



Philippine Normal University
The National Center for Teacher Education
Taft Avenue, Manila

Performance-Based Bonus (PBB) FY 2017
SYSTEM OF RATING AND RANKING OF DELIVERY UNITS

The Philippine Normal University (PNU) adheres to Memorandum Circular No. 2011-01 (dated March 9, 2017) issued by the Inter-Agency Task force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems (Administrative Order No. 25 s. 2011) on the Subject: Guidelines on the Identification and Determination of Delivery Units Relative to the Grant of the Performance-Based Bonus (PBB) for Fiscal Year 2017.

In particular, PNU follows the specific guidelines on the identification and determination of Delivery Units for State Universities and Colleges (SUCs) to wit:

State University or College	<ul style="list-style-type: none">• Offices• Services• Campuses• Colleges
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In compliance with the foregoing, the university's Performance Management Team (PMT), identified and determined the Delivery Units of PNU for the Performance-Based Bonus (PBB) for Fiscal Year 2017 as follows (tentative):

Name of Deliver Units			
1	College of Teacher Development		
2	College of Graduate Studies and Teacher Educaiton Research		
3	College of Flexible learning		
4	Institute of Teaching and Learning		
5	Institute of Knowledge Management		
6	Institute of Physical Education, Heallth, Recreation, Dance and Sports		
7	Support to Faculty, Staff and Students		
8	Educational Policy Researcch Development Center		
9	Center for Planning and Quality Assurance		
10	Research Center for Teacher Quality		
11	Publication Office		
12	Human Resources Management and Development Services		
13	Office of the President		
14	Auxillary Services		
15	Financial Management Services		
16	Vice President for University Relations		
17	Alumni Relations Office		
18	Linkages and Internaitonal Office		
19	Promotion and Business Deveopment office		
20	Community Partnership and Extension Office		
21	University Events and Public Relations Office		
22	Campus Development Office		
23	Administrative Services		
24	PNU North Luzon - Faculty		
25	PNU North Luzon - Administrative Personnel		
26	PNU Visayas - Faculty		
27	PNU Visayas - Administrative Personnel		
28	PNU Mindnao - Faculty		
29	PNU Mindanao - Administrative Personnel		
30	PNU South Luzon		

The Performance Management Team (PMT) is composed of the following:

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| 1. | Dr. Rosemarievic V. Diaz | Chairperson & VP for Finance and Administration |
| 2. | Dr. Ma. Antoinette C. Montealegre | VP for Academics |
| 3. | Dr. Wilma S. Reyes | VP for Research, Planning & Quality Assurance |
| 4. | Dr. Bert J. Tuga | VP for University Relations & Advancement |
| 5. | Mr. Joseph G. Luceño | Director, Financial Management Services |
| 6. | Dr. Ma. Carmela T. Mancao | Director, Human Resource Management & Development Services |
| 7. | Ms. Gina D. Cruz | Director, Administrative Services Office |
| 8. | Dr. Heidi B. Macahilig | President, PNU Faculty Union |
| 9. | Ms. Rowena Marinas | President, PNUAEA |
| 10. | Dr. Ronald Allan S. Mabunga | Head, Secretariat |

Determining the Delivery Units that are Qualified for PBB 2017 with the Corresponding Rating and Ranking

The determination of delivery units that will be qualified for PBB 2017 shall be based on the basic criteria of attaining 100% accomplishment rate for ALL performance Indicators of the various Major Final Outputs (MFO), Support to Operation (STO) and General Administration Support to Services (GASS) – those that are applicable to the delivery unit. In addition, ranking shall be based on the accomplishment of the various delivery units based vis-à-vis their respective Office Performance Commitment Review (OPCR) for 2017. This shall be determine before the end of the year 2017 as the delivery units submit their accomplishment reports.

Below shows the Matrix for Ranking the Delivery Units:

#	Delivery Units	Total Count of Accomplishment on the Indicators (OPCR-based)	Total Percentage of Accomplishment	Average Accomplishment	Rank
		(A)	(B)	$C = ((A)/(B))$	(D)

Number of Delivery Units with the Corresponding PBB Ranks and the Number of Employees

This shall be determined once accomplishment reports have been submitted, consolidated and rated. The breakdown of ranking shall be as follows:

BEST UNITS (10% or 2 Delivery Units)

BETTER UNITS (25% or 4 Delivery Units)

GOOD UNITS (65% or 10 Delivery Units)

Others

A. Good Governance Conditions

The Center for Planning and Quality Assurance (CPQA) facilitated the consolidation and submission of all required documentation relevant to the university's compliance with all Good Governance Conditions (GGC) for PBB 2017.

B. Feedback Mechanism

The CPQA, as the Secretariat in charge of the PBB has conducted orientation activities for all the Delivery Units of the university on matters about PBB 2017. Prior to the release of PBB 2017 grant to the qualified individuals, feedback will be secured from all delivery units. This feedback shall be consolidated by the CPQA and shall be presented to the Performance Management Team (PMT) to address any concerns.

Feedback can also be sent to cpqa@pnu.edu.ph.

October 1, 2017