



DON HONORIO VENTURA STATE UNIVERSITY

Bacolor, Pampanga

A. SYSTEM OF AGENCY RANKING OF DELIVERY UNITS FOR F.Y. 2019 PBB

System of Ranking Delivery Unit is guided by AO 25 Memorandum Circular No. 2019-1 dated September 3, 2019 which provided that the bureaus, offices, or delivery units eligible to PBB shall be forced ranked according to the following.

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


As provided in item 3.4, agency has given authority to cluster that delivery unit based on similarities of function and responsibilities provided that the overall ranking distribution for Best and Better delivery units shall not exceed 10% and 25%, respectively, of the total delivery units in the department/agency. For this Reason-Five Delivery units, namely: DU1-Higher Education Services, DU2-Research, DU3-Extension, DU4-Support to Operations and DU5-General Administration and Support Service have been identified to comprise its unit/s, division/s and office/s under such cluster/s (higher education services, research, extension, STO and GASS) tasked to deliver quality services concerning Major Final Output as mandated. To facilitate objective result, officials and employees that belong to each delivery unit shall be forced ranked accordingly with the following criteria and corresponding weighted points, vis-à-vis: SPMS Rating for F.Y. 2019, weight -60%; Mean Performance Rating of the Delivery Unit he/she belongs based in PIs with concentration on the degree of contribution such official employee has extended in the delivery of the actual PI accomplishment, weight-20%; and Plus Factors as rated by the immediate head as to quality/quantity/timeliness of services delivered, weight-20%. Such criteria have a total of 100% which if broken down would give the total Weighted Points and Final Ranking as desired.

B. CRITERIA AND BASIS OF FORCE RANKING THE EMPLOYEES

Delivery Units	Name of Personnel	Position/Designation /Salary Grade	SPMS Rating for FY 2019		Mean Performance Rating of the Delivery Unit he/she belong based in PIs		Plus Factors as rated by the immediate head as to quality/quantity/timeliness of services delivered		Total Weighted Points	Final Ranking
			Rating	Weight-60%	Rating	Weight-20%	Rating Scale of 1-5 (5 as the highest)	Weight-20%		
DU 1	1.									
	2.									
	3.									


PERFORMANCE MANAGEMENT TEAM:


ROHEL S. SERRANO, RCE
 Chairman

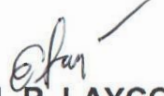

REYNALDO C. NICDAO, Ph.D.
 Member

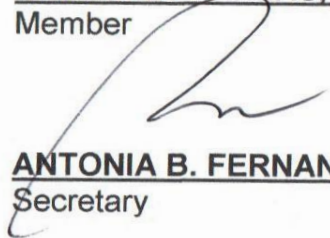

REDEN M. HERNANDEZ, RCE
 Member


RANNIE B. CANLAS, MSCpe
 Member

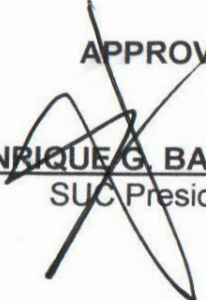

DOLORES T. QUIAMBAO, Ed.D.
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EDDIEBAL P. LAYCO, Ph.D.
 Member


ANTONIA B. FERNANDEZ
 Secretary

APPROVED:


ENRIQUE G. BAKING Ed.D.
 SUC President III

C. CRITERIA AND BASIS OF RANKING THE DELIVERY UNITS

Delivery Units	Mean Percentage Increase (above 90%) on Accomplishment based on Performance Indicators (60%)	Weighted points	Degree/Extent of Participation (No. Faculty Members/Non-teaching Personnel) within the DUs (20%)	Weighted Points	Mean Performance Rating (SPMS Rating of all personnel within the DU) FY 2019 (20%)	Weighted Points	Total Weighted Points	Ranking of the Delivery Units
DU1-HES OFFICES/UNITS								
DU2-RESEARCH OFFICES/UNITS								
DU3-EXTENSION OFFICES/UNITS								
DU4-STO OFFICES/UNITS								
DU5-GASS OFFICES/UNITS								

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