.


MIGUEL MAC D. APOSIN EdD, CESO V
Schools Division Superintendent

Enclosure: As stated

Reference: As stated

To be indicated in the Perpetual Index
Under the following subjects

BENEFITS

OFFICIALS

RATING

ELIGIBILITY

PERFORMANCE

EMPLOYEES



osds/admin



Address: Banica, Roxas City, 5800
Contact Number: (036) 651-8454
Email Address: capiz@deped.gov.ph
Website: <http://depedcapiz.ph>



Republic of the Philippines
Department of Education
REGION VI-WESTERN VISAYAS

REGIONAL MEMORANDUM

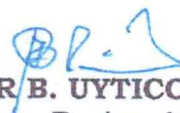
No. 039, s. 2024

JAN 15 2024

UPDATES ON FY 2021 AND FY 2022 PERFORMANCE-BASED BONUS (PBB)

To: Assistant Regional Director
Schools Division Superintendents
School Heads
All Others Concerned

1. Attached is Memorandum DM-OUHROD-2023-1902 dated December 11, 2023, from **Wilfredo E. Cabral**, Regional Director, Officer-in-Charge, Office of the Undersecretary, Human Resource and Organizational Development titled **“Updates on FY 2021 and FY 2022 Performance-Based Bonus (PBB).”**
2. Immediate dissemination of and compliance with this Memorandum are desired.


RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl.: As stated

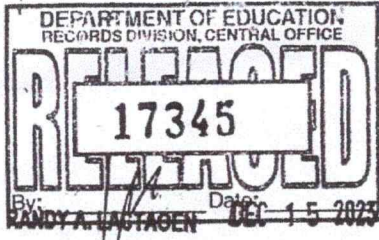
To be indicated in the Perpetual Index
under the following subjects:

BENEFITS	OFFICIALS	RATING
ELIGIBILITY	PERFORMANCE	EMPLOYEES

ADG/DepEd RO6-ADM-PS-RM3-001
January 12, 2024

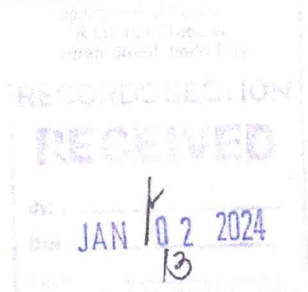


Address: Duran Street, Iloilo City, 5000
Telephone Nos: (033) 337-0149; 336-2816
Email Address: region6@deped.gov.ph
Website: region6.deped.gov.ph



Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
 HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT



MEMORANDUM
DM-OUHROD-2023-1902

TO : Undersecretaries
 Assistant Secretaries
 Bureau and Service Directors
 Regional Directors
 Schools Division Superintendents
 All Others Concerned

FROM : **WILFREDO E. CABRAL**
Regional Director
Officer-in-Charge, Office of the Undersecretary
Human Resource and Organizational Development

SUBJECT : **UPDATES ON FY 2021 AND FY 2022 PERFORMANCE-BASED BONUS (PBB)**

DATE : 11 December 2023

This memorandum is being issued to provide updates on the status of the Performance-Based Bonus (PBB) payout for Fiscal Year (FY) 2021 and updates on FY 2022 PBB.

1. UPDATES ON FY 2021 PBB PAYOUT

Based on Memorandum Circular (MC) No. 2021-1 dated June 3, 2021, or the *Guidelines on the Grant of the PBB for FY 2021 under Executive Order (EO) No. 80, s. 2012 and EO No. 201, s. 2016* and MC No. 2021-2 dated October 25, 2021, or the *Supplemental Guidelines on the Grant of the PBB for FY 2021 under EO No. 80, s. 2012 and EO No. 201, s. 2016*, the unit/s most responsible (including its head) for the Eligibility Criteria with a performance rating of below 4 will be isolated from the grant of the FY 2021 PBB. Likewise, the unit/s most responsible (including its head) for the non-compliance with the Agency Accountability will also be isolated from the grant of the PBB.

Under the Eligibility Criteria, the Department achieved a performance rating of 2 and 3 in its Performance Results and in its Client/Citizen Satisfaction Results, respectively. Moreover, the Department has non-compliances to three (3) Agency Accountabilities: 1) Submission of FY 2021 Annual Procurement Plan for Non-Common-Use Supplies and Equipment (APP Non-CSE); 2) Updating and posting of

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Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
 Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549
 Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

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Certificate No. 228-044

PhilGEPS; and 3) Undertaking of early procurement for at least 50% of goods and services covering FY 2022 programs and projects.

