

**Council for the Welfare of Children  
System of Ranking and Rating of Delivery Units  
for the Grant of PBB FY 2016**

**Rationale:**

The grant of the 2016 Performance-Based Bonus (PBB) is harmonized in Executive Order No. 201 issued in February 19, 2016 and which includes among others that the compensation and position classification shall be revised to strengthen the Performance-Based Incentive System to recognize government personnel who play a greater role and responsibility in attaining targets and delivering results. The 2016 PBB includes other new features:

- Priority program based on five KRAs of EO No. 43, OP Planning Tool;
- PBB rates of individuals shall depend on the performance ranking of the bureau/delivery unit where they belong; and
- Third level officials should receive at least "Satisfactory" rating under the CESPEC.

The following procedural arrangements shall serve as guide in the rating and ranking of delivery units and the individual employees:

**Coverage:**

1. There shall be four (4) delivery units that shall be subjected to the rating and ranking processes.
2. Listed below are the delivery units with the respective total number of individuals:

DELIVERY UNITS	TOTAL NUMBER OF INDIVIDUALS
a. Office of the Executive Director /Deputy Executive Director (OED/ODED)	5
b. Policy and Planning Division (PPD)	8
c. LID/Monitoring & Evaluation Division (MED)	8
d. Administrative & Finance Division (AFD)	10

**Rating and Ranking of Delivery Units:**

- Rating of each delivery unit shall be computed based on total average of all individual numerical ratings under each Division/Unit.
- Ranking of delivery units shall follow the related provision in the IATF MC No. 2015-1 prescribing the percentage distribution (Best, Better, Good). The total average numerical rating of each group shall be used to arrange ranking of delivery units from highest to lowest.

NUMBER OF DELIVERY UNITS	RANKING PER PERFORMANCE CATEGORY		
	Best (10%)	Better (25%)	Good (65%)
4	1	1	2

**Rating and Ranking Of Individuals:**

- The ranking of the delivery unit/cluster group shall determine its number of Best, Better, Good individuals. Please refer to the individual distribution of ranking below:

DELIVERY UNITS	BEST DELIVERY UNIT 10%		BETTER DELIVERY UNIT 25%		GOOD DELIVERY UNIT 65%	
	BEST IND. PERFE 20%	GOOD IND. PERFE 45%	BETTER IND. PERFE 30%	GOOD IND. PERFE 55%	BETTER IND. PERFE 25%	GOOD IND. PERFE 55%
OED/DED/5	1	2	2	1	2	1
PPD/8	2	3	3	1	4	2
LID/MED/8	2	3	3	1	4	2
AFD/10	2	4	4	2	5	3

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