



Republic of the Philippines  
**Department of Education**  
Region VI – Western Visayas  
**SCHOOLS DIVISION OF CAPIZ**

December 3, 2024

**DIVISION MEMORANDUM**

No. **774**, s. 2024

**STATUS OF COMPLIANCE TO FY 2022 PERFORMANCE-BASED BONUS  
ELIGIBILITY CRITERIA AND AGENCY ACCOUNTABILITIES**

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

1. Attached is Regional Memorandum No. 1247 s. 2024 dated November 28, 2024 titled *Status of Compliance to FY 2022 Performance-Based Bonus Eligibility Criteria and Agency Accountabilities*.
2. Immediate dissemination of this Memorandum is desired.

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

Encl.: As stated.  
Reference: DM-OUHROD-2024-3389

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

BENEFITS

ELIGIBILITY

PERFORMANCE



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

**REGIONAL MEMORANDUM**

NOV 28 2024

No. 1247 s. 2024

**STATUS OF COMPLIANCE TO FY 2022 PERFORMANCE-BASED BONUS  
ELIGIBILITY CRITERIA AND AGENCY ACCOUNTABILITIES**

To: Schools Division Superintendent  
All Others Concerned

1. Attached is DepEd Memorandum DM-OUHROD-2024-3389, dated November 25, 2024 from Hon. Wilfredo E. Cabral, *Undersecretary for Human Resource and Organizational Development, Chairperson, DepEd National Performance Management Team* and Atty. Revsee A. Escobedo, *Undersecretary for Operations, Core Member, DepEd National Performance Management Team*, regarding the Status of Compliance to FY 2022 Performance-Based Bonus Eligibility Criteria and Agency Accountabilities.
2. Immediate dissemination of and compliance with this Memorandum are desired.

  
**RAMIR B. UYTICO EdD, CESO III**  
Regional Director

Incl: As stated

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

PERFORMANCE  
BENEFITS  
ELIGIBILITY




Republika ng Pilipinas  
**Department of Education**

OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

**MEMORANDUM**  
**DM-OUHROD-2024-3399**

TO : **All Regional Directors**

FROM : **WILFREDO E. CABRAL**  
*Undersecretary for Human Resource and  
Organizational Development*  
*Chairperson, DepEd National Performance Management Team*

  
**ATTY. REVSEE A. ESCOBEDO**  
*Undersecretary for Operations*  
*Core Member, DepEd National Performance Management Team*

SUBJECT : **STATUS OF COMPLIANCE TO FY 2022 PERFORMANCE-BASED  
BONUS ELIGIBILITY CRITERIA AND AGENCY ACCOUNTABILITIES**

DATE : 25 November 2024

As announced in DM-OUHROD-2024-0736 titled *Final Validation Results for the FY 2022 Performance-Based Bonus (PBB) and Preparation of Form 1.0*, the Department of Education was deemed eligible for the grant of the FY 2022 PBB by the AO 25 Inter-Agency Task Force Technical Working Group (AO25 IATF TWG).

However, since the Department did not meet the targets in 2 out of 4 eligibility criteria and was non-compliant in 3 out of 11 agency accountabilities, the grant of the FY 2022 PBB shall not be automatic and shall be guided by *Item 6.0 - Guidelines on the Eligibility of Delivery Units and Individuals* in Memorandum Circular 2022-1, to wit:

6.1.1 ...In case the agency fails to meet a rating of 4 in at least three (3) criteria, the unit/s most responsible (including its head) for the criteria stated in Section 3.0 with a performance rating of below 4 will be isolated from the grant of the FY 2022 PBB.

6.1.2 The unit/s most responsible (including its head) for the non-compliance with the Agency Accountabilities provided in Section 5.0 shall also be isolated from the grant of the FY 2022 PBB.

