



# CENTRAL LUZON STATE UNIVERSITY

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## GUIDELINES IN THE FORCED RANKING OF DELIVERY UNITS FOR THE GRANT OF THE 2016 PERFORMANCE-BASED BONUS (PBB)

1. The delivery unit (DU) must achieve its performance targets under the Major Final Outputs (MFOs) of the 2016 Performance Informed Budget (PIB)/GAA and the targets for Support to Operations (STO) and General Administration and Support Services (GASS).
2. The DU must satisfy 100% of the good governance conditions set by the AO25 Inter-Agency Task Force (IATF) for FY 2016.
3. DUs with more than 100% accomplishment or with less than 100% accomplishment in any one of its targets must submit their corresponding justification for exceeding or not meeting their target/s together with supporting documents.
4. DUs shall be grouped and ranked according to the outputs delivered. Thus, a good, better, and best unit/s shall be identified under the following:
  - a. Higher and Advanced Education Services
  - b. Research and Technical Advisory Services
  - c. Support to Operations and General Administration and Support Services
5. To be eligible, individuals belonging to each DU as per submitted list must meet the requirements identified in Section 7 (Eligibility of Individuals) of MC 2016-1 dated May 12, 2016. Only personnel who are drawing their salaries from CLSU such as in the case of PCC@CLSU shall be included in the grant of PBB. Eligible individuals within the DU shall no longer be forced ranked.
6. DUs shall be ranked according to the following:


Criteria	Weight
SPMS Rating	25%
Number of Performance Indicators (PIs) Achieved	25%
Accomplishment of Performance Indicators (PIs)	40%
Performance Management Group (PMG) Evaluation	10%

The PMG shall be headed by the University President with the Vice Presidents of the four (4) programs as members. The PBB Focal Persons, Planning Officer and HRMO shall serve as Secretariat.

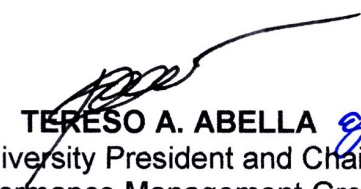
7. The Good, Better, and Best DUs shall be determined according to the hereunder percentages:

Ranking	Performance Category
Top 10%	Best Delivery Unit
Next 25%	Better Delivery Unit
Next 65 %	Good Delivery Unit

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