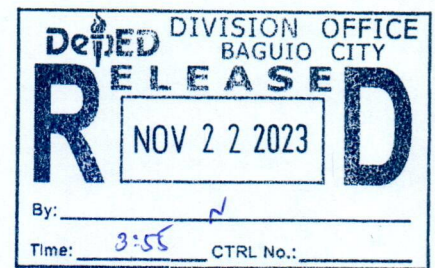




Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION
SCHOOLS DIVISION OF BAGUIO CITY



November 21, 2023

DIVISION MEMORANDUM

No. **480-2023**

REITERATING THE FY 2023 PERFORMANCE-BASED BONUS (PBB) GUIDELINES

To: All Chief Education Program Supervisors
Education Program Supervisors
Public Schools District Supervisors
Public School Heads
Teaching and Non-Teaching personnel
Others concerned

1. Relative to the memorandum (DM-OUHROD-2023-1120) issued by the Office of the Undersecretary, Human Resource and Organizational Development on FY 2023 Performance Based Bonus (PBB) Guidelines and FY 2022 PBB Updates, this Office reiterates the compliance of the following criteria and conditions for the grant of PBB for FY 2023; to wit:

a. Performance and Financial Results

These dimensions intensify the transparency and disclosure in public spending information through the timely delivery of government programs and projects even during periods of adversity, such as health emergency and natural hazards.

b. Process Results

Ease of transaction in government services may be achieved through the continuous full implementation of process improvement efforts contributing to the Ease of Doing Business and Efficient Delivery of Government Services and strengthened adherence to quality management programs.

c. Citizens/Client Satisfaction Results

This shall be monitored by getting the citizen's feedback to ensure that the transacting public is satisfied with the delivery of public services.


2. For individual employees, a rating of at least "Very Satisfactory" based on the agency's CSC-approved Strategic Performance Management System (SPMS) should be met. In view of this, submission of rated Office/Individual Performance Commitment Review Form (OPCRH/IPCRF) is necessary to ascertain that the required rating is achieved.

3. Immediate dissemination of and compliance with this memorandum is desired.

SORAYA T. FACULO PhD, CESO VI

Asst. Schools Division Superintendent
OIC-Schools Division Superintendent

For the OIC-Schools Division Superintendent:


CHRISTOPHER C. BENIGNO PhD, EdD, CESO VI
Asst. Schools Division Superintendent