Considering all these, here is the list of the isolated individuals and their positions during the FY 2021 deadlines which will be isolated from the FY 2021 PBB pay-out:

PBB Requirement	Specific Criteria	Isolated Individuals
Eligibility Criteria	Performance Results	<ul style="list-style-type: none"> • DepEd Secretary • ExeCom-in-Charge of the Planning Service
	Client/Citizen Satisfaction Results	<ul style="list-style-type: none"> • ExeCom-in-Charge of the Public Affairs Service • Regional Director of non-compliant Regional Offices (ROs) • Schools Division Superintendent of non-compliant Schools Division Offices (SDOs)
Agency Accountability	Submission of FY 2021 Annual Procurement Plan for Non-Common-Use Supplies and Equipment (APP Non-CSE)	<ul style="list-style-type: none"> • ExeCom-in-Charge of the Procurement Service • Regional Director of non-compliant Regional Offices (ROs) • Schools Division Superintendent of non-compliant Schools Division Offices (SDOs)
	Updating and posting of PhilGEPS	
	Undertaking of early procurement for at least 50% of goods and services covering FY 2022 programs and projects	

Attached as Annex A and B is the detailed list of RO & SDOs with isolated Regional Directors and Schools Division Superintendent. Please note that affected officials' assignment are their post or office assignment in 2021.

2. FY 2022 UPDATES

Based on the initial list of National Government Agencies with Deficiencies to Agency Accountability Requirements for FY 2022 PBB (*update as of April 12, 2023 posted in the DAP RBPMS*), DepEd has non-compliances to two (2) Agency Accountabilities namely: PhilGEPS Posting and the FY 2022 APP Non-CSE. There are 69 offices/units that are non-compliant to PhilGEPS Posting while 162 offices/units are non-compliant to FY 2022 APP Non-CSE (*see Annex C*).

For those non-compliant units who wish to appeal their status on FY 2022 APP Non-CSE, you must submit a **screenshot of your e-mail thread with GPPB-TSO** (the validating agency for said agency accountability) to the DepEd PBB Secretariat via e-mail at pbb.monitoring@deped.gov.ph. The screenshot of e-mail thread must show the following requirements:

- 1) FY 2022 APP non-CSE was submitted on or before 31 March 2022 to GPPB through e-mail at app@gppb.gov.ph where PDF and Microsoft Excel files of the APP are seen attached in the e-mail thread;
- 2) Posting Certification was also submitted to GPPB, either as an added attachment in the initial submission to GPPB or subsequent submission provided that said document was submitted on or before the set deadline; and,
- 3) Acknowledgement email from GPPB was received by the office, which should also be seen in the e-mail thread.

For queries and clarifications, please contact the **Bureau of Human Resource and Organizational Development – Organization Effectiveness Division (BHROD-OED)** through email at pbb.monitoring@deped.gov.ph.

For your information and guidance.

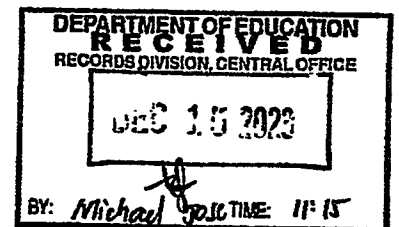
Thank you.

Attachments:

Annex A - List of Regional Offices with Isolated Regional Directors and their Respective Non-Compliance/s in the FY 2021 PBB

Annex B - List of Schools Division Offices with Isolated Schools Division Superintendents and their Respective Non-Compliance/s in the FY 2021 PBB

Annex C - List of Non-Compliances of DepEd Offices/Units in FY 2022 PBB



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549
Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

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Annex A - List of Regional Offices with Isolated Regional Directors and their Respective Non-Compliance/s in FY 2021 PBB

Regional Office	Non-Compliance			
	PhilGEPs Posting	FY 2021 APP Non-CSE	Early Procurement Activities	Submission of 2021 CCSS Results
1. Regional Office I	X	✓	X	✓
2. Regional Office II	X	X	✓	✓
3. Regional Office III	X	✓	X	✓
4. Regional Office IV-A	X	✓	X	X
5. Regional Office IV-B	X	X	✓	✓
6. Regional Office V	X	✓	X	✓
7. Regional Office VI	✓	X	X	✓
8. Regional Office VII	X	✓	✓	✓
9. Regional Office VIII	X	X	X	✓
10. Regional Office IX	X	X	X	✓
11. Regional Office X	X	X	X	✓
12. Regional Office XI	X	X	X	✓
13. Regional Office XII	✓	✓	✓	X
14. CARAGA Region (RO XIII)	X	✓	✓	✓
15. Cordillera Administrative Region	✓	X	X	✓
16. National Capital Region	X	X	X	✓

