

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) 2022 <sup>1</sup>**

Delivery Units (DUs) of the Constituent Universities/Units (CUs), the Philippine  
General Services (DGS), and the UP System Offices (SU equivalent) shall observe

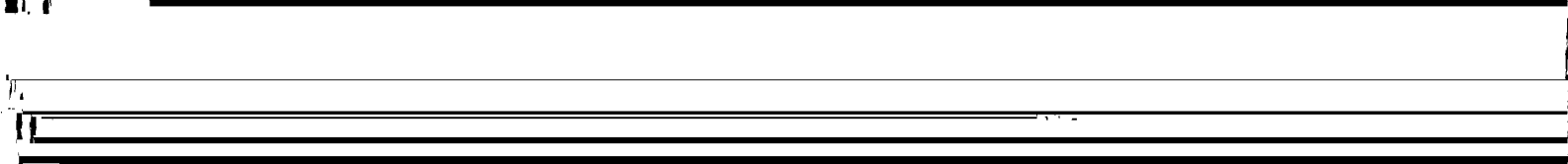
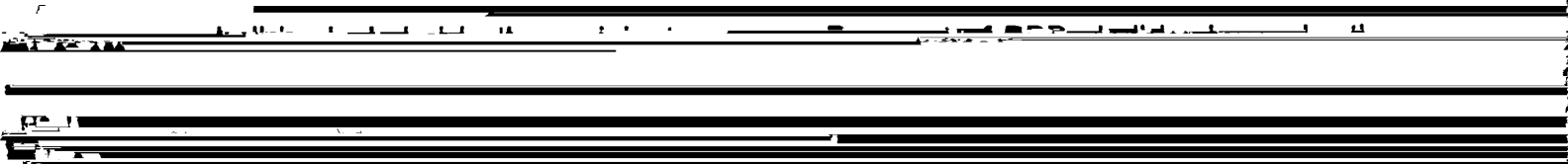
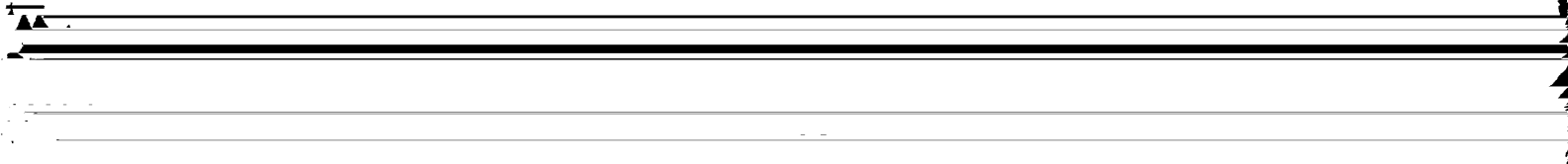
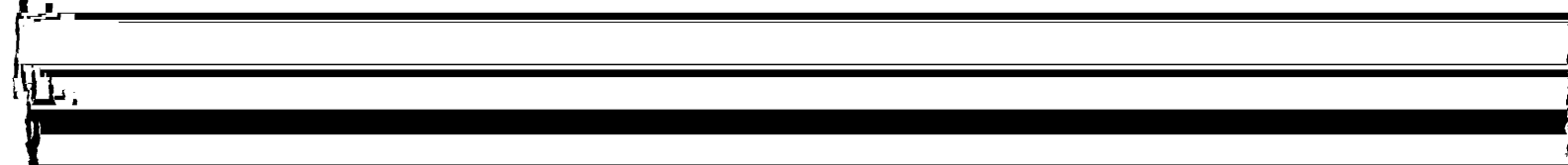
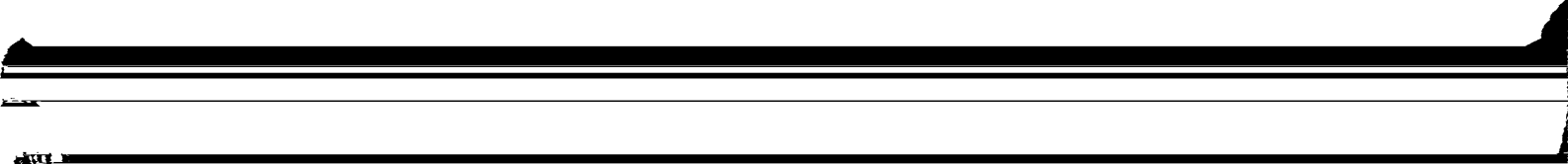
these guidelines. A CU/equivalent PBB Committee shall be constituted for this  
purpose.

For FY 2022 PBB, the DUs shall no longer be ranked. However, the CUs or unit/s  
most responsible for its finances shall be isolated and submit a letter to the

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 2022 and 01 July to

31 December 2022). Ratings shall be based on the Individual Performance Commitment Review (IPCR) of the IIP Strategic Performance Management System

(CPMC) for administrative staff and the Performance Evaluation System for REPS



11. The RPF rates of individual employees shall depend on the rate of the agency as follows:

85 points

55.25%  
(85% of the 65% nominal rate)

