DEPARTMENT OF EDUCATION
RECORDS SECTION REGIONAL OFFICE CAR
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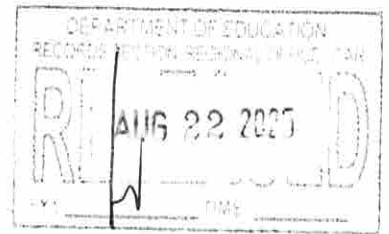
20 August 2025

REGIONAL MEMORANDUM
No. 617.2025

DISSEMINATION OF DM-OUHROD-2025-0003 "FY 2023 PERFORMANCE - BASED BONUS (PBB) ONLINE ORIENTATION"

To: Assistant Regional Director
        Schools Division Superintendents
        All Divisions
        All Others Concerned

1.   This Regional Memorandum is issued to disseminate **DM-OUHROD-2025-0003**, titled *"FY 2023 Performance-Based Bonus (PBB) Online Orientation"* which will be conducted on **August 22, 2025** from **9:00 a.m. to 12:00 p.m**.

2.   To ensure comprehensive understanding of the PBB guidelines and eligibility requirements, all concerned are **directed to attend** the orientation and register through the link provided in the attached memorandum.

3.   For information, guidance and compliance.

ESTELA P. LEON-CARIÑO EdD, CESO III
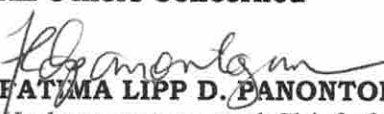Director IV/ Regional Director
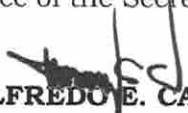
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DM-OUHROD-2025-0003

MEMORANDUM
DM-OSEC-2025-0003

TO   :   **Regional Directors**
                   Regional Performance Management Teams
                   School Division Superintendents
                   All Others Concerned

FROM   :   **FATIMA LIPP D. PANONTONGAN**
                   Undersecretary and Chief of Staff
                   Office of the Secretary

                   WILFREDO E. CABRAL
                   Undersecretary
                   Human Resource and Organizational Development

SUBJECT   :   **FY 2023 Performance-Based Bonus (PBB) Online Orientation**

DATE   :   19 August 2025

The National Performance Management Team (NPMT), through the Bureau of Human Resource and Organizational Development – Personnel Division (BHROD-PD) will conduct the **FY 2023 PBB Online Orientation** on **22 August 2025 (Friday), from 9:00 a.m. to 12:00 noon via Microsoft Teams**.

This activity aims to equip participants with a comprehensive understanding of the PBB guidelines and eligibility requirements, to ensure a smooth report submission process, and to minimize errors that may delay service delivery.

All regions and school division offices are required to designate **two (2) participants** from their Performance Management Teams, or personnel responsible for preparing PBB reports, to attend the orientation and register through this link: https://bit.ly/2023PBBRegister **on or before 22 August 2025**.

Please note that the AO25 Secretariat—Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information, and Reporting Systems—has not yet released any results or information regarding the Department's eligibility for the FY 2023 PBB.

For more information or clarifications, you may contact **Ms. Jam Sheena Sy** of BHROD-PD through landline (02) 8633-9345, mobile 0921-966-9975, or email at jam.sy@deped.gov.ph.

Please be guided accordingly.

DepED

2/F Rizal Building, DepEd Complex, Meralco Avenue, Pasig City Telephone No.: (02) 8633-7208; 8633-7228; 8687-2992 Fax No.: (02) 8636-4876; Website: www.deped.gov.ph

PROGRAM DESIGN

FY 2023 PERFORMANCE-BASED BONUS (PBB) ONLINE ORIENTATION

Date of Conduct : **22 August 2025 (Friday), 9:00 a.m. – 12:00 p.m.**
Platform : **Microsoft Teams**

Participants : DepEd Central Office – BHROD
Regional Office (RO) PMTs
RO and Schools Division Office (SDO) PBB Focal Personnel

Objective : To capacitate the RO PMTs and SDO PBB focal persons on the PBB guidelines and eligibility requirements; to reiterate important reminders on the submission of PBB-related reports; and to provide information and updates on the status of the DepEd's FY 2023 PBB.

Program :

Time	Activity
9:00 am – 9:30 am	Preliminaries
9:30 am – 9:40 am	Opening Remarks
9:40 am – 10:40 am	*Topics to be Covered* • MC No. 2023-1 • PBB Eligibility Criteria • PBB Requirements and Submissions • Targets, Assessments and Scoring System • Agency Accountabilities • Timelines, Submission, Posting of Reports and Requirements • Reminders and Updates regarding PBB • Appeals
10:40 am – 10:50 am	Health Break
10:50 am – 11:40 am	*Topics to be Covered* PBB Rates • PBB Individual Eligibility Requirements • Forms and Templates • PBB Forms Submission
11:40 am – 11:50 am	Q&A Session
11:50 am – 12:00 nn	Closing Remarks