



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY
Digos City

OFFICE OF THE SCHOOLS DIVISION SUPERINTENDENT

DIVISION MEMORANDUM

OSDS-2024- 755

To : PERFORMANCE MANAGEMENT TEAM
ALL SDO PERSONNEL (Unit Heads and Rank-and-File)
ALL SCHOOL PERSONNEL (Teaching and Non-Teaching)

Subject : Survey on the Implementation of the Results-Based Performance Management System (RBPMS) and the Performance-Based Incentive (PBI) System

Date : 7 November 2024

This is in relation to the Regional Memorandum numbered AD-2024-204 issued on November 5, 2025 by Allan G. Farnazo, Director IV, Department on Education (DepEd) Region XI Office, Torres Street, Davao City relative to the survey on the implementation of the RBPMS and PBI conducted by the EO 61 Technical Working Group of the DepEd Central Office.

In view of the foregoing, all personnel of this Schools Division Office, teaching and non-teaching are hereby directed to answer the online survey from **October 30, 2024 to November 11, 2024** in this following website:

1. Form 1 (Survey for First and Second Level Employees - <https://forms.office.com/r/h2Zyj21Qn?origin=lprLink>).
2. Form 2 (Survey for Third Level Employees - <https://forms.office.com/r/h2Zyj21Qn?origin=lprLink>).
3. Form 3 (Survey for the Performance Management Team (PMT) - <https://forms.office.com/r/ZGCd1GifZg?origin=lprLink>).

The Human Resource Management Office and the School Heads are enjoined to monitor the compliance of the Schools Division Office's first and second level personnel and the Schools' teaching and non-teaching, respectively.

For strict compliance and immediate dissemination.

MELANIE P. ESTACIO, Ph.D., CESO VI
Schools Division Superintendent

DepEd Schools Division Office of Digos City
RECORDS SECTION

RELEASED
DATE: NOV 07 2024 TIME: 1:07 PM
BY: [Signature]

For and in the absence of the SDS:

[Signature] 11/7/24
SOLLIE B. OLIVER, JD, MATE
Chief Education Supervisor – SGOD
Officer-in-Charge



KS 41205



Republic of the Philippines
Department of Education
DAVAO REGION

SCHOOLS DIVISION OFFICE
RECORDS SECTION 11246
RECEIVED 70222
05 NOV 2024 TIME 3:00

November 5, 2024

REGIONAL MEMORANDUM
AD-2024-204

SURVEY ON THE IMPLEMENTATION OF THE RESULTS-BASED
PERFORMANCE MANAGEMENT SYSTEM (RBPMS) AND THE
PERFORMANCE-BASED INCENTIVE (PBI) SYSTEM

To: Schools Division Superintendents
Chiefs of Functional Divisions

1. Herewith is the letter sent via email from DepEd PBB National Secretariat relative to the Online Survey on the Implementation of the Results-Based Performance Management System (RBPMS) and the Performance-Based Incentive (PBI) System by the EO 61 TWG Secretariat through the following links:

Survey Form	Link
(Form 1) Survey for First and Second Level Employees	https://forms.office.com/r/h2Zyj21QnZ?origin=lprLink
(Form 2) Survey for Third Level Employees	https://forms.office.com/r/qiJ47rwFis?origin=lprLink
(Form 3) Survey for the Performance Management Team (PMT)	https://forms.office.com/r/ZGCd1GifZg?origin=lprLink

2. The online survey period will run from **30 October 2024 (Wednesday) to 11 November 2024 (Monday)**.

3. Anent to this, all Officials and Personnel who have previously received PBB grants are directed to participate in completion of the online survey form on the prescribed period.

4. For information and strict compliance.

DEPARTMENT OF EDUCATION - DAVAO

RECORDS SECTION
RELEASED

Digitally signed by
Farnazo Allan Gabriel
Date: 2024.11.05
14:30:48 +08'00'
ALLAN G. FARNAZO
Director IV

Enclosed: As stated

ROA2/jtg

By: [Signature]
Time: Nov. 05, 2024
41205



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-1665; (082) 221-6147
Email Address: region11@depd.gov.ph
Website: www.depdroxi.ph