Annex B - List of Schools Division Offices with Isolated Schools Division Superintendents and their Respective Non-Compliance/s in FY 2021 PBB

Schools Division Office	Non-Compliance		
	PhilGEPs Posting	FY 2021 APP Non-CSE	Submission of 2021 CCSS Results
Region 1			
1. Ilocos Norte	✓	X	✓
2. Ilocos Sur	X	✓	✓
3. La Union	X	✓	✓
4. Pangasinan I	X	X	✓
5. Pangasinan II	X	X	✓
6. Alaminos City	✓	✓	✓
7. Batac City	X	X	✓
8. Candon City	X	✓	✓
9. Dagupan City	✓	✓	X
10. San Carlos City	X	X	✓
11. San Fernando City	X	X	✓
12. Urdaneta City	X	X	✓
13. Vigan City	X	✓	✓
Region 2			
1. Batanes	X	✓	✓
2. Cagayan Province	X	✓	✓
3. Isabela	X	✓	✓
4. Nueva Vizcaya	X	✓	✓
5. Quirino	X	✓	✓
6. Cauayan City	X	✓	✓
7. Ilagan City	X	✓	✓
8. Santiago City	✓	✓	✓
9. Tuguegarao City	X	X	✓
Region 3			
1. Aurora	✓	X	✓
2. Bataan	X	✓	✓
3. Bulacan	✓	✓	X
4. Nueva Ecija	✓	✓	✓
5. Pampanga	✓	✓	X
6. Tarlac	✓	✓	✓
7. Zambales	✓	✓	✓
8. Angeles City	✓	✓	✓
9. Balanga City	✓	X	✓
10. Cabanatuan City	X	X	✓
11. Gapan City	X	X	✓
12. Mabalacat City	✓	X	✓
13. Malolos City	✓	X	X
14. Meycauayan City	X	✓	X
15. Olongapo City	✓	✓	X
16. San Fernando City	X	X	✓

Schools Division Office	Non-Compliance		
	PhilGEPs Posting	FY 2021 APP Non-CSE	Submission of 2021 CCSS Results
17. San Jose City	✓	x	✓
18. San Jose del Monte City	✓	✓	✓
19. Tarlac City	✓	✓	✓
Region IV-A			
1. Batangas	x	✓	✓
2. Cavite	x	✓	✓
3. Laguna	x	✓	✓
4. Quezon	x	x	✓
5. Rizal	x	x	✓
6. Antipolo City	✓	✓	✓
7. Bacoor City	x	x	✓
8. Batangas City	x	✓	✓
9. Biñan City	x	✓	✓
10. Cabuyao City	x	✓	✓
11. Calamba City	x	x	✓
12. Cavite City	x	x	✓
13. Dasmariñas City	✓	x	✓
14. General Trias City	✓	✓	✓
15. Imus City	x	✓	x
16. Lipa City	✓	✓	✓
17. Lucena City	x	✓	x
18. San Pedro City	x	x	✓
19. Sta. Rosa City	✓	✓	✓
20. Tanauan City	x	✓	✓
21. Tayabas City	x	✓	x
Region IV-B			
1. Marinduque	x	x	✓
2. Occidental Mindoro	✓	x	✓
3. Oriental Mindoro	✓	✓	✓
4. Palawan	✓	✓	✓
5. Romblon	✓	x	✓
6. Calapan City	x	✓	x
7. Puerto Princesa City	x	✓	✓
Region V			
1. Albay	x	✓	x
2. Camarines Norte	x	x	✓
3. Camarines Sur	✓	✓	x
4. Catanduanes	x	x	✓
5. Masbate	x	✓	✓
6. Sorsogon	x	✓	✓
7. Iriga City	x	✓	✓
8. Legazpi City	x	x	✓
9. Ligao City	x	x	✓
10. Masbate City	✓	x	✓

