

4. Personnel Section	<u>25%</u>
g. Good Governance Conditions based on the performance drivers of the Results-Based Performance Management System (RBPMS).	
g.1. Maintain/Update the NCDA Transparency Seal	
g.2. Maintain/Update the Philgeps posting	
g.3. Maintain/Update the Citizen's Charter	
h. NCDA Transparency Seal should contain the following documents:	
h.1. NCDA's mandates and functions, names of its officials with their position and designation and contact information;	
h.2. DBM – approved budget and corresponding targets for FY 2016	
h.3. Budget and Financial Accountability Reports;	
a. FY 2013 to FY 2016 FAR No. 1: SAAOBDB	
b. FY 2013 to FY 2016 Summary Report on Disbursements	
c. FY 2013 to FY 2016 BAR No. 1 – Quarterly Physical Report of Operations/Physical Plan	
h.4. FY 2016 Major Programs and Projects categorized in accordance with the Five Key Result Areas under EO No. 43;	
h.5. The program/project beneficiaries as identified in the applicable special provisions. If this portion is not applicable, agencies should indicate not applicable (NA);	
h.6. Status of Implementation, evaluation and/or assessment reports;	
h.7. FY 2016APP;	
h.8. Maintain/Update the NCDA Operations Manual;	
h.9. System of Ranking Delivery Units to be posted in the NCDA Transparency Seal and disseminated to employees not later than October 30, 2016.	
h.10. Submission of FY 2014 Statement of Assets, Liabilities and Networth (SALN)	
g.11. Use the DSWD-approved SPMS in rating and ranking First and Second Level employees and Career Executive Service Performance Evaluation System (CESPES) in rating and ranking of Career Executive Service (CES) officials and incumbents of CES positions.	
Over-all Total	100%

III. Ranking of Delivery Units and Rates of the FY 2016 PBB

A. The Agency and its corresponding delivery units that meet the conditions and criteria in Section II are eligible to the FY 2016 PBB. The Delivery Units eligible to the PBB shall be forced ranked according to the following category:

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

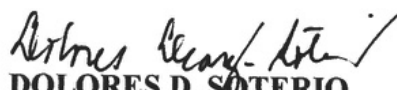
Performance of Eligible Agency	PBB as % of Monthly Basic Salary
Agency achieved all GGCs, and its physical targets in all MFOs, STO, and GASS indicators.	65%
Agency achieved all GGCs and has deficiency/ies in some of its physical targets/s due to uncontrollable reasons.	57.5%
Agency achieved all GGCs and has deficiency in one of its physical targets/s due to controllable reasons.	50%

- A.1. Only the personnel belonging to eligible delivery units are qualified for the PBB. The resulting ranking of delivery units shall be indicated in the MC No. 2016-1 in Form 1.0. "Report on Ranking of Offices/Delivery Units". There shall no longer be a ranking of individuals within a delivery unit.
- B. The PBB rates of individual employees shall depend on the performance ranking of the delivery units where they belong, based on the individual's monthly basic salary as of December 31, 2016 as follows, but not lower than Php5,000:


Performance Category	PBB as % of Monthly Basic Salary
Best Bureau/Office/Delivery Unit (10%)	65%
Better Bureau/Office/Delivery Unit (25%)	57.5%
Good Bureau/Office/Delivery Unit (65%)	50%

For your approval.

Thank you.


DOLORES D. SOTERIO
 Planning Officer V

Approved by:


CARMEN REYES-ZUBIAGA
 Officer-In-Charge