Thus, there will be isolation for the grant of the FY 2022 PBB due to the non-accomplishment of any eligibility criteria and/or non-compliance with any agency accountability based on the Agency Scorecard provided by the AO25:

Governance Level	Eligibility Criteria	Agency Accountabilities
Central Office (CO)	<p><b>A. Performance Results (GAA Targets)</b></p> <ol style="list-style-type: none"> <li>1. No. of education researches completed</li> <li>2. % of public schools meeting the standard ratio for teachers (Elementary)</li> <li>3. % of public schools meeting the standard ratio for teachers (Junior High School)</li> <li>4. % of public schools meeting the standard ratio for classrooms (Grades 1-10)</li> <li>5. New classrooms constructed</li> <li>6. % of learners provided with learning resources</li> <li>7. No. of grantees (Education Service Contracting)</li> <li>8. No. of grantees (SHS Voucher)</li> <li>9. No. of teachers and teaching-related staff trained</li> </ol> <p><b>B. Citizen/Client Satisfaction Results</b> [Citizen/Client Satisfaction Survey (CCSS) Rating + Hotline 8888 and CCB Resolution Rate]</p> <ol style="list-style-type: none"> <li>1. CCSS Submission</li> <li>2. Resolution Rate</li> </ol>	<ol style="list-style-type: none"> <li>1. Submission of FY 2022 APP Non-Common Use Supplies and Equipment (APP non-CSE)</li> <li>2. Undertaking of Early Procurement Activities (EPA) covering FY 2023 Procurement Projects</li> <li>3. PhilGEPS Posting</li> </ol>
Regional Office (RO)	<p><b>A. Performance Results (GAA Targets)</b></p> <ol style="list-style-type: none"> <li>1. No. of education researches completed</li> </ol> <p><b>B. Citizen/Client Satisfaction Results</b> [Citizen/Client Satisfaction Survey (CCSS) Rating + Hotline 8888 and CCB Resolution Rate]</p> <ol style="list-style-type: none"> <li>1. CCSS Submission</li> <li>2. Resolution Rate</li> </ol>	<ol style="list-style-type: none"> <li>1. Submission of FY 2022 APP Non-Common Use Supplies and Equipment (APP non-CSE)</li> <li>2. Undertaking of Early Procurement Activities (EPA) covering FY 2023 Procurement Projects</li> <li>3. PhilGEPS Posting</li> </ol>
Schools Division Office (SDO)	<p><b>A. Performance Results (GAA Targets)</b></p> <ol style="list-style-type: none"> <li>1. % of public schools meeting the standard ratio for teachers (Elementary)</li> <li>2. % of public schools meeting the standard ratio for teachers (Junior High School)</li> </ol> <p><b>B. Citizen/Client Satisfaction Results</b> [Citizen/Client Satisfaction Survey (CCSS) Rating + Hotline 8888 and CCB Resolution Rate]</p> <ol style="list-style-type: none"> <li>1. CCSS Submission</li> <li>2. Resolution Rate</li> </ol>	<ol style="list-style-type: none"> <li>1. Submission of FY 2022 APP Non-Common Use Supplies and Equipment (APP non-CSE)</li> <li>3. Undertaking of Early Procurement Activities (EPA) covering FY 2023 Procurement Projects</li> <li>4. PhilGEPS Posting</li> </ol>

Based on reports from validating agencies [AO25, Department of Budget and Management (DBM), 8888 Citizens' Complaint Center and Contact Center ng Bayan (CCB), and Government Procurement Policy Board-Technical Support Office (GPPB-TSO)] and PBB focal offices in DepEd CO, the FY 2021-2023 National Performance Management Team decided on the units/positions to be isolated from the grant of the FY 2022 PBB, as required by the AO25.

As a result, Regional Directors and Schools Division Superintendents from ROs and SDOs with non-accomplished targets and/or non-compliant accountabilities shall be isolated from the grant of the FY 2022 PBB.

Attached is the final Status of Compliance for your respective Regional Offices and Schools Division Offices under your jurisdiction. The said list shall be the basis of the AO25 for the FY 2022 PBB payout of non-school-based personnel.