Deped Gingoog City <gingoog.city@deped.gov.ph>, DEPED ILIGAN CITY <iligan.city@deped.gov.ph>, DEPED MALAYBALAY CITY <malaybalay.city@deped.gov.ph>, depedoroquieta@gmail.com <depedoroquieta@gmail.com>, deped1miz <deped1miz@gmail.com>, DEPED TANGUB CITY <tangub.city@deped.gov.ph>, DepEd Valencia <depedvalencia21@gmail.com>, DEPED COMPOSTELA VALLEY <compostela.valley@deped.gov.ph>, DEPED TAGUM CITY <tagum.city@deped.gov.ph>, deped.davsur@gmail.com <deped.davsur@gmail.com>, Division Occidental <division.davaooccidental@deped.gov.ph>, DEPED DAVAO ORIENTAL <davao.oriental@deped.gov.ph>, DEPED DAVAO CITY <davao.city@deped.gov.ph>, DEPED DIGOS CITY <digos.city@deped.gov.ph>, DEPED MATI CITY <mati.city@deped.gov.ph>, DEPED PANABO CITY <panabo.city@deped.gov.ph>, SAMAL CITY DIVISION <samalcity@deped.gov.ph>, northcotabato.division@deped.gov.ph <northcotabato.division@deped.gov.ph>, DEPED SARANGGANI <saranggani@deped.gov.ph>, SOUTH COTABATO <south.cotabato@deped.gov.ph>, DEPED SULTAN KUDARAT <sultan.kudarat@deped.gov.ph>, DEPED GENSAN <depedgensan@deped.gov.ph>, DEPED KIDAPAWAN <kidapawan.city@deped.gov.ph>, DEPED KORONADAL CITY <koronadal.city@deped.gov.ph>, DEPED TACURONG CITY <tacurong.city@deped.gov.ph>, AGUSAN NORTE <agusan.norte@deped.gov.ph>, DEPED AGUSAN DEL SUR <depedagusandelsur@deped.gov.ph>, personnel.dinagatdivision@gmail.com <personnel.dinagatdivision@gmail.com>, DEPED SURIGAO DEL NORTE <surigao.delnorte@deped.gov.ph>, SURIGAODELSUR DIVISION <surigaodelsur.division@deped.gov.ph>, deped.bayugan@gmail.com <deped.bayugan@gmail.com>, DEPED BISLIG CITY <bisligh.city@deped.gov.ph>, DEPED BUTUAN CITY <butuan.city@deped.gov.ph>, DEPED CABADBARAN CITY <cabadbaran.city@deped.gov.ph>, DEPED SIARGAO <siargao@deped.gov.ph>, DEPED SURIGAO CITY <surigao.city@deped.gov.ph>, DEPED TANDAG CITY <tandag.city@deped.gov.ph>, DEPED ABRA <abra@deped.gov.ph>, DEPED APAYAO <apayao@deped.gov.ph>, Benguet Deped Car <benguet@deped.gov.ph>, DEPED IFUGAO <ifugao@deped.gov.ph>, DEPED KALINGA <kalinga@deped.gov.ph>, DEPED MT PROVINCE <mt.province@deped.gov.ph>, Baguio City <baguio.city@deped.gov.ph>, DEPED TABUK CITY <tabuk.city@deped.gov.ph>, DEPED CALOOCAN CITY <caloocan.city@deped.gov.ph>, DEPED LAS PINAS CITY <laspinas.city@deped.gov.ph>, DEPED MAKATI CITY <makati.city@deped.gov.ph>, DEPED MALABON CITY <malabon.city@deped.gov.ph>, SDO MANDALUYONG <sdo.mandaluyong@deped.gov.ph>, DEPED MANILA <manila@deped.gov.ph>, SDO MARIKINA <sdo.marikina@deped.gov.ph>, sdo.muntinlupa@gmail.com <sdo.muntinlupa@gmail.com>, DEPED NAVOTAS CITY <navotas.city@deped.gov.ph>, DEPED PARANAQUE CITY <paranaque.city@deped.gov.ph>, depedpasaycity <depedpasaycity@yahoo.com>, DEPED PASIG CITY <pasig.city@deped.gov.ph>, DEPED QUEZON CITY <quezon.city@deped.gov.ph>, depedsanjuan@gmail.com <depedsanjuan@gmail.com>, DEPED TAGUIG PATEROS <taguig.pateros@deped.gov.ph>, DEPED VALENZUELA CITY <valenzuela.city@deped.gov.ph>, OSDS PASIG CITY <osds.sdopasigcity@deped.gov.ph>, PERSONNEL PERSONNEL <personnel.region11@deped.gov.ph>, Yolanda Apilada <yolanda.apilada@deped.gov.ph>, JOEL ROSALES <joel.rosales002@deped.gov.ph>, Meriam Dela Rita <meriam.delarita@deped.gov.ph>, Lily-Ann Fernando <lilyann.fernando@deped.gov.ph>, CONNIEBEL NISTAL <conniebel_nistal2013@deped.gov.ph>, Ruth Jimenez <ruth.jimenez@deped.gov.ph>, Joseph Russel Famazo <josephrussel.famazo@deped.gov.ph>, Perna Tezano <perna.tezano@deped.gov.ph>, Ma. 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Janice Gamalong <janice.gamalong@depd.gov.ph>

