



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila

MEMORANDUM

FOR: ALL HEADS OF AGENCIES

SUBJECT: CRITERIA FOR FY 2015 PBB RANKING

DATE : 26 OCTOBER 2015

To facilitate the FY 2015 PBB Ranking, the following criteria are hereby issued:

A. Criteria in Ranking DOLE Delivery Units

Criteria	Percent Allocation	
1. 2015 OPCR Accomplishment Overall Rating		90
- Core Indicators	70	
- Non-core Indicators	30	
2. Secretary's Rating		10
TOTAL RATING		100

1. **2015 OPCR Accomplishment (90%).** The OPCR is composed of Core Deliverables and Non-Core Deliverables performance measures.

1.1 Core Deliverables with weight allocation of 70 percent. Agency's major PAPs, specifically those enrolled in the Planning Tool and the Major Final Output (MFO).

Accomplishments for unprogrammed activities/undertakings shall be rated on the following conditions:

- Supported by documented instructions from the Secretary or the President.
- Responsive to unforeseen events either manmade or economic, natural calamities/disaster.
- Recognized by the Secretary as an accomplishment; or must be published or posted in the DOLE website.

1.2 Non-Core Deliverables with weight allocation of 30 percent. Agency's PAPs under Support to Operations (STO) and General Administration and Support Services (GASS).

Support to Operations: Support to Policy Development; Communication Program; Performance Accountability Report

(PAR); Gender and Development (GAD); Establishment of a Quality Management System (QMS) aligned with International Organization for Standardization (ISO); Citizens Charter/ Anti-Red Tape Act (ARTA)

General Administration and Support Services (GASS): Integrity Development Program; Strategic Performance Management System; Financial Management; HRD Interventions; Green Our DOLE Program (GODP); Transparency Seal,

- Secretary's Rating (10%).** This rating is based on special citations and awards received within and outside DOLE. Awards outside DOLE will be considered if its given by the Civil Service Commission (CSC) and/ or Regional Development Council (RDC) in relation to DOLE Performance.

B. Distribution of Slots for PBB Ranking of 68 Delivery Units

Delivery Units	15%	30%	55%
	Best	Better	Good
SLOTS	10	20	38
Frontline DUs			
16 ROs	3	4	9
Level 1 (5)	1	1	3
Level 2 (5)	1	1	3
Level 3 (6)	1	2	3
36 POLOs	5	11	20
Asia and the Pacific (11)	2	3	6
Middle East (15)	2	5	8
Europe, Americas and Trust Territories (10)	1	3	6
Support DUs			
9 OSEC/ Services^{1/}	1	3	5
7 Bureaus^{2/}	1	2	4

^{1/} Include ILS.

^{2/} Include NMP.

- DOLE ROs were categorized into three levels based on the proportion of wage and salary employment, Gross Regional Domestic Product (GRDP) and number of establishments (employing 20 and over) in the provinces.

Level I: High proportion of wage/salary employment and GRDP; large number of establishments. This includes **RO III, IV-A, VI, VII and NCR.**

Level II: Average proportion of wage/ salary employment and GRDP; average number of establishments. This includes **RO I, V, X, XI and XII.**