In view of the foregoing, the Regional Office – Performance Management Team (RO-PMT) is requested to submit the updated Form 1.0 to the Bureau of Human Resource and Organizational Development – Personnel Division (BHRD-PD) through email at [pbb.secretariat@deped.gov.ph](mailto:pbb.secretariat@deped.gov.ph) on or before 29 November 2024. Queries or concerns regarding Form 1.0 shall be directed to the BHRD-PD through the same email address or through landline (02) 8633-9345.

On the other hand, queries or concerns on compliance status shall be forwarded to the DepEd PBB Secretariat, BHRD-OED, via email [bhrod.oed@deped.gov.ph](mailto:bhrod.oed@deped.gov.ph).

For information and appropriate action.

**Copy furnished:  
OFFICE OF THE SECRETARY**





**Summary of RO Compliance for PBB Eligibility Criteria and Agency Accountability where DepEd was deemed non-compliant in the AO25 Final Validation Results**

Regional Office	No. of education researches completed under FY 2022 Current Funds (Target: 83)	Citizen/Client Satisfaction Results		APP non-CSE (Target: Inclusion in the Positive List from GPPB-TSO)	EPA (Target: Inclusion in the List of Compliant ROs from GPPB-TSO)	PhilGEPS (Target: Exclusion from the Negative List from PhilGEPS/AO25)
		CCSS Submission (Target: Complete CCSS Report)	Resolution Rate (Target: 80-100% of total 88888 and CCB referrals resolved within FY 2022)			
Region VI	0/83 (0%)	Non-compliant - Incomplete submission	100% (27/27)	Compliant - in the Positive List	Compliant	Non-compliant - in the Negative List

**Summary of SDO Compliance for PBB Eligibility Criteria and Agency Accountability where DepEd was deemed non-compliant in the AO25 Final Validation Results**

Region	Schools Division Office	% of public schools meeting the standard ratio for teachers (Elem)	% of public schools meeting the standard ratio for teachers (JHS)	Citizen/Client Satisfaction Results		APP non-CSE (Target: Inclusion in the Positive List from GPPB-TSO)	EPA (Target: Inclusion in the List of Compliant ROs from GPPB-TSO)	PhilGEPS (Target: Exclusion from the Negative List from PhilGEPS/AO25)
				CCSS Submission (Target: Complete CCSS Report)	Resolution Rate (Target: 80-100% of total 88888 and CCB referrals resolved within FY 2022)			
Region VI	Aklan	Compliant	Non-compliant	Non-compliant - Incomplete submission	100% (11/11)	Compliant - in the Positive List	Non-compliant - Late submission and No justification on not attaining the required at least 50% of total value of EPA	Compliant - in the Positive List
Region VI	Antique	Non-compliant	Non-compliant	Non-compliant - Incomplete submission	85.71% (12/14)	Non-compliant - not in the Positive List	Compliant	Compliant - in the Positive List
Region VI	Bacolod City	Compliant	Non-compliant	Non-compliant - Incomplete submission	100% (17/17)	Non-compliant - not in the Positive List	Compliant	Compliant - in the Positive List
Region VI	Bago City	Compliant	Non-compliant	Non-compliant - Incomplete submission	N/A - no 88888 and CCB referral received	Compliant - in the Positive List	Non-compliant - Late Submission	Non-compliant - in the Negative List
Region VI	Cadiz City	Compliant	Compliant	Non-compliant - Incomplete submission	75% (3/4)	Non-compliant - not in the Positive List	Non-compliant - Certificate is not Notarized	Compliant - in the Positive List
Region VI	Capiz	Non-compliant	Non-compliant	Compliant - Complete Submission	100% (18/18)	Compliant - in the Positive List	Not mentioned in the letter from GPPB-TSO	Non-compliant - in the Negative List
Region VI	Escalante City	Compliant	Compliant	Compliant - Complete Submission	N/A - no 88888 and CCB referral received	Non-compliant - not in the Positive List	Non-compliant - office failed to reflect the required information: Total Amount of IAPP, Exceptions, EPP, Amount of Successful EPA, Percentage of Successful EPA	Compliant - in the Positive List
Region VI	Gulmaras	Non-compliant	Compliant	Non-compliant - Incomplete submission	100% (3/3)	Compliant - in the Positive List	Not mentioned in the letter from GPPB-TSO	Non-compliant - in the Negative List
Region VI	Himamaylan	Compliant	Compliant	Compliant - Complete Submission	100% (5/5)	Compliant - in the Positive List	Non-compliant - Late Submission	Compliant - in the Positive List

