



METRO BANGUED WATER DISTRICT

Corner Taft & Actividad Economia Streets

Bangued, Abra

Tel. No. 752-8001 / Fax No. 752-8169

SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUALS FOR THE GRANT OF FY 2016 PERFORMANCE-BASED BONUS

The Metro Bangued Water District (MBWD) shall adopt the following guidelines/mechanisms in ranking delivery units and individuals with reference to DBM MC 2016-1, dated May 12, 2016 and IATF MC 2016-2 dated October 12, 2016.

- The use of Strategic Performance Management System (SPMS), which was approved by CSC Region CAR in August 4, 2014. Shall be the basis in individual ranking of officers and employees.
- Employees belonging to the First and Second Levels should receive a rating of at least "Satisfactory" based on the agency's CSC-approved SPMS.
- The MBWD and its delivery units/department that meet the criteria and conditions set in the above circular are eligible to the PBB for FY 2016.
- Delivery units/department eligible to PBB shall be forced rank according to the following categories:

Ranking	Performance Category
Top 10%	Best Delivery Unit/Department
Top 25%	Better Delivery Unit/Department
Top 65%	Good Delivery Unit/Department

- To facilitate the ranking process, department of MBWD are grouped into Operations Group and Support Group based on the similarities of functions and responsibilities.
- The General Manager shall depend on the performance eligibility of MBWD.
- There shall no longer be a ranking of individuals within a delivery unit.
- Only the personnel belonging to eligible delivery units/departments are qualified for the PBB.
- The PBB rates of individual employees shall depend on the performance ranking of the delivery unit where they belong, based on the individual's basic monthly salary as of December 31, 2016, as follows, but not lower than Php 5,000.00.

Performance Category	PBB as of % Monthly Basic Salary
Best Delivery Unit	65%
Better Delivery Unit	57.50%
Good Delivery Unit	50%

"WHENEVER YOU DRINK A GLASS OF WATER, REMEMBER THE FOREST..."



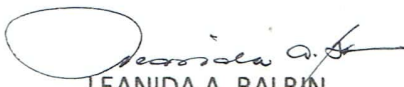
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- Officials and employees who failed to submit their complete SPMS forms shall not be entitled to the FY 2016 PBB.
- The Management shall discuss and agree with the Board of Directors and the rank and file the ranking of delivery units/departments and individuals.
- The MBWD shall ensure that the scheme is fair and transparent.
- Calibration of the application of performance standards to the value of performance ratings shall be done consistently within the office or department.

In view thereof, existing MBWD System of Ranking Delivery Units and Individual is deemed superseded.


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Division Manager-Admin.


LEANIDA A. BALBIN
General Manager