



REPUBLIC OF THE PHILIPPINES  
PHILIPPINE STATISTICS AUTHORITY

**CRITERIA IN RANKING OF DELIVERY UNITS AND  
INDIVIDUAL PERFORMANCE FOR THE 2016 PERFORMANCE-BASED BONUS**

The ultimate purpose of the Performance-Based Bonus (PBB), is to develop a culture of excellence in the workplace. It is an incentive to improve one's work habits and quality in the delivery of products and services.

The Philippine Statistics Authority (PSA) structure has 4 Offices, 8 Services and 40 Divisions in the Central Office, 18 Regional Offices and 86 Provincial Offices in the Field Office.

For 2016 PBB, the Performance Management Team (PMT) identified 119 Delivery Units (DUs), as follows:

Delivery Units	Office/Service/Divisions/ Regions/Province	Number
<b>Total</b>		<b>119</b>
Office of the National Statistician/Deputy National Statistician	<b>Office of the National Statistician</b>	<b>3</b>
	<i>Office of the National Statistician /Staff/ Internal Audit Division/Office of the Deputy National Statistician/Staff/International Cooperation Unit, System and Methodology Unit</i>	1
	<i>Planning and Management Service</i>	1
	<i>Legal Service Unit</i>	1
Office		
Sectoral Statistics Office (SSO)	<b>Services</b>	<b>3</b>
	<i>Macroeconomic Accounts Service (MAS)</i>	1
	<i>Economic Sector Statistics Service (ESSS)</i>	1
	<i>Social Sector Statistics Service (SSSS)</i>	1
Censuses and Technical Coordination Office (CTCO)	<b>Services</b>	<b>3</b>
	<i>National Censuses Service (NCS)</i>	1
	<i>Standards Service (SS)</i>	1
	<i>Information Technology and Dissemination Service</i>	1
Civil Registration and Central Support Office (CRCSO)	<b>Services/Divisions</b>	<b>6</b>
	<i>Civil Registration Services</i>	1
	<i>Vital Statistics</i>	1
	<i>Office of the Assistant National Statistician, Finance Service</i>	2
	<i>General Services Division</i>	1
	<i>Human Resources Division</i>	1
Regional Statistical Services Office (RSSO)		<b>18</b>
Provincial Statistics Office (PSO)		<b>86</b>

The PSA will adopt the Memorandum Circular No. 2016-1 on the eligibility criteria and ranking of Delivery Units. Delivery units eligible to the PBB shall be forced ranked based on the OPCR rating, according to the following:

<b>Ranking</b>	<b>Performance Category</b>
Top 10%	Best Bureau/Office/Delivery Unit
Next 25%	Better Bureau/Office/Delivery Unit
Next 65%	Good Bureau/Office/Delivery Unit

Amount of PBB is based on the individual's monthly basic salary as of December 31, 2016. Or Php5,000 PBB if the 50% of monthly basic salary is lower than Php5,000.

<b>Performance Category</b>	<b>PBB as % of Monthly Basic Salary</b>
Best	65%
Better	57.5%
Good	50%

The PBB rates of individuals will depend on the performance ranking of the delivery units where they belong as ranked by the Head of the Division and endorsed by the Sub-PMT to the PMT. The individual ranking will be based on the IPCR performance rating for 2016 (First and Second Semester). The employees are entitled to feedback regarding their performance rating.

The actual accomplishments will cover year 2016 from the OPCR/IPCR set targets, the degree of accountability and contribution to the delivery of Major Final Output (MFO) of the agency, plus compliance on the Good Governance conditions, specifically submission of:

- (1) 2015 Statement of Assets, Liabilities and Net Worth (SALN);
- (2) Liquidation of Cash Advances; and,
- (3) 2016 Annual Procurement Plan (APP).