

Republic of the Philippines
Department of Health
NATIONAL NUTRITION COUNCIL

**Performance-Based Bonus for CY 2016
System of Rating and Ranking**

1. NNC shall comply with the provisions of Memorandum Circular No. 2016 -1 dated May 12, 2016 regarding the Guidelines on the Grant of the Performance-Based Bonus for CY 2016 under Executive Order No. 80 and EO No. 201.
2. As in the past years, 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. 2016-2 dated October 12, 2016 regarding the Guidelines on the Identification and Determination of Delivery Units Relative to the Grant of the Performance-Based Bonus for CY 2016, NNC has 20 delivery units namely, Office of the Executive Director, 5 divisions of the Central Office and 14 Regional Offices.
4. Performance rating of each delivery unit shall be based on NNC's two (2) Major Final Outputs (MFOs) and Key Performance Indicators 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) (Attachment 1).
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.

Prepared by:


Chona M. Fernandez
Chief, Administrative Division and
Chair, Performance Management Team

Approved:


Assistant Secretary of Health Maria-Bernardita T. Flores, CESO II
Executive Director IV

Attached: a/s

Office Performance Commitment and Review (OPCR)

I, Maria-Bernardita T. Flores, Head of the National Nutrition Council, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to December 2016

Approved by

Paulyn Jean B. Rosell-Ubial
Paulyn Jean B. Rosell-Ubial, MD, MPH, CESO II
Secretary of Health and Chairperson, NNC Governing Board

[Signature]
Assistant Secretary of Health Maria-Bernardita T. Flores, CESO II
Executive Director IV

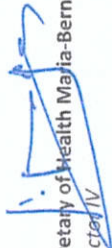
MFO/PAP	SUCCESS INDICATORS (TARGETS + MEASURES)	Allotted Budget ('000)	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q	E	T	Ave	
STRATEGIC PRIORITY									
Orchestrate efforts of government, private sector, international organizations and other stakeholders at all levels, in addressing hunger and malnutrition of Filipinos	Policies approved upon first presentation within set timeframe with no or minor revisions through strategic agency partnership								
Average Rating					4	4	4	4.0	4.0
CORE FUNCTIONS									
ENSURE IMPROVED ACCESS TO QUALITY NUTRITION SERVICES									
MFO I. Nutrition Management Policy Services									
Performance Indicator No. 1: Nutrition Management Policy Services	90% (52) of policies targeted formulated, issued, and updated	25,333.00	NPPD, NSD, NIED, ROs	57	4	5	5	4.7	NNC GB Resolution No 1 S2016, Adopting the 2015 Philippine Dietary Reference Intakes and NNC GB Resolution No. 2 S2016, Supporting and adopting the propagation and consumption of sweet potato (camote) were passed on 9 Aug and 18 Oct, respectively.
Number of policies issued, updated and disseminated									

MFO/PAP	SUCCESS INDICATORS (TARGETS + MEASURES)	Allotted Budget ('000)	Division/ Individuals	Actual Accomplishments	Rating				Remarks
					Q	E	T	Ave	
	85% of stakeholders rated nutrition policies as satisfactory or better			117.60%	4	5	5	4.7	At the regional level, Regional Nutrition Committees (RNCs) and Regional Social Development Committees (RSDCs) passed resolutions on the following: expansion of RNC members to include presidents of nutrition federations and nutrition media groups; adoption of new guidelines on local nutrition planning in the formulation of the Three-Year Nutrition Action Plan; adoption of a scaled-up nutrition education module for Pantawid Pamilya Family Development Sessions (FDS) in the Cordillera; adoption of the National Guidelines on the Management of Acute Malnutrition for Children Under-5 years; Adoption of Regional Nutrition Committee Strategic Action Plan (RNC SAP) 2015-2016; adoption of the Nutrition in Emergencies (NIEm) Strategic Plan; streamlining the Regional Bantay ASIN Task Force (RBATF) as a sub-structure of the RNC; adoption of the Revised Guidelines on the Shepherding project; promotion of indigenous crops, poultry, fisheries, and livestock for food security; NNC urging Congress to Amend PD 1569, to name a few.
	50% of policies that are reviewed/updated in the last three years			100%	4	5	5	4.7	
MFO II. Technical Support Services Performance Indicator No. 1: Assistance to local nutrition programs Number of stakeholders assisted	90% (94,024) of stakeholders assisted through provision of financial and technical assistance to nutrition program implementation	210,355.00	NPPD, NSD, ROs	96,011	4	5	5	4.7	Includes provision of medical and survivorship assistance to BNSs in active service; provision of technical assistance during Monitoring and Evaluation of Local Level Plan Implementation (MELLPI) and BNS evaluation, monitoring and training of city/ municipal Early Warning System