Schools Division Office	Non-Compliance		
	PhilGEPs Posting	FY 2021 APP Non-CSE	Submission of 2021 CCSS Results
11. Naga City	x	✓	✓
12. Sorsogon City	x	✓	✓
13. Tabaco City	x	x	✓
Region VI			
1. Aklan	x	✓	✓
2. Antique	x	✓	✓
3. Capiz	x	✓	✓
4. Guimaras	✓	✓	x
5. Iloilo	✓	✓	✓
6. Negros Occidental	✓	✓	x
7. Bacolod City	x	✓	✓
8. Bago City	✓	x	✓
9. Cadiz City	x	✓	✓
10. Escalante City	✓	✓	✓
11. Himamaylan City	✓	✓	✓
12. Iloilo City	x	x	x
13. Kabankalan City	x	x	✓
14. La Carlota City	x	✓	✓
15. Passi City	x	✓	✓
16. Roxas City	x	x	✓
17. Sagay City	x	x	✓
18. San Carlos City	x	x	✓
19. Silay City	x	✓	✓
20. Sibalay City	x	x	✓
Region VII			
1. Bohol	x	x	✓
2. Cebu	✓	✓	✓
3. Negros Oriental	x	✓	✓
4. Siquijor	x	x	✓
5. Bais City	✓	✓	✓
6. Bayawan City	x	x	✓
7. Bogo City	x	✓	✓
8. Canlaon City	x	x	✓
9. Carcar City	✓	x	✓
10. Cebu City	x	x	✓
11. Danao City	✓	x	✓
12. Dumaguete City	x	x	✓
13. Guihulngan City	x	x	✓
14. Lapu-Lapu City	x	x	✓
15. Mandaue City	✓	✓	✓
16. Naga City	✓	x	✓
17. Tagbilaran City	x	x	✓
18. Talisay City	x	✓	✓
19. Tanjay City	x	✓	✓
20. Toledo City	✓	✓	✓

Schools Division Office	Non-Compliance		
	PhilGEPs Posting	FY 2021 APP Non-CSE	Submission of 2021 CCSS Results
Region VIII			
1. Biliran	X	X	✓
2. Eastern Samar	X	✓	✓
3. Leyte	X	✓	✓
4. Northern Samar	✓	X	✓
5. Samar (Western)	X	✓	✓
6. Southern Leyte	X	✓	✓
7. Baybay City	✓	✓	✓
8. Borongan City	X	X	✓
9. Calbayog City	✓	✓	✓
10. Catbalogan City	✓	✓	✓
11. Maasin City	✓	✓	✓
12. Ormoc City	✓	✓	✓
13. Tacloban City	✓	✓	✓
Region IX			
1. Zamboanga del Norte	✓	✓	✓
2. Zamboanga del Sur	X	X	✓
3. Zamboanga Sibugay	X	X	✓
4. Dapitan City	X	✓	✓
5. Dipolog City	X	✓	✓
6. Isabela City	X	✓	✓
7. Pagadian City	X	X	✓
8. Zamboanga City	X	X	✓
Region X			
1. Bukidnon	X	✓	✓
2. Camiguin	X	✓	✓
3. Lanao del Norte	X	✓	✓
4. Misamis Occidental	✓	X	✓
5. Misamis Oriental	X	X	✓
6. Cagayan de Oro City	X	✓	✓
7. El Salvador City	X	X	✓
8. Gingoog City	X	✓	✓
9. Iligan City	X	✓	✓
10. Malaybalay City	X	X	✓
11. Oroquieta City	X	✓	✓
12. Ozamis City	X	X	✓
13. Tangub City	X	X	✓
14. Valencia City	✓	✓	✓
Region XI			
1. Davao de Oro	X	✓	✓
2. Davao del Norte	X	X	✓
3. Davao del Sur	✓	✓	✓
4. Davao Occidental	X	X	✓
5. Davao Oriental	X	✓	✓
6. Davao City	✓	✓	✓

Schools Division Office	Non-Compliance		
	PhilGEPs Posting	FY 2021 APP Non-CSE	Submission of 2021 CCSS Results
7. Digos City	✓	✓	X
8. Mati City	X	✓	✓
9. Panabo City	X	✓	X
10. Samal City	X	✓	✓
11. Tagum City	X	✓	✓
Region XII			
1. Cotabato	X	✓	X
2. Saranggani	✓	✓	X
3. Sultan Kudarat	✓	✓	✓
4. General Santos City	✓	X	✓
5. Kidapawan City	X	X	✓
6. Koronadal City	X	✓	X
7. Tacurong City	X	✓	✓
Region XIII			
1. Agusan del Norte	✓	✓	✓
2. Agusan del Sur	X	X	✓
3. Dinagat Islands	✓	X	✓
4. Surigao del Norte	✓	✓	✓
5. Surigao del Sur	X	✓	✓
6. Bayugan City	X	✓	✓
7. Bislig City	X	✓	✓
8. Butuan City	X	✓	✓
9. Cabadbaran City	✓	✓	✓
10. Siargao City	✓	✓	✓
11. Surigao City	X	X	✓
12. Tandag City	X	✓	✓
Cordillera Administrative Region			
1. Abra	X	X	✓
2. Apayao	X	X	✓
3. Benguet	X	✓	X
4. Ifugao	X	✓	✓
5. Kalinga	X	✓	✓
6. Mt. Province	X	✓	✓
7. Baguio City	✓	X	✓
8. Tabuk City	X	X	✓
National Capital Region			
1. Caloocan City	✓	✓	✓
2. Las Piñas City	✓	X	✓
3. Makati City	X	X	✓
4. Malabon City	X	✓	✓
5. Mandaluyong City	X	✓	✓
6. Manila	X	✓	✓
7. Marikina City	X	X	✓
8. Muntinlupa City	X	✓	✓
9. Navotas City	✓	✓	✓

