



Republic of the Philippines
JOSE RIZAL MEMORIAL STATE UNIVERSITY, Dapitan City

PERFORMANCE-BASED BONUS 2016
System of Ranking of Delivery Bureaus and Individuals

I. Background

Jose Rizal Memorial State University's preparation to meet the terms with all the requirements for the Performance-Based Bonus (PBB) FY 2016 begin with the re-designation of Dr. Evelyn R. Campiseno, Vice President for Research, Extension & Development (VPRED) and Dr. Aida Lanioso, Vice President for Academic Affairs, as the PBB Focal Person and Alternate Focal Person, respectively. In concurrent capacity, the VPRED has been tasked to serve as the Performance Management Group (PMG) Chair with John Wayne Jacinto as secretary that will facilitate the consolidation and reporting of all PBB 2016 related documentations.

The Performance Management Group (PMG) is composed of the following:

1. Dr. Evelyn R. Campiseño Chairperson, Planning Officer & VP for Research, Extension & Development
2. Dr. Aida O. Lanioso VP for Academic Affairs
3. Dr. Reynaldo Venezuela VP for Administration
4. Dr. Ninfa R. Taub Campus Administrator, Dipolog Campus
4. Dr. Carina Romarate Campus Administrator, Katipunan Campus
5. Dr. Josephine Subong Campus Administrator, Tampilisan Campus
6. Dr. Ideltruda Ybarsabal Campus Administrator, Siocon Campus
7. Dr. Marissa M. Recapente Administrative Officer V, Main Campus

The Performance Management Group (PMG) has been involved in all decision-making matters relevant to the Performance-Based Bonus (PBB) 2016. These decisions include:

- a. Cascading of information about the university's overall targets (based on the General Appropriations Act or GAA 2016) for all the Performance Indicators (Major Final Outputs-MFO's, Support to Operations - STO and General Administration & Support Services - GASS) to all the campuses of JRMSU System.
- b. Setting the targets for all the Delivery Units vis-à-vis the various Performance Indicators in consultation with the delivering units/campus Technical Working Group (TWG)
- c. Determination of the criteria in rating the performance and ranking of the Delivery Units, Faculty and Staff.
- d. PBB incentive to be received by the Main Campus, who takes 50% of all the targets in MFO's - is the amount of PBB incentive equivalent to the highest (BEST) category as approved by the IATF.

Members of the Technical Working Group (TWG)

1. Campus Administrator Chairman
2. Dean, Registrar, Dir QA MFO 1
3. Research Coordinator MFO 2
4. Extension Coordinator MFO 3
5. Dean for Student Affairs STO
6. Administrative Officer, Budget & Accounting Officers GASS
7. BAC Chair and HRMO

As agreed upon by the Performance Management Group (PMG) on its meeting, the Delivery Units of JRMSU for PBB 2016 onwards are the following:

1	Top and Supervisory Management Services (Management Committee, VP's, Administrators, Administrative Officer, BOR Faculty Representative, Deans, etc)
2	Office of the VPRED (to include VPRED Staff, Research and Extension and Linkages and IPR Coordinators and Directors, Cultural, IGP personnel, Office of MIS/Mikrotek Academy, GAD System Focal Person)

3	Office of the VPA (to include Office of the Administrative Officers, HRMOs, Financial Management Services (to include Budget Office, Accounting Office, Cashier's Office, BAC Office-SECRETARIAT, BOR Secretary)
4	Office of the VPAA (to include VPAA Staff, Deans, Program Coordinators and NSTP)
5	Quality Assurance Directors/Coordinators, and Personnel, IMD
6	Support to Faculty, Staff and Students (to include Office of the DSAS, Guidance Office, Health/medical/dental Office, Library, Registrar, GAD, Alumni, Presidential Staff, PESA Directors/Coordinators, BOR Secretary)
7	Faculty of Maritime Education and Industrial Technology
8	Faculty of Engineering
9	Faculty of Criminology
10	Faculty of Agriculture
11	Faculty of Business and Accountancy
12	Faculty of Arts and Sciences
13	Faculty of Education
14	Faculty of Nursing and Allied Health Sciences
15	Supply and Property Management, Security Services, GSO-Transportation Services, Maintenance, Janitorial

II. The Process Used in Rating the Performance and Ranking of Delivery Units

The following will be the guidelines of the University in determining the ranking of each eligible delivery unit for the grant of the Performance-Based Bonus (PBB) for FY 2016:

1. To determine the Best, Better and Good Delivery Units, each will be ranked according to its rate of accomplishment and performance in the MFO's, STOs & GASS;
2. After determining the rank of delivery units, they will be proportionately divided according to the percentage equivalent to best, better and good performers pursuant to section 8.1 of IATF MC No. 2016-1:

Ranking	Performance Category
Top 10%	2 Delivery Units
Top 25%	4 Delivery Units
Top 65%	9 Delivery Units

3. To be eligible in the PBB 2016, employees / individuals shall have a final average rating for the current fiscal year of at least 90% or an adjectival rating of "Satisfactory" in their Criteria /OPCR /IPCR and shall qualify to the eligibility requirements stipulated in the IATF MC No. 2016-1.