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SYSTEM OF RANKING OF DELIVERY UNITS AND INDIVIDUALS FOR PERFORMANCE-BASED BONUS FOR FY 2016

The Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring Information and Monitoring Systems (Administrative Order No. 25, s. 2011) issued Memorandum Circulars (MC) Nos. 2016-1 and 2016-2, the subject of which are the most recent guidelines on the grant of the Performance Based Bonus for Fiscal Year 2016 under Executive Order Nos. 80 and 201. Among others, the circular required that a system of ranking delivery units and individuals be posted in the Agency Transparency Seal and disseminated to employees not later than October 30, 2016.

In pursuance thereof, the following shall be observed:

1. The Ranking of Delivery Units will be governed by section 8.0 of MC No.2016-1 and MC No.2016-2. In compliance with MC No. 2016-2, there will be three (3) major delivery units: (1) Offices under the Office of the University President; (2) Administrative and Finance Units and (3) Colleges
2. The University should achieve the Agency FY 2016 MFO performance indicators and targets as enumerated in the General Appropriation Act as well as targets for STO and GASS (section 5.0 of MC No.2016-1) including:
 - 1.1 Meeting 100% of the 2016 Good Governance Conditions set by the A025 as stipulated in section 6.0 of MC No. 2016-1.
 - 1.2 Using CSC-approved Strategic Performance Management System (SPMS) in rating first and second level employees and officials including managerial and Director positions of each delivery unit.
3. The PBB rates of individual employees shall depend on the performance ranking of the delivery unit where they belong based on the monthly basic salary as of December 31, 2016 but not lower than Php 5,000.00. The rates will be based on the table 3 of section 9.0 of MC No. 2016-1 which is shown below:

Performance Category	PBB as % of Monthly Basic Salary
Best Delivery Unit (10%)	65%
Better Delivery Unit (25%)	57.5%
Good Delivery Unit (65%)	50%

4. The eligibility of individual shall be governed by Section 7 of MC No.2016-1 issued on May 12, 2016.


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 University President

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