Schools Division Office	Non-Compliance		
	PhilGEPs Posting	FY 2021 APP Non-CSE	Submission of 2021 CCSS Results
10. Parañaque City	x	✓	✓
11. Pasay City	x	✓	✓
12. Pasig City	✓	✓	✓
13. Quezon City	✓	✓	✓
14. San Juan City	x	✓	✓
15. Taguig City – Pateros	✓	✓	✓
16. Valenzuela City	x	✓	✓

Annex C - List of Non-Compliances of DepEd Offices/Units in FY 2022 PBB

Regional Office / School Division Office	Non-Compliances	
	PhilGEPs Posting	FY 2022 APP Non-CSE
REGION I		
1. Regional Office I	✓	x
2. Ilocos Norte	x	✓
3. Ilocos Sur	x	✓
4. La Union	x	✓
5. Pangasinan I	✓	✓
6. Pangasinan II	✓	x
7. Alaminos City	✓	✓
8. Batac City	x	x
9. Candon City	x	✓
10. Dagupan City	x	x
11. Laoag City	x	x
12. San Carlos City	x	✓
13. San Fernando City	x	✓
14. Urdaneta City	x	✓
15. Vigan City	x	x
REGION II		
1. Regional Office II	✓	✓
2. Batanes	x	x
3. Cagayan Province	x	✓
4. Isabela	x	✓
5. Nueva Vizcaya	✓	✓
6. Quirino	x	✓
7. Cauayan City	x	✓
8. Ilagan City	x	✓
9. Santiago City	x	✓
10. Tuguegarao City	x	x
REGION III		
1. Regional Office III	x	✓
2. Aurora	x	x
3. Bataan	x	✓
4. Bulacan	✓	✓
5. Nueva Ecija	✓	✓
6. Pampanga	✓	✓
7. Tarlac	x	✓
8. Zambales	✓	✓
9. Angeles City	✓	✓
10. Balanga City	x	✓
11. Cabanatuan City	x	✓
12. Gapan City	x	x
13. Mabalacat City	x	✓
14. Malolos City	x	✓
15. Meycauayan City	x	x
16. Muñoz Science City	x	✓

17. Olongapo City	✓	✓
18. San Fernando City	x	x
19. San Jose City	✓	✓
20. San Jose del Monte City	x	✓
21. Tarlac City	✓	✓
REGION IV-A		
1. Regional Office IV-A	✓	✓
2. Batangas	x	✓
3. Cavite	✓	✓
4. Laguna	✓	✓
5. Quezon	x	x
6. Rizal	x	✓
7. Antipolo City	x	✓
8. Bacoor City	✓	x
9. Batangas City	✓	x
10. Biñan City	x	✓
11. Cabuyao City	x	✓
12. Calamba City	x	x
13. Cavite City	x	✓
14. Dasmariñas City	x	x
15. General Trias City	x	✓
16. Imus City	✓	✓
17. Lipa City	x	✓
18. Lucena City	x	✓
19. San Pablo City	x	x
20. San Pedro City	x	✓
21. Sta. Rosa City	x	✓
22. Sto. Tomas	x	✓
23. Tanauan City	x	✓
24. Tayabas City	x	x
REGION IV-B		
1. Regional Office IV-B	x	✓
2. Marinduque	x	x
3. Occidental Mindoro	x	✓
4. Oriental Mindoro	✓	✓
5. Palawan	✓	✓
6. Romblon	✓	✓
7. Calapan City	x	✓
8. Puerto Princesa City	✓	✓
REGION V		
1. Regional Office V	x	x
2. Albay	x	✓
3. Camarines Norte	x	x
4. Camarines Sur	x	x
5. Catanduanes	x	✓
6. Masbate	x	x
7. Sorsogon	x	✓
8. Iriga City	x	✓

