



## **PERFORMANCE-BASED SYSTEM OF RANKING DELIVERY UNITS**

The following steps and criteria are observed by the Performance Management Team (PMT) in the conduct of the performance ranking system :

Each Delivery Unit must submit their accomplished Office Performance Commitment Review Form (OPCR) indicating the Performance Targets and Accomplishments of the Performance Indicators of the FDCP Major Final Output (MFO) in the General Appropriations Act (GAA) ;

The Head of the Agency/Performance Management Team (PMT) rates the Delivery Units as to which will qualify for the following in accordance with the ranking distribution guidelines of the Inter-Agency Task Force (IATD) ;

Top 10 %	-	Best Delivery Unit
Next 25 %	-	Better Delivery Unit
Next 65 %	-	Good Delivery Unit

The amount of incentive each of the Individual employee shall depend on the Performance Ranking of their respective Delivery Unit where they belong, based on the Individual's Monthly Basic Salary as of December 31, 2016, as follows, but not lower than P5,000 :

Best Delivery Unit	-	65 %
Better Delivery Unit	-	57.5 %
Good Delivery Unit	-	50 %

In cases where there are more delivery units whose ratings seemed to be qualified in same slot of the forced ranking, the PMT will set more qualification criteria to narrow down the qualified delivery units until deemed fit ;

The PMT shall carefully evaluate the ranking of the Delivery Units and shall make a recommendation based on the result of the ranking system to the Head of the Agency for consideration and/or approval.

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