



MALACAÑANG

Presidential Broadcast Staff-RTVM

SYSTEM OF RATING AND RANKING OF DELIVERY UNITS AND INDIVIDUAL FOR THE GRANT OF PERFORMANCE-BASED BONUS (PBB) FY 2017

Pursuant to Section 5.1 (a.7) of Memorandum Circular No. 2017-1 dated March 9, 2017 issued by the Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems under Good Governance Conditions wherein this agency has to establish system of rating and ranking of delivery units and individual to be posted in the RTVM Transparency Seal. Moreover, the System should be disseminated to employees not later than October 1, 2017.

A. GUIDELINES FOR RANKING OF DELIVERY UNITS

A.1 GROUPING OF DELIVERY UNITS

In accordance with Section 8.2 of the abovementioned Memorandum Circular, the agency considered similarities of task and responsibilities in grouping and clustering of the following delivery units:

<u>SERVICES</u>	<u>DELIVERY UNITS</u>
OPERATIONS	MEDIA PRODUCTION DIVISION ENGINEERING DIVISION
ADMINISTRATIVE	ADMINISTRATIVE & FINANCE DIVISION
SUPPORT	RESEARCH & ARCHIVES DIVISION

A.2 RATING AND RANKING/AMOUNT OF INCENTIVES

Eligibility of RTVM employees to the grant of PBB shall remain based of the eligibility of the agency and ranking of the abovementioned delivery units. Said units shall be forced ranked according to the following categories:

<u>RANKING</u>	<u>PERFORMANCE CATEGORY</u>
Top 10%	Best Delivery Unit
Next 25%	Better Delivery Unit
Next 65%	Good Delivery Unit

A.3 AMOUNT OF INCENTIVES

Pursuant to Section 9.0 of MC 2017-1, the PBB rates of individual employees shall maintain and be based on the performance ranking of the agency's delivery units, with the incentive as a multiple of one's basic monthly salary following the table below:

<u>PERFORMANCE CATEGORY</u>	<u>PBB AS % OF MONTHLY BASIC SALARY</u>
Best Delivery Unit (10%)	65%
Better Delivery Unit (25%)	57.5%
Good Delivery Unit (65%)	50%

B. ELIGIBILITY OF INDIVIDUALS

RTVM shall maintain and based the eligibility of individuals to its established System of Raking Delivery Units for CY 2016. In addition, the agency will be guided by Section 7.0 of MC 2017-1 dated March 9, 2017 in identifying the eligible employees.

Employees under the First and Second level positions shall be rated based on the CSC-approved Strategic Performance Management System (SPMS).

C. FY 2017 PERFORMANCE TARGETS

Pursuant to Section 6.0 of MC 2017-1 dated March 9, 2017, RTVM shall achieve its Major Final Output (MFO) under the Performance Informed Budget of the FY 2017 General Appropriations Act (2017 GAA)

RTVM MFO : MEDIA OPERATIONS SERVICES
INDICATORS : Percentage pf Presidential events and activities covered and aired (Quantity)

Percentage pf Presidential events and activities covered and aired rated good and better (Quality)

Percentage pf Presidential events and activities covered and aired on prescribed schedule (Timeliness)

FOR INFORMATION AND COMPLIANCE


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Executive Director