9. Legazpi City	✓	X
10. Ligao City	X	X
11. Masbate City	X	X
12. Naga City	✓	X
13. Sorsogon City	X	✓
14. Tabaco City	✓	X
REGION VI		
1. Regional Office VI	✓	X
2. Aklan	X	✓
3. Antique	X	✓
4. Capi	✓	✓
5. Guimaras	✓	✓
6. Iloilo	X	✓
7. Negros Occidental	✓	✓
8. Bacolod City	X	✓
9. Bago City	✓	✓
10. Cadiz City	X	✓
11. Escalante City	X	✓
12. Himamaylan City	X	✓
13. Iloilo City	X	✓
14. Kabankalan City	X	✓
15. La Carlota City	X	X
16. Passi City	X	✓
17. Roxas City	X	X
18. Sagay City	X	X
19. San Carlos City	X	✓
20. Silay City	X	✓
21. Sibalay City	X	✓
22. Victorias City	X	✓
REGION VII		
1. Regional Office VII	✓	X
2. Bohol	X	✓
3. Cebu	✓	X
4. Negros Oriental	X	X
5. Siquijor	X	X
6. Bais City	X	X
7. Bayawan City	X	X
8. Bogo City	X	X
9. Canlaon City	X	✓
10. Carcar City	X	✓
11. Cebu City	X	X
12. Danao City	X	✓
13. Dumaguete City	✓	X
14. Guihulngan City	X	✓
15. Lapu-Lapu City	X	✓
16. Mandaue City	X	X
17. Naga City	X	✓
18. Tagbilaran City	X	X
19. Talisay City	✓	X

20. Tanjay City	X	X
21. Toledo City	✓	X
REGION VIII		
1. Regional Office VIII	X	✓
2. Biliran	X	X
3. Eastern Samar	X	✓
4. Leyte	X	X
5. Northern Samar	✓	X
6. Samar (Western)	✓	✓
7. Southern Leyte	X	✓
8. Baybay City	X	✓
9. Borongan City	X	✓
10. Calbayog City	✓	✓
11. Catbalogan City	X	✓
12. Maasin City	✓	✓
13. Ormoc City	X	X
14. Tacloban City	✓	✓
REGION IX		
1. Regional Office IX	X	✓
2. Zamboanga del Norte	X	✓
3. Zamboanga del Sur	✓	✓
4. Zamboanga Sibugay	X	✓
5. Dapitan City	X	✓
6. Dipolog City	X	✓
7. Isabela City	X	✓
8. Pagadian City	X	✓
9. Zamboanga City	X	✓
REGION X		
1. Regional Office X	X	X
2. Bukidnon	X	✓
3. Camiguin	X	✓
4. Lanao del Norte	✓	✓
5. Misamis Occidental	✓	✓
6. Misamis Oriental	✓	X
7. Cagayan de Oro City	✓	✓
8. El Salvador City	✓	X
9. Gingoog City	X	✓
10. Iligan City	✓	✓
11. Malaybalay City	X	X
12. Oroquieta City	✓	✓
13. Ozamis City	X	X
14. Tangub City	X	X
15. Valencia City	X	✓
REGION XI		
1. Regional Office XI	X	X
2. Davao de Oro	X	✓
3. Davao del Norte	X	X
4. Davao del Sur	X	✓
5. Davao Occidental	X	✓

6. Davao Oriental	✓	✓
7. Davao City	x	✓
8. Digos City	x	x
9. Mati City	x	✓
10. Panabo City	x	✓
11. Samal City	x	✓
12. Tagum City	x	✓
REGION XII		
1. Regional Office XII	✓	✓
2. Cotabato	x	✓
3. Saranggani	✓	✓
4. South Cotabato	✓	x
5. Sultan Kudarat	x	✓
6. General Santos City	x	x
7. Kidapawan City	x	✓
8. Koronadal City	x	✓
9. Tacurong City	x	✓
REGION XIII		
1. Regional Office XIII	x	x
2. Agusan del Norte	✓	✓
3. Agusan del Sur	x	x
4. Dinagat Islands	✓	x
5. Surigao del Norte	✓	✓
6. Surigao del Sur	✓	x
7. Bayugan City	x	✓
8. Bislig City	x	x
9. Butuan City	x	✓
10. Cabadbaran City	✓	✓
11. Siargao City	✓	✓
12. Surigao City	x	x
13. Tandag City	x	✓
CORDILLERA ADMINISTRATIVE REGION		
1. CAR Regional Office	x	x
2. Abra	x	✓
3. Apayao	x	✓
4. Benguet	✓	x
5. Ifugao	x	✓
6. Kalinga	x	✓
7. Mt. Province	✓	✓
8. Baguio City	x	✓
9. Tabuk City	x	x
NATIONAL CAPITAL REGION		
1. DepEd Central Office	✓	x
2. NCR Regional Office	x	x
3. Caloocan City	✓	✓
4. Las Piñas City	✓	✓
5. Makati City	x	✓
6. Malabon City	x	✓
7. Mandaluyong City	x	x

