

GUIDELINES/MECHANICS IN RANKING OFFICES/DELIVERY UNITS FOR THE GRANT OF PERFORMANCE-BASED BONUS (PBB) FY 2018


Rating the performance and Ranking of the Delivery Unit

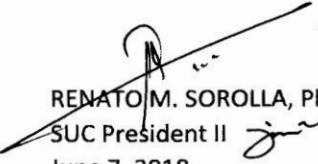
The Carlos Hilado Memorial State College has four campuses: Talisay (main), Binalbagan, Alijis and Fortune Towne campuses. The Performance Management Team identified six (6) delivery bureaus/units namely: College of Education, College of Industrial Technology, College of Arts and Sciences, Institute of Information Technology, College of Business Management and Accountancy, and College of Fisheries.

The performance of the delivery units is evaluated based on how well they have accomplished the agency's PREx Performance Indicators in Higher Education, Research and Technical Advisory Extension Programs. The result of their performance evaluation will determine the rank of the college/delivery unit whether BEST, BETTER or GOOD.

Rating the Performance of Individual Employee

The institution is using the CSC approved Strategic Performance Management System (SPMS) in evaluating the performance of the faculty and staff. There will be no forced ranking in the performance of the faculty and staff. The amount to be received by each employee for 2018 PBB will be based on the individual's basic salary as of December 31, 2018 and shall depend on the performance ranking of the bureau or delivery unit where they belong. All employees under the BEST bureau/delivery unit will receive 65% of their salary, employees under BETTER bureau/delivery unit/s will receive 57.5% of their salary and employees under GOOD bureau/delivery unit/s will receive 50% of their salary as stated in Section 9.1 of the Memorandum Circular No. 2018-1 dated May 28, 2018.


MRS. VIOLA D. MONGCAL
Human Resource Management Officer
June 7, 2018


RENATO M. SOROLLA, PhD
SUC President II
June 7, 2018