MFO/PAP	SUCCESS INDICATORS (TARGETS + MEASURES)	Allotted Budget ('000)	Division/ Individuals	Actual Accomplishments	Rating				Remarks
					Q	E	T	Ave	
Performance Indicator No. 2 Public information service Number of trainings conducted	85% of stakeholders rated assistance as satisfactory or better			117.60%	4	5	5	4.7	Food and Nutrition Security (EWS-FNS) core teams and household level enumerators in selected areas.
	90% of requests for assistance acted upon within five (5) days of request			105.50%	4	5	5	4.7	Based on summary of client satisfaction feedback responses
	90% (553) of batches of trainings conducted to improve local nutrition program implementation including conduct of multi-media campaigns to disseminate nutrition messages		NIED, NSD, NPPD, ROS	507	4	5	5	4.7	Based on summary of client satisfaction feedback responses
									Accomplishments include conduct of trainings on a) Nutrition Program Management; b) Basic Course for Barangay Nutrition Scholars; and c) Nutrition in Emergencies. Also pursued public information services through: 1) 35 Nutriskwela Community Radio Stations; 2) blocktime Radyo Mo sa Nutrisyon program over DZXL; 3) radio drama series Katumbas ay Bivaya over DZRH; 4) national and local multi-media campaign including radio and TV plugs, collateral materials, media placements; 5) nationwide celebration of Nutrition Month to promote awareness on the First 1000 Days; and 6) massive promotion of 10 Kumainmays, the popular version of the Nutritional Guidelines for Filipinos
									The institutionalization of the Nutriskwela Awards system serves as venue to recognize nutrition partners that develop excellent, innovative and creative radio programs that promote nutrition, community development and participation in areas not accessible to commercial radio facilities with high prevalence rates of malnutrition.

MFO/PAP	SUCCESS INDICATORS (TARGETS + MEASURES)	Allotted Budget ('000)	Division/ Individuals	Actual Accomplishments	Rating				Remarks
					Q	E	T	Ave	
									The Radyo Mo sa Nutrisyon radio program and Katumbas ay Biyaya radio drama series have been recognized by the Catholic Mass Media Awards, Kapisanan ng mga Brodkaster ng Pilipinas (KBP) Golden Dove Awards and the Gandangan Awards of UP Los Baños for various award categories including Best Radio Program, Best Radio Public Service Program, Best Educational Program, and Best Program Host.
	85% of trainees rated the training as good or better			115.3%	4	5	5	4.7	The awards received in various media placements in previous years were recognized by external ISO auditors for NNC to merit the awarding of ISO 9001:2008 re-certification.
	95% of scheduled training courses commenced within 24 hours of planned scheduled start time			105.3%	4	5	5	4.7	Based on summary of training evaluation results
									Based on summary of training evaluation results
Average Rating								4.7	
SUPPORT FUNCTIONS									
ENSURE EFFICIENT MANAGEMENT OF OFFICE OPERATIONS									
Leadership in the implementation of NNC's Quality Management System	ISO 9001:2008 re-certification awarded		All units	ISO 9001:2008 re-certification awarded	5	5	5	5.0	Re-certification of NNC ISO 9001:2008 obtained in May 2016.
									NNC was also recognized by the Government Quality Management Committee in November for having been ISO 9001:2008 certified.

MFO/PAP	SUCCESS INDICATORS (TARGETS + MEASURES)	Allotted Budget ('000)	Division/ Individuals	Actual Accomplishments	Rating				Remarks
					Q	E	T	Ave	
ENSURE EFFICIENT MANAGEMENT OF FINANCIAL RESOURCES									
1. Budget Utilization Rate (BUR)	Obligations BUR 97%-100% budget utilized (previous year's actual BUR as baseline)		All units	94.0%	3	3	3	3.0	
	Disbursement BUR 89%-100% obligations disbursed (previous year's actual BUR as baseline)		All units	101.90%	5	5	5	5.0	
	Submitted all Budget and Financial Accountability Reports (BFARs) and Financial Statements within the period prescribed under COA and DBM existing rules and regulations		All units	100%	5	5	5	5.0	
2. Funds Availability									
Average Rating								4.5	
Strategic Priority					Rating				
Core Functions								4.0	
Support Functions								4.7	
Total Overall Rating								4.5	
Final Average Rating								13.2	
Adjectival Rating								4.4	
								VS	

Assessed by:	Final Rating by:
 Hygeia Ceras Catalina B. Gawie Chief, Nutrition Surveillance Division	 Assistant Secretary of Health Maria-Bernardita T. Flores, CESO II Executive Director IV
Date: 2/1/17	Date: 02 February 2017