8. Manila	✓	✓
9. Marikina City	x	x
10. Muntinlupa City	x	x
11. Navotas City	x	x
12. Parañaque City	x	x
13. Pasay City	x	✓
14. Pasig City	✓	✓
15. Quezon City	x	✓
16. San Juan City	x	x
17. Taguig City – Pateros	x	✓
18. Valenzuela City	✓	✓



Re: [DM-OUHROD-2023-1902] UPDATES ON FY 2021 AND FY 2022 PERFORMANCE-BASED BONUS (PBB)

Office of the Undersecretary for Human Resource and Organizational Development (OUHROD) <usec.hrod@deped.gov.ph>

Tue 12/12/2023 3:39 PM

To: Undersecretary for Finance - Budget and Performance Monitoring <usec.financebpm@deped.gov.ph>; Office of the Assistant Secretary for Finance (Budget and Performance Monitoring) <asec.financebpm@deped.gov.ph>; OFFICE OF THE UNDERSECRETARY FOR ADMINISTRATION (OUA) <usecforadministration@deped.gov.ph>; Office of the Undersecretary for Curriculum and Teaching (OUCT) <ouct@deped.gov.ph>; Office of Assistant Secretary for Curriculum and Teaching <oasct@deped.gov.ph>; Office of the Undersecretary for Legal Affairs (OULA) <oula@deped.gov.ph>; Undersecretary for Legal <usec.legal@deped.gov.ph>; Assistant Secretary for Legal <asec.legal@deped.gov.ph>; LEGAL AFFAIRS HELP DESK <leahd@deped.gov.ph>; Legislative Liaison Office <legis@deped.gov.ph>; REGIONAL OPERATION <usec.regops@deped.gov.ph>; Assistant Secretary - National Academy of Sports and Field Operations <asec.nasfo@deped.gov.ph>; Office of the Assistant Secretary for Procurement and Administration <oaspa@deped.gov.ph>; Assistant Secretary for Alternative Learning System <asec.pas.als@deped.gov.ph>; OFFICE OF THE UNDERSECRETARY FOR LEGISLATIVE AFFAIRS AND PARTNERSHIPS <oulap@deped.gov.ph>; Assistant Secretary for Alternative Learning System <asec.als@deped.gov.ph>; Office of the Undersecretary for School Infra & Facilities (OUSIF) <ousif@deped.gov.ph>; Internal Audit Service Office of the Director <ias.od@deped.gov.ph>; Joel Erestain <joel.erestain@deped.gov.ph>; External Partnerships Service Office of the Director <eps.od@deped.gov.ph>
Cc: Ralph Louis Quejada <ralph.quejada@deped.gov.ph>; Joergette Razielle Regadio <joergette.regadio@deped.gov.ph>; Sharon Ayala <sharon.ayala@deped.gov.ph>; Rachel Malate <rachel.malate001@deped.gov.ph>; Sonia Sobremisana <sonia.sobremisana@deped.gov.ph>; Cecilia Tiamson <cecilia.tiamson@deped.gov.ph>; Maricarl Botin <maricarl.botin@deped.gov.ph>; Diane-Joyce Perez <dianejoyce.perez@deped.gov.ph>; Leona Victoria Teves <leona.teves@deped.gov.ph>; Andrea Lim <andrea.lim002@deped.gov.ph>; Rizza Buiza <rizza.buiza@deped.gov.ph>; RACHEL MALATE <rachel.malate@deped.gov.ph>

Dear All,

This is to provide further clarification on DM-OUHROD-2023-1902 titled *Updates on FY 2021 and FY 2022 Performance-Based Bonus*.

For the status of non-compliances as indicated in annex A and B of the said memo, please be guided by the following:

Legend

x - compliant

✓ - not compliant

For your information,

Thank you very much.

Sincerely,



Office of the Undersecretary for Human Resource
and Organizational Development (OUHROD)
Tel. No.: (02) 8633-7206 | Telefax No.: (02) 8631-8494
DEPARTMENT OF EDUCATION
DepEd Complex, Meralco Ave., Pasig City 1600
www.deped.gov.ph

/rldq

On Tue, Dec 12, 2023 at 11:47 AM Office of the Undersecretary for Human Resource and Organizational Development (OUHROD) <usec.hrod@deped.gov.ph> wrote:

Dear All:

This memorandum is being issued to provide updates on the status of the Performance-Based Bonus (PBB) payout for Fiscal Year (FY) 2021 and updates on FY 2022 PBB.

