

## **PROCEDURE FOR RANKING OF BUREAUS AND EMPLOYEES FOR THE PERFORMANCE BASED BONUS FY 2020**

- 1. Identification of Bureaus/Delivery Units of the University. Five (5) bureaus/office/delivery units have been identified, to wit:**
  - 1.1. Office of the President**
  - 1.2. OVPAA**
  - 1.3. OVPAA-Support**
  - 1.4. OVPRET**
  - 1.5. OVPAF**
- 2. Based on the formula provided by the IATF in Section 8.0 of the Memorandum Circular (MC) 2017- 1 dated March 9, 2017, the University will have one (1) BEST Bureaus, one (1) BETTER Bureau, and two (2) GOOD Bureaus.**
- 3. The following shall be the offices under each bureau:**
  - 3.1. Office of the President**
    - 3.1.1. Campus Directors**
    - 3.1.2. Office of the Board Secretary**
    - 3.1.3. OPD-MIS**
    - 3.1.4. Presidential Staff**
    - 3.1.5. GAD**
    - 3.1.6. Quality Assurance**
    - 3.1.7. Security Services**
    - 3.1.8. UDRRMO**
    - 3.1.9. SMO**
    - 3.1.10. International Affairs**
    - 3.1.11. Office of the Public Affairs**
    - 3.1.12. NIEU**
    - 3.1.13. OSPD**
    - 3.1.14. Culture and Arts**
    - 3.1.15. NSTP**
  - 3.2. OVPAA**
    - 3.2.1. Colleges**
  - 3.3. OVPAA- Support**
    - 3.3.1. Libraries**
    - 3.3.2. Registrar's Office**
    - 3.3.3. Student Welfare**
    - 3.3.4. Library**

- 3.4. OVPRET**
  - 3.4.1. RDS (Main, Balanga, Orani, Dinalupihan, Abucay)**
  - 3.4.2. ETS (Main, Balanga, Orani, Dinalupihan, Abucay)**
- 3.5. OVPAF (GASS)**

- 3.5.1. Administrative Services**

- 3.5.1.1. HRDM Office**

- 3.5.1.2. Property and Procurement Office**

- 3.5.2. Finance and Management Services**

- 3.5.2.1. Collection and Disbursement**

- 3.5.2.2. Budget**

- 3.5.2.3. Accounting**

- 3.5.3. Production and Business Enterprise (Main, Balanga, Orani, Dinalupihan, Abucay)**

- 3.5.4. Physical Plant and Engineering Services**

- 3.5.4.1. Construction Services**

- 3.5.4.2. General Services**

- 3.5.4.3. Motorpool and Engineering Services**

**4. Ranking of Bureau shall be based on the Strategic Performance Management System (SPMS) Office Performance Commitment Review (OPCR) and Division Performance Commitment Review (DPCR) Forms from January-December 2020**

**5. In case of a tie between or among offices the timeliness of submission of reports shall be considered in breaking the tie.**

**6. An employee garnering at least “Satisfactory” shall be eligible for the PBB 2020 incentives for the rating periods January-June 2020 and July- December 2020.**

**7. The following performance indicators shall be used for faculty evaluation:**

- 7.1. QCE evaluation for Instruction (2<sup>nd</sup> Sem, AY 2019-2020, 1<sup>st</sup> Sem, AY 2020-2021)- 70% to be conducted by PMT members in coordination with the Dean**

- 7.2. Submission of required reports (syllabus, exams, grades)- 15%**


- 7.3. Attendance (meetings, classes, etc.) – 15%**

8. Performance indicators for non-teaching employees shall be those that are approved by their respective supervisors and the PMT.
9. The PBB rates of individual employees shall depend on the performance ranking of the bureau or delivery unit where they belong, based on individuals monthly basic salary as of December 31, 2020, based on Section 9.1 of MC 2017-1.

Performance Category	PBB as % of monthly Basic Rate
Best Bureau (10%)	65%
Better Bureau (25%)	57.5 %
Good Bureau (65%)	50%

10. The result of the OPCR/DPCR evaluation shall be presented to the ADCO and representatives of Faculty Association not later than February 15, 2021.
11. Appeals on the result may be addressed to the BPSU Performance Management Team within fifteen (15) days upon the official release of ranking.
12. Other guidelines not mentioned here shall be referred to Memorandum Circulars 2017-1.

  
EDMUNDO C. TUNGOL, Ed. D.  
Chair, Performance Management Team

  
GREGORIO J. RODIS, Ph. D.  
University President

1. Performance measurement for non-financial aspects of the business is supported by the following information:
2. The following information is provided for the year ending 31 March 2014:
3. The following information is provided for the year ending 31 March 2015:

Performance (margin)	2014	2015
Revenue	1000	1100
Cost of sales	(600)	(650)
Gross profit	400	450
Operating expenses	(200)	(220)
Operating profit	200	230

4. The ratio of the 2015 operating profit to the 2014 operating profit is 1.15.
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7. The ratio of the 2015 operating profit to the 2014 operating profit is 1.15.
8. The ratio of the 2015 operating profit to the 2014 operating profit is 1.15.

Figure 1: Performance measurement for non-financial aspects of the business

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