

## SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUALS

The Philippine Carabao Center (PCC) is fully implementing its revised Strategic Performance Management System (SPMS). The PCC SPMS is in full compliance to CSC Resolution No. 1200481 dated March 16, 2012. The following is an excerpt from the PCC SPMS Manual to describe the system of ranking of the Agency's delivery units and individuals.

The ranking of delivery units and individuals is calibrated from the performance outcomes and outputs measured against agency's MFO through MFO Accountability Report Card (MARC). The delivery units submit their completed OPCR every month (which are actually the consolidated performance report of the Supervisor and staff) to the Planning and Information Management Division (PIMD), while individual employees submit IPCRs every semester to the Human Resource Management Section (HRMS). The OPCR is considered as the IPCR of the delivery units supervisors. In compliance with the policy and guidelines, ranking of individuals should not be higher than the collective results of the performance assessment of their respective delivery units. However, the SPMS recognizes exemplary performance of the individual employees.

Assessing the collective performance of delivery units is done by the respective unit supervisor. PIMD consolidates, reviews and validates said results of the assessment and ranking of the performance of the delivery units. The results of assessment are submitted to the Performance Management Team (PMT) for further validation, calibration and recommendation to the Executive Director. The Executive Director determines and finally decides on the final rating of delivery unit's performance.

The rating scheme used for valuing the performance is as follows:

Rating		Description
Numerical	Adjectival	
5	Outstanding	Exceeding Success Indicators by 30% or more
4	Very Satisfactory	Exceeding Success indicators by 15% - 29%
3	Satisfactory	Meeting Success Indicators by 100% - 114%
2	Unsatisfactory	Meeting Success Indicators by 51-99%
1	Poor	Meeting Success indicators 50% and below

Using the results of the above rating scheme, the ranking is drawn following the guidelines set forth issued by the Department of Budget and Management (DBM) and AO 25 of the Inter-Agency Task Force.

CERTIFIED TRUE AND CORRECT:



**CECILIA C. ABO**

Head, Human Resource Management Section



**ARNEL N. DEL BARRIO**

Executive Director