1. UPDATES ON FY 2021 PBB PAYOUT

Based on Memorandum Circular (MC) No. 2021-1 dated June 3, 2021, or the *Guidelines on the Grant of the PBB for FY 2021 under Executive Order (EO) No. 80, s. 2012 and EO No. 201, s. 2016* and MC No. 2021-2 dated October 25, 2021, or the *Supplemental Guidelines on the Grant of the PBB for FY 2021 under EO No. 80, s. 2012 and EO No. 201, s. 2016*, the unit/s most responsible (including its head) for the Eligibility Criteria with a performance rating of below 4 will be isolated from the grant of the FY 2021 PBB. Likewise, the unit/s most responsible (including its head) for the non-compliance with the Agency Accountability will also be isolated from the grant of the PBB.

Under the Eligibility Criteria, the Department achieved a performance rating of 2 and 3 in its Performance Results and in its Client/Citizen Satisfaction Results, respectively. Moreover, the Department has non-compliances to three (3) Agency Accountabilities: 1) Submission of FY 2021 Annual Procurement Plan for Non-Common-Use Supplies and Equipment (APP Non-CSE); 2) Updating and posting of PhilGEPS; and 3) Undertaking of early procurement for at least 50% of goods and services covering FY 2022 programs and projects.

Considering all these, here is the list of the isolated individuals and their positions during the FY 2021 deadlines which will be isolated from the FY 2021 PBB pay-out:

PBB Requirement	Specific Criteria	Isolated Individuals
Eligibility Criteria	Performance Results	<ul style="list-style-type: none"> • DepEd Secretary • ExeCom-in-Charge of the Planning Service
	Client/Citizen Satisfaction Results	<ul style="list-style-type: none"> • ExeCom-in-Charge of the Public Affairs Service • Regional Director of non-compliant Regional Offices (ROs) • Schools Division Superintendent of non-compliant Schools Division Offices (SDOs)
Agency Accountability	Submission of FY 2021 Annual Procurement Plan for Non-Common-Use Supplies and Equipment (APP Non-CSE)	<ul style="list-style-type: none"> • ExeCom-in-Charge of the Procurement Service • Regional Director of non-compliant Regional Offices (ROs) • Schools Division Superintendent of non-compliant Schools Division Offices (SDOs)
	Updating and posting of PhilGEPS	
	Undertaking of early procurement for at least 50% of goods and services covering FY 2022 programs and projects	

Attached as Annex A and B is the detailed list of RO & SDOs with isolated Regional Directors and

Schools Division Superintendent. Please note that affected officials' assignment are their post or office assignment in 2021.

2. FY 2022 UPDATES

Based on the initial list of National Government Agencies with Deficiencies to Agency Accountability Requirements for FY 2022 PBB (*update as of April 12, 2023 posted in the DAP RBPMS*), DepEd has non-compliances to two (2) Agency Accountabilities namely: PhilGEPS Posting and the FY 2022 APP Non-CSE. There are 69 offices/units that are non-compliant to PhilGEPS Posting while 162 offices/units are non-compliant to FY 2022 APP Non-CSE (*see Annex C*).

For those non-compliant units who wish to appeal their status on FY 2022 APP Non-CSE, you must submit a screenshot of your e-mail thread with GPPB-TSO (the validating agency for said agency accountability) to the DepEd PBB Secretariat via e-mail at pbb.monitoring@deped.gov.ph. The screenshot of e-mail thread must show the following requirements:

- 1) FY 2022 APP non-CSE was submitted on or before 31 March 2022 to GPPB through e-mail at app@gppb.gov.ph where PDF and Microsoft Excel files of the APP are seen attached in the e-mail thread;
- 2) Posting Certification was also submitted to GPPB, either as an added attachment in the initial submission to GPPB or subsequent submission provided that said document was submitted on or before the set deadline; and,
- 3) Acknowledgement email from GPPB was received by the office, which should also be seen in the e-mail thread.

For queries and clarifications, please contact the Bureau of Human Resource and Organizational Development – Organization Effectiveness Division (BHROD-OED) through email at pbb.monitoring@deped.gov.ph.

For your information and guidance.

Thank you.



Office of the Undersecretary for Human Resource
and Organizational Development (OUHROD)
Tel. No.: (02) 8633-7206 | Telefax No.: (02) 8631-8494
DEPARTMENT OF EDUCATION
DepEd Complex, Meralco Ave., Pasig City 1600
www.deped.gov.ph

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