Region	Schools Division Office	% of public schools meeting the standard ratio for teachers (Elem)	% of public schools meeting the standard ratio for teachers (HS)	Citizen/Client Satisfaction Results		APP non-CSE (Target: Inclusion in the Positive List from GPPB-TSO)	EPA (Target: Inclusion in the List of Compliant ROs from GPPB-TSO)	PhilGEPS (Target: Exclusion from the Negative List from PhilGEPS/AQ23)
				CSS Submission (Target: Complete CSS Report)	Resolution Rate (Target: 80-100% of total #SSRS and CCB referrals resolved within FY 2022)			
Region VI	Iloilo	Non-compliant	Non-compliant	Non-compliant - No submission	96.7% (88/91)	Non-compliant - not in the Positive List	Compliant	Compliant - in the Positive List
Region VI	Iloilo City	Non-compliant	Non-compliant	Non-compliant - incomplete submission	83.33% (10/12)	Compliant - in the Positive List	Not mentioned in the letter from GPPB-TSO	Compliant - in the Positive List
Region VI	Kabankalan City	Compliant	Compliant	Non-compliant - incomplete submission	100% (6/6)	Non-compliant - not in the Positive List	Compliant	Compliant - in the Positive List
Region VI	La Carlota City	Compliant	Compliant	Non-compliant - incomplete submission	N/A - no #SSRS and CCB referral received	Compliant - in the Positive List	Compliant	Compliant - in the Positive List
Region VI	Negros Occidental	Non-compliant	Non-compliant	Compliant - Complete Submission	100% (48/48)	Non-compliant - not in the Positive List	Not mentioned in the letter from GPPB-TSO	Non-compliant - in the Negative List
Region VI	Passi City	Compliant	Compliant	Non-compliant - incomplete submission	100% (3/3)	Non-compliant - not in the Positive List	Non-compliant - Late Submission	Compliant - in the Positive List
Region VI	Roxas City	Compliant	Non-compliant	Compliant - Complete Submission	N/A - no #SSRS and CCB referral received	Compliant - in the Positive List	Not mentioned in the letter from GPPB-TSO	Compliant - in the Positive List
Region VI	Sagay City	Compliant	Compliant	Non-compliant - incomplete submission	100% (2/2)	Compliant - in the Positive List	Not mentioned in the letter from GPPB-TSO	Compliant - in the Positive List
Region VI	San Carlos City	Non-compliant	Compliant	Non-compliant - incomplete submission	100% (5/5)	Compliant - in the Positive List	Non-compliant - Late Submission	Compliant - in the Positive List
Region VI	Silay City	Compliant	Non-compliant	Non-compliant - incomplete submission	100% (8/8)	Compliant - in the Positive List	Not mentioned in the letter from GPPB-TSO	Compliant - in the Positive List
Region VI	Sipalay	Compliant	Compliant	Non-compliant - incomplete submission	100% (1/1)	Non-compliant - not in the Positive List	Not mentioned in the letter from GPPB-TSO	Compliant - in the Positive List
Region VI	Victorias City - established Sept. 16, 2021	n/a	n/a	n/a	85.71% (6/7)	n/a	n/a	n/a