

CRITERIA IN RANKING OF DELIVERY UNITS AND INDIVIDUAL PERFORMANCE FOR THE PERFORMANCE-BASED BONUS 2016

1. Legal Basis

In compliance with the Performance-Based Bonus requirements, the Philippine Center for Economic Development (PCED) hereby adopts the System of Ranking Delivery Units following what is required as stated in the Memorandum Circular 2016-1 dated May 12, 2016 and Memorandum Circular 2016-2 dated October 12, 2016 titled "Guidelines on the Grant of the Performance Based-Bonus for Fiscal Year 2016 under Executive Order No. 80 and EO No. 201".

2. Criteria in ranking of delivery units

2.1 The Ranking Committee sets the criteria and ranks all the delivery units based on their contributions towards the over-all attainment of the Center's Major Final Outputs (MFOs) and the respective targets of Support-to-Operations (STOs) and General Administrative and Support Services (GASS).

2.2 Criteria in ranking employees in each delivery units

For FY 2016, there shall be no ranking of employees in each delivery units. The PBB rates of individual employees shall depend on the performance ranking of the division office/delivery units where they belong.

3. Ranking of Delivery Units

For 2016 PBB, below are the identified Delivery Units of the Center:

- a. Research Division
- b. Finance Division
- c. Special Projects Division

The Center will adopt the Memorandum Circular No. 2016-1 on the eligibility criteria and ranking of Delivery units. Delivery units eligible for the Performance-Based Bonus shall be forced to rank according to the following categories:

Ranking	Performance Category
Top 10%	Best Bureau/Office/Delivery Unit
Next 25%	Better Bureau/Office/Delivery Unit
Next 65%	Good Bureau/Office/Delivery Unit

4. Rates of the FY 2016 PBB:

Amount of PBB is based on the individual's monthly salary as of December 31, 2016. Or Php5,000 PBB if the 50% of monthly basic salary is lower than Php5,000.

Performance Category	PBB as % of Monthly Basic Salary
Best	65%
Better	57.5%
Good	50%

The PBB rates of individuals will depend on the performance ranking of the delivery units where they belong as ranked the Head of the Division and endorsed by the Executive Director.


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