Fwd: Fw: SURVEY ON THE IMPLEMENTATION OF THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RBPMS) AND THE PERFORMANCE-BASED INCENTIVE (PBI) SYSTEM

1 message

DepEd XI Davao Region <region11@depd.gov.ph>
To: Janice Gamalong <janice.gamalong@depd.gov.ph>

Mon, Nov 4, 2024 at 1:00 PM

----- Forwarded message -----

From: **Organization Effectiveness Division** <bhrod.oed@depd.gov.ph>

Date: Mon, Nov 4, 2024 at 11:51 AM

Subject: Fw: SURVEY ON THE IMPLEMENTATION OF THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RBPMS) AND THE PERFORMANCE-BASED INCENTIVE (PBI) SYSTEM

To: Office of the Secretary <osec@depd.gov.ph>, DEPED I ILOCOS REGION <region1@depd.gov.ph>, Tolentino Aquino <tolentino.aquino@depd.gov.ph>, Benjamin Paragas <benjamin.paragas@depd.gov.ph>, DEPED II CAGAYAN VALLEY <region2@depd.gov.ph>, DEPED III CENTRAL LUZON <region3@depd.gov.ph>, Alberto Escobarte <alberto.escobarte@depd.gov.ph>, DEPED REGION IV-A CALABARZON <region4a@depd.gov.ph>, MIMAROPA REGION <mimaropa.region@depd.gov.ph>, Nicolas Capulong <nicolas.capulong@depd.gov.ph>, Gilbert Sadsad <gilbert.sadsad@depd.gov.ph>, DEPED V BICOL REGION <region5@depd.gov.ph>, DepEd VI Western Visayas <region6@depd.gov.ph>, Ramir Uytico <ramir.uytico@depd.gov.ph>, Salustiano Jimenez <salustiano.jimenez@depd.gov.ph>, DepEd Region VII Central Visayas <region7@depd.gov.ph>, Evelyn Fetalvero <evelyn.fetalvero@depd.gov.ph>, REGION VIII EASTERN VISAYAS <region8@depd.gov.ph>, Arturo Bayocot <arturo.bayocot001@depd.gov.ph>, DEPED X NORTHERN MINDANAO <region10@depd.gov.ph>, DEPED XI DAVAO REGION <region11@depd.gov.ph>, Allan Farnazo <allan.farnazo@depd.gov.ph>, Carlito Rocafort <carlito.rocafort@depd.gov.ph>, DEPED XII SOCCSKSARGEN <region12@depd.gov.ph>, Asuncion Maria Ines <mariaines.asuncion@depd.gov.ph>, DEPED REGION XIII CARAGA <caraga@depd.gov.ph>, Estela Carino <estela.carino@depd.gov.ph>, DEPED CORDILLERA ADMINISTRATIVE REGION <car@depd.gov.ph>, DEPED NATIONAL CAPITAL REGION <ncr@depd.gov.ph>, Office of the Undersecretary for School Infra & Facilities (OUSIF) <ousif@depd.gov.ph>, OFFICE OF THE UNDERSECRETARY FOR ADMINISTRATION (OUA) <useforadministration@depd.gov.ph>, Office of the Assistant Secretary for Administration <oasa@depd.gov.ph>, Office of the Undersecretary for Curriculum and Teaching (OUCT) <ouct@depd.gov.ph>, Office of Assistant Secretary for Curriculum and Teaching <oasct@depd.gov.ph>, Office of the Undersecretary for Procurement (OUPRO) <oupro@depd.gov.ph>, DEPED CAUAYAN CITY <cauayan.city@depd.gov.ph>, DEPED NUEVA VIZCAYA <nueva.vizcaya@depd.gov.ph>, DEPED PALAWAN <palawan@depd.gov.ph>, SDS LEYTE <sds.leyte@depd.gov.ph>, DEPED SIKUIJOR <depd.siquijor@depd.gov.ph>, NEGROS OCCIDENTAL <negros.occidental001@depd.gov.ph>, SCHOOLS DIVISION OFFICE QUEZON CITY <sdo.quezoncity@depd.gov.ph>, AKLAN 1958 <aklan.1958@depd.gov.ph>, SARANGANI DIVISION <sarangani@depd.gov.ph>, ISABELA CITY DIVISION <isabelacity.division@depd.gov.ph>, SDS NORTHERNSAMAR <sds.northernsamar@depd.gov.ph>, NORTHERN SAMAR DIVISION <northernsamar@depd.gov.ph>, CEBU PROVINCE <cebu.province@depd.gov.ph>, DEPED LACARLOTA <depd.lacarlot@depd.gov.ph>, SAGAY CITY <sagay.city001@depd.gov.ph>, Dapian City Division Office <dapitancity@depd.gov.ph>, SDO TAPAT <sdo.tapat@depd.gov.ph>, SDOTACLOBANCITY DIVISION <sdotaclobancity@depd.gov.ph>, DEPED SAMAR <samar@depd.gov.ph>, depd_romblon@yahoo.com <depd_romblon@yahoo.com>, DEPED CALAPAN <depd.calapan@depd.gov.ph>, DEPED PARANAQUE <depd.paranaque@depd.gov.ph>, SDO VALENZUELA <sdovalenzuela@depd.gov.ph>, division.pasig2016@gmail.com <division.pasig2016@gmail.com>, COTABATO DIVISION <northcotabato@depd.gov.ph>, SOUTHERN LEYTE DIVISION <southernleyte.division@depd.gov.ph>, TALISAY CITY DIVISION <talisaycity.division@depd.gov.ph>, TAPAT RECORDS <tapat.records@depd.gov.ph>, DEPED ILOCOS NORTE <ilocos.norte@depd.gov.ph>, DEPED ILOCOS SUR <ilocos.sur@depd.gov.ph>, DEPED La Union <la.union@depd.gov.ph>, DEPED PANGASINAN 1 <pangasinan1@depd.gov.ph>, DEPED PANGASINAN 2 <pangasinan2@depd.gov.ph>, DEPED ALAMINOS CITY <alaminos.city@depd.gov.ph>, DEPED BATAK CITY <batak.city@depd.gov.ph>, DEPED CANDON CITY <candon.city@depd.gov.ph>, DEPED DAGUPAN CITY <dagupan.city@depd.gov.ph>, DEPED LAOAG CITY <laoag.city@depd.gov.ph>, DEPED SAN CARLOS CITY (REG. 1) <sancarlos.city1@depd.gov.ph>, depedcsfp@gmail.com <depdcsfp@gmail.com>, DEPED URDANETA CITY <urdaneta.city@depd.gov.ph>, DEPED VIGAN CITY <vigan.city@depd.gov.ph>, DEPED BATANES <batanes@depd.gov.ph>, SDO CAGAYAN <sdo.cagayan@depd.gov.ph>, DEPED ISABELA <isabela@depd.gov.ph>, nuevavizcaya.depedro2@gmail.com <nuevavizcaya.depedro2@gmail.com>, Quirino Quirino <quirino.depedro2@gmail.com>, cauayan.depedro2@gmail.com <cauayan.depedro2@gmail.com>, ilagan.depedro2@gmail.com <ilagan.depedro2@gmail.com>, DEPED SANTIAGO CITY <santiago.city@depd.gov.ph>, DEPED TUGUEGARAO <tuguegarao@depd.gov.ph>, Division Aurora

11/4/24, 1:50 PM

Department of Education Mail - Fwd: Fw: SURVEY ON THE IMPLEMENTATION OF THE RESULTS-BASED PERFORMANCE...

