

University of the Philippines
Diliman, Quezon City

**GUIDELINES IN DETERMINING THE ELIGIBILITY OF DELIVERY UNITS AND
INDIVIDUALS FOR THE GRANT OF PERFORMANCE-BASED BONUS (PBB)
FOR FISCAL YEAR (FY) 2021 ¹**

Delivery Units (DUs) of the Constituent Universities/Units (CUs) the Philippine

General Hospital (PGH), and the UP System Offices (CU-equivalent) shall observe these guidelines. A CU/equivalent PBB Committee shall be constituted for this purpose.

For FY 2021 PBB, the DUs shall no longer be ranked. However, the CUs or unit/s most responsible for deficiencies shall be isolated and considered ineligible to the

grant of PBB 2021

Part I. Guidelines in Determining the Eligibility of the DUs and Individuals

1. The CU's PBB Committee shall implement the guidelines to determine the eligibility of delivery units and individuals.
2. The CUs/DUs that meet the criteria and conditions under the four dimensions of accountability: (i) Performance Results; (ii) Process Results; (iii) Financial Results; and (iv) Citizen/Client Satisfaction Results and attain a total score of at least 70 points based on the PBB scoring System (*Section 4.0*) and achieve a

GSC-approved SPMS Furthermore employees who failed to submit their complete

1. The inclusion of the administrative staff and the Research, Extension and Professional Staff (REPS) shall be based on the average of the performance rating

(PR) scores for the two rating periods (**01 January to 30 June 2021** and **01 July to 31 December 2021**). Ratings shall be based on the Individual Performance Commitment Review (IPCR) of the UP Strategic Performance Management System (SPMS) for administrative staff and the Performance Evaluation System for REPS.

7. Employees in detail to another government agency for six (6) months or more shall be included in the recipient agency that rated his/her performance. Payment of the PBB shall come from the University of the Philippines (Section 67). Details for

employees in detail shall be submitted separately.

more shall be included in the recipient agency. Payment of PBB shall be borne by the recipient agency.

8. Employees who transferred to another agency and ranked by the agency where

11. The PBB rates of individual provinces are similar to the total rates of the

