



SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUALS

The Philippine Council for Agriculture and Fisheries (PCAF), as an attached agency of the Department of Agriculture, implements its own revised strategic performance management system (SPMS) approved in 2017. The agency's delivery units refer to the five structural units based on the approved PCAF rationalization plan composed of the Office of the Executive Director and four (4) Operating Units or Divisions.

The ranking of delivery units and individuals is measured based on the success indicators cascaded from the performance outcomes and outputs set forth in the organizational performance review and commitment form. For delivery units the Planning and Programming Section consolidates, reviews, validates and evaluates the initial performance assessment of the Divisions based on reported Office accomplishments against the success indicators of their Division Performance Commitment and Review (DPCR) Forms, and the allotted budget against the actual expenses. For individuals, the immediate supervisor shall assess individual employee performance based on the commitments made at the beginning of the rating period as agreed in their respective Individual Performance Commitment and Review (IPCR) Forms which are based or cascaded from the DPCRs of their Divisions. This IPCR's are submitted every semester to the Human Resource and Development Section (HRDS).

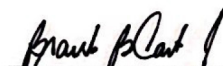
The results of assessment of DPCRs and IPCRs are submitted to the Performance Management Team (PMT) for further validation, calibration and recommendation to the Executive Director. The Executive Director determines and finally decides on the final rating of the delivery unit's performance.

The rating scale used for measuring the overall performance of each delivery unit and individuals is as follows:

RATING		Description
Numerical	Adjectival	
5	Outstanding	Performance exceeding targets by 30% and above of the planned targets
4	Very Satisfactory	Performance exceeding targets by 15% to 29% and above of the planned targets
3	Satisfactory	Performance of 100% to 114% and above of the planned targets
2	Unsatisfactory	Performance of 51% to 99% and above of the planned targets
1	Poor	Performance failing to meet the planned targets by 50% or below

Using the results of the above rating scheme, the ranking is drawn following the Guidelines on the Grant of Performance-Based Bonus (PBB) for FY 2020, under Executive Order No. 80, Series of 201 and Executive Order No. 201, Series of 2016 issued by the Department of Budget and Management (DBM) and AO 25 of the Inter-Agency Task Force.

CERTIFIED TRUE AND CORRECT:


BRAULIO B. CASTRO, JR.
 Chief, HRDS

Date: 10-01-2020


LIZA G. BATTAD, Ph.D.
 Executive Director

Date: 10-01-2020

