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SYSTEM OF RATING AND RANKING OF DELIVERY UNITS PBB FY 2017

The system of ranking of delivery units or campuses involves two (2) phases. The first is the determination of the performance of the delivery units or campuses based on their commitment and targets along the approved Major Final Outputs (MFOs) indicators in the GAA FY 2017 and other indicators identified and cascaded by the University. The second is the ranking of the delivery units based on the appraisal of their performances. The whole process of evaluation and ranking are carried out and supervised by the members of the University Performance Management Group (PMG) and designated evaluators.

The first phase of the process determines whether a campus or delivery unit qualifies for the grant as their accomplishments and outputs are rated based on their targets. A campus who fails to achieve its target in any of the identified performance indicators (PIs) under the MFOs, or along the Support to Operations (STOs) and General Administration and Support Services (GASS) set by the University, in the absence of a strong justification and with the approval of the University President, is disqualified and removed from the list of qualified delivery units for the grant of the incentive.

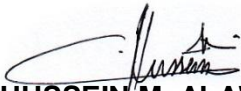
The second phase consists of ranking of the campuses or delivery units based on the average accomplishment rates in the MFO, STO and GASS indicators. The resulting general average or cumulative rank of a campus or delivery in all the applicable indicators determines its place in the final ranking which is based on the PBB categorization of Best Bureau (Top 10%), Better Bureau (Next 25%) and Good Bureau (Next 65%).

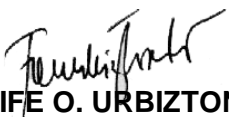
In case of a tie in the ranking particularly for the Best Bureau or Better Bureau category, the Office Performance Commitment Review/Accomplishment (OPCR) Form for two (2) rating periods in FY2017 of the campuses involved shall be used as the basis to break the draw. The campus with the highest average in the two rating periods is declared the Best or Better Bureau by the University PMG.

For transparency in the process of evaluation and rating, the campuses or delivery units are provided with the copy of the campus scorecard based on the evaluation by the PMG for comments and clarifications. After the concurrence by the campuses of the result, the final ranking of the campuses or delivery units is endorsed to the University President for approval.

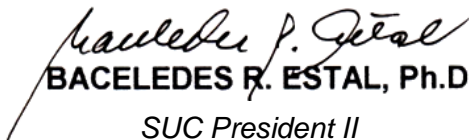
To ensure alignment with the Inter-Agency Task Force (IATF) Memorandum Circular No. 2017-1 or the PBB FY 2017 Guidelines, the University President, with the recommendation of the PMG, may also isolate and disqualify individual employees or offices from receiving the grant for failure to comply with the requirements and timeline specified in the guidelines. In addition, as part of strengthening the implementation of the University Strategic Performance Management System (SPMS), the on time submission of the OPCR Accomplishment Form for the offices and Individual Performance Commitment Review/Accomplishment (IPCR) Form for the individual employees shall be strictly followed.

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