

Republic of the Philippines
BATANGAS STATE UNIVERSITY
 Batangas City

PERFORMANCE-BASED BONUS 2015
System of Ranking of Delivery Units and Individuals

The following will be the guidelines of the University in determining the ranking of each eligible delivery unit and individuals for the grant of the Performance-Based Bonus (PBB) for FY 2015:

1. The Batangas State University will be divided into three (3) competing bureaus: BatStateU Main Proper, BatStateU ARASOF-Nasugbu, and BatStateU JPLPC-Malvar; all of which qualified for PBB with at least 90% accomplishments as per MFO targets to be qualified for the said grant;
2. To determine the Best, Better and Good Bureau, each of the bureau will be ranked according to the MFO's accomplishments as per general average reflected on Form A-1;

Bureau	Average % of Accomplishment on MFO's	Ranking
Main Proper	Ave %	Best, Better or Good Bureau
ARASOF-NASugbu	Ave %	
JPLPC-Malvar	Ave %	

3. After determining the rank of each bureau, employees / individuals in each bureau will be proportioned according to the percentage equivalent to best, better and good performers pursuant to section 7.5 of IATF MC 2015-1:

Best Bureau	
Top 20%	Best Performer
Next 35%	Better Performer
Next 45%	Good Performer
Better Bureau	
Top 15%	Best Performer
Next 30%	Better Performer
Next 55%	Good Performer
Good Bureau	
Top 10%	Best Performer
Next 25%	Better Performer
Next 65%	Good Performer

Employees / individuals in each bureau shall be forced ranked using the approved Civil Service Commission Strategic Performance Management System (SPMS) Manual of Batangas State University. Ratings in the Office Performance Commitment Review (OPCR) and Individual Performance Commitment Review (IPCR) forms shall be the instrument to be used.

4. To be eligible in the PBB 2015, 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 OPCR /IPCR and shall qualify to the eligibility requirements stipulated in the IATF MC 2015-1.