University of the Philippines

OFFICE OF THE PRESIDENT

MEMORANDUM NO. PAJ 26-23

TO : **CHANCELLORS**
DIRECTOR, UP PGH

SUBJECT : **PAYMENT OF THE PERFORMANCE-BASED BONUS (PBB) FOR FY 2024**

DATE : **19 NOVEMBER 2026**

It is my pleasure to announce the release of the Performance-Based Bonus (PBB) for FY 2024 to *qualified* UP employees starting 20 November 2026. The UP System PBB scorecard can be viewed through this link[1] and is already posted in the UP Transparency Seal[2]. Eligibility of a UP employee to PBB 2024 is based on the PBB 2024 guidelines as issued by the AO25 IATF through Memorandum Circular No. 2026-1.

The PBB is only given to government agencies that have passed the requirements in PBB's four (4) dimensions (performance results, process results, financial results, and client satisfaction results) and have completed compliance with the Agency Accountability requirements.

Indeed, achieving eligibility for the PBB 2024 is a testament to our collective effort to ensure good performance, efficient service delivery, and compliance with the requirements set forth by the Philippine Government.

Every year, throughout the preparation process, we encounter various concerns and struggles, particularly regarding the collection of data necessary to demonstrate our accomplishments. Despite these challenges, our dedication and perseverance always prevail, leading to the successful attainment of our targets; hence securing eligibility for this PBB grant.

As we celebrate this achievement, let us also reflect on how we can further improve our performance in the future. We encourage all units to integrate the process of documenting achievements into our systems, ensuring that we consistently strive for excellence and meet our targets to the highest degree possible. By this time, the 11 Agency Accountability requirements should already be innate in our systems and culture.

The UP System stands ready to provide its full support in this endeavor.

ANGELO A. JIMENEZ
President

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[1] https://rbpms.dap.edu.ph/agency/university-of-the-philippines-system/
[2] https://up.edu.ph/philippine-transparency-seal/