



SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUALS

The Philippine Carabao Center is implementing its Strategic Performance Management System (SPMS) since 2013. The PCC SPMS was in compliance to CSC Resolution No. 1200481 dated March 16, 2012. An excerpt was made from the SPMS Manual to describe the system of ranking the delivery units and individuals.

The ranking of delivery units and individuals is calibrated from the performance output measured against agency's MFO through MFO Accountability Report Card (MARC). The delivery units submit OPCR every month (which are actually the consolidated performance report of supervisor and staff) to the Planning and Information Management Division (PIMD), while individuals submit IPCR every semester to the Human Resource Management Section (HRMS). The OPCR is considered as the IPCR of the delivery unit's supervisor. Accordingly, ranking of individual is deemed not higher than the collective performance assessment ranking of the delivery units.

Assessing the collective performance of delivery units is done by the respective unit supervisor, which the PIMD consolidates, reviews and validates. The results of assessments pass through the Performance Management Team (PMT) for calibration and recommendation to the Executive Director. In turn, the Executive Director determines the final rating of delivery unit's performance.

The rating scheme used for valuing performance of delivery units and individuals is as follows:

Rating		Description
Numerical	Adjectival	
5	Outstanding	Achieved success indicators by 95 – 100%
4	Very Satisfactory	Achieved success indicators by 75-94%
3	Satisfactory	Achieved success indicators by 55-74%
2	Poor	Achieved success indicators by ≤54 %

Using the results of rating scheme applied, the ranking is drawn following the guidelines set forth in the Memorandum Circular No. 2016-1 dated May 12, 2016 issued by Department of Budget and Management (DBM) and AO 25 Inter-Agency Task Force.

Certified True & Correct:

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