

**PHILIPPINE RETIREMENT AUTHORITY
SYSTEM OF RANKING DELIVERY UNITS AND INDIVIDUALS**

In compliance with the GCG requirements, the Philippine Retirement Authority hereby adopts the following System of Ranking Delivery Units and Individuals:

- I. The Philippine Retirement Authority should achieve a weighted-average score of at least 90% in the 2015 Performance Scorecard and comply with the requirements for the Interim Performance Based Bonus of GOCCs specified by Governance Commission for GOCCs.

II. **RANKING OF DELIVERY UNITS**

Delivery units eligible to the PBB 2015 shall be forced ranked according to the following categories:

<i>Ranking</i>	<i>Performance Category</i>
Exceeds at least 50% of the OPCR	Best Delivery Unit/Department
Meets 100% of the OPCR	Better Delivery Unit/Department
Meets only 75% of the OPCR	Good Delivery Unit/Department

III. **CRITERIA FOR INDIVIDUAL RANKING**

Personnel under each delivery units are ranked based on their Average Score in their Individual Performance Commitment and Review (IPCR) Form

- a. For the Best Delivery Unit/Office

<i>Ranking</i>	<i>Individual Performance Category</i>
With an average score of 5 in IPCR	Best Performers
With an average score of 4 to 4.99 in IPCR	Better Performers
With an average score of 3 to 3.99 in IPCR	Good Performers

- b. For the Better Delivery Unit/Office

<i>Ranking</i>	<i>Individual Performance Category</i>
With an average score of 5 in IPCR	Best Performers
With an average score of 4 to 4.99 in IPCR	Better Performers
With an average score of 3 to 3.99 in IPCR	Good Performers

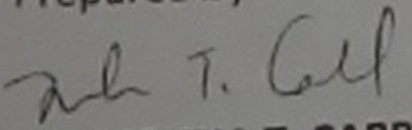
c. For the Good Delivery Unit/Office

<i>Ranking</i>	<i>Individual Performance Category</i>
With an average score of 5 in IPCR	Best Performers
With an average score of 4 to 4.99 in IPCR	Better Performers
With an average score of 3 to 3.99 in IPCR	Good Performers

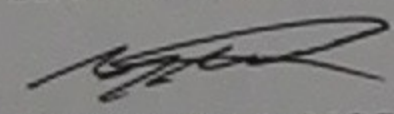
IPCR-RATING SCALE

<i>Rating</i>		<i>Description</i>
<i>Numerical</i>	<i>Adjectival</i>	
5	Outstanding	Performance represents an extraordinary level of achievement and commitment in terms of quality and time, technical skills and knowledge, initiative and attitude towards peer. Employees at this performance level should have demonstrated exceptional job mastery in all major areas of responsibility. Employee achievement and contributions to the organization are of marked excellence and exceeded expectations/target.
4	Very satisfactory	Performance exceeded expectations/target. All goals objectives and targets were achieved above the established standards or 100% in terms of quality, time, technical skills and knowledge, initiative and attitude.
3	Satisfactory	Performance met expectations in terms of quality of work, efficiency and timeliness. The most critical annual goals were met.

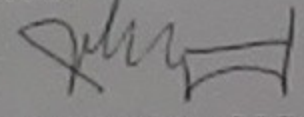
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