Curriculum Standards Development Division <bcd.csdd@deped.gov.ph>, Special Curricular Programs Division <bcd.scpd@deped.gov.ph>, Education Assessment Division <bea.ead@deped.gov.ph>, Education Research Division <bea.erd@deped.gov.ph>, Teaching and Learning Division <bld.tld@deped.gov.ph>, Student Inclusion Division <bld.sid@deped.gov.ph>, Learning Resources Production Division <blr.lrp@deped.gov.ph>, Learning Resources Quality Assurance Division <blr.lrqad@deped.gov.ph>, LITERACY COORDINATING COUNCIL <lcc@deped.gov.ph>, Accounting Division <fs.ad@deped.gov.ph>, Budget Division <fs.bd@deped.gov.ph>, Employee Account Management Division <fs.eamd@deped.gov.ph>, Education Program Management Office <epmo@deped.gov.ph>, Project Development Division <pms.pdd@deped.gov.ph>, Legal Division <ls.ld@deped.gov.ph>, LEGAL AFFAIRS HELP DESK <leahd@deped.gov.ph>, Employee Welfare Division <bhrod.ewd@deped.gov.ph>, Human Resource Development Division <bhrod.hrdd@deped.gov.ph>, Personnel Division <bhrod.pd@deped.gov.ph>, BHROD School Effectiveness Division <bhrod.sed@deped.gov.ph>, Professional Development Division <neap.pdd@deped.gov.ph>, CONTRACT MANAGEMENT DIVISION PROCUREMENT MANAGEMENT SERVICE <procms.cmd@deped.gov.ph>, Procurement Planning and Management Division Procurement Management Service <procms.ppm@deped.gov.ph>, DepEd BAC Secretariat <depedcentral.bacsecretariat@deped.gov.ph>, Internal Audit Service Management Audit Division <ias.mad@deped.gov.ph>

Dear Fellow Public Servants,

In support of the study on the Results-Based Performance Management System (RPBMS) and the Performance-Based Incentive (PBI) System being undertaken by the EO 61 TWG Secretariat, all are enjoined to participate in the online survey:

Survey Form	Link
(Form 1) Survey for First and Second Level Employees	https://forms.office.com/r/h2Zy21QnZ?origin=IprLink
(Form 2) Survey for Third Level Employees	https://forms.office.com/r/qiJ47rwFis?origin=IprLink
(Form 3) Survey for the Performance Management Team (PMT)	https://forms.office.com/r/ZGCd1GifZg?origin=IprLink

Respondents need not inform the DepEd PBB Secretariat and EO 61 TWG Secretariat of their participation to their survey.

Thank you.

Regards,

DepEd PBB Secretariat

----- Forwarded message -----

From: **dbm-eo61 secretariat** <dbm-eo61secretariat@dbm.gov.ph>
Date: Wed, Oct 30, 2024 at 3:18 PM
Subject: SURVEY ON THE IMPLEMENTATION OF THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RBPMS) AND THE PERFORMANCE-BASED INCENTIVE (PBI) SYSTEM
To:

30 October 2024

Dear All:

Pursuant to Executive Order (EO) No. 61, s. 2024,^[1] the EO No. 61 Technical Working Group (TWG) is conducting a **study on the Results-Based Performance Management System (RPBMS) and the Performance-Based Incentive (PBI) System**, with the aim of developing a new government performance

management and incentives system that is consistent with the priority policy agenda and programs of the present Administration.

As part of the subject study, the EO No. 61 TWG Secretariat is conducting a series of online surveys for agencies and personnel, e.g., civilian, military and uniformed personnel officers and enlisted personnel, that have participated in the grant of the Performance-Based Bonus (PBB) for Fiscal Years 2021 and 2022. The online survey forms may be accessed through the following links:

Survey Form	Link
(Form 1) Survey for First and Second Level Employees	https://forms.office.com/r/h2Zyj21QnZ?origin=lprLink
(Form 2) Survey for Third Level Employees	https://forms.office.com/r/qiJ47rwFis?origin=lprLink
(Form 3) Survey for the Performance Management Team (PMT)	https://forms.office.com/r/ZGCd1GifZg?origin=lprLink

These surveys aim to collect the insights of government agencies and their employees on the issues, concerns, and areas for improvement of the current government performance management and incentives system, as operationalized through the RBPMS and the PBI System.

In this regard, may we request the assistance of the PBB Focal Persons in administering said survey forms by disseminating/providing the online survey links to all First, Second and Third Level employees who have previously received PBB grants within your respective agencies. The survey period will run from 30 October 2024 (Wednesday) to 11 November 2024 (Monday).

For questions or concerns, you may reach the EO No. 61 TWG Secretariat via email at dbm-eo61secretariat@dbm.gov.ph.

Your cooperation in this endeavor is highly appreciated.

Thank you and best regards.

EO NO. 61 TECHNICAL WORKING GROUP SECRETARIAT
(02) 8657-3300 local 1218 or 1227 | dbm-eo61secretariat@dbm.gov.ph

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[1] *Suspending the Implementation of Administrative Order No. 25 (s. 2011) and Executive Order No. 80 (s. 2012), as Amended* dated 3 June 2024

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