

Republic of the Philippines
Department of Health
NATIONAL NUTRITION COUNCIL

**Performance-Based Bonus for FY 2019
System of Rating and Ranking**

1. NNC shall comply with the provisions of Memorandum Circular No. 2019-1 dated September 3, 2019 regarding the Guidelines on the Grant of the Performance-Based Bonus for FY 2019 under Executive Order No. 80 s. 2012 and EO No. 201 s. 2016.
2. NNC's performance rating and ranking shall be treated singularly, independent of the comparative assessment within the DOH to where NNC is attached.
3. Ranking shall be based on performance rating of each delivery unit. Pursuant to Memorandum Circular No. 2019-1 (Annex 1 re: Master List of Departments/Agencies and Prescribed Delivery in departments/agencies No.11 Letter c), NNC has 20 delivery units namely, Office of the Executive Director, 5 Central Office divisions and 14 Regional Nutrition Offices.
4. Performance rating of each delivery unit shall be based on NNC's completion of each critical service or other key processes including support functions along the implementation of Quality Management System (QMS) and management of financial resources.
5. The eligibility to the PBB of the head of agency (HA) shall be based on NNC's eligibility and overall performance rating consistent with the duly-accomplished and assessed Office Performance Commitment and Review Form (OPCR).
6. The OPCR defines the NNC standards of performance that are cascaded down to the delivery units, for consistency and coherence in formulating and ranking the different Division/Region PCRs under the CSC-approved Strategic Performance and Management System (SPMS).
7. The HA shall not be included in the ranking and reporting of delivery units but will be provided a separate line under Form 1.0.

8. Delivery units eligible to the PBB shall be forced ranked according to the following:

Ranking	Performance Category	No. of Delivery Units
Top 10%	Best Delivery Unit	2
Next 25%	Better Delivery Unit	5
Next 65%	Good Delivery Unit	13
		Total = 20

9. Each delivery unit shall be rated as better or best performer following the maximum per category using the rating provided in its respective R/DPCRs under the CSC-approved SPMS. Those not rated as better or best shall automatically be rated as good performer.
10. Only the personnel belonging to eligible delivery units are qualified for the PBB. There shall no longer be a ranking of individuals within a delivery unit.

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