

Government Arsenal System of Individual Rating and Ranking

<u>CSC-Prescribed Performance Standards</u>	<u>Overall Point Score</u>	<u>Overall Equivalent Adjectival Rating</u>
130% and above	4.21 – 5.00	Outstanding
115% - 129%	3.41 – 4.20	Very Satisfactory
90% - 114%	2.61 – 3.40	Satisfactory
51% - 89%	1.51 – 2.60	Unsatisfactory
50% and below	1.00 – 1.50	Poor

Bureau Performance Category	Ranking	Individual Performance Category
Best Bureau	20%	Best Performer
	35%	Better Performer
	45%	Good Performer
Better Bureau	15%	Best Performer
	30%	Better Performer
	55%	Good Performer
Good Bureau	10%	Best Performer
	25%	Better Performer
	65%	Good Performer

The Government Arsenal-Performance Management Team (GA-PMT) guided by the DND-approved guidelines on IPPMS, as contained in Department Order No. 04 dated March 4, 2014 with subject: Revised Policies and Guidelines on the Integrated Personnel Performance Management System (IPPMS) and IATF AO 25 Memorandum Circular No. 2015-1 dated August 12, 2015 with subject : Guidelines on the Grant of the Performance-Based Bonus for Fiscal Year 2015 under

Executive Order No. 80, employs the Forced Distribution system defining each distribution group in three (3) categories (Best, Better and Good) afterwards, the employees will be ranked under each category by applying the by-division allocation depending on the rank category of the GA to come up with the performance employee ranking for the grant of PBB.

The GA-PMT uses the CSC-approved Strategic Performance Management System (SPMS)-IPPMS for DND – as the basis for the Individual Ranking of 1st and 2nd level employees. The performance rating period considered is from 01 January to 30 June and 01 July to 31 December CY 2015. The allocation of the division/office on a pro-rata basis is based on the category of the bureau ranking as follows:

Division/ Office	No. of Pos.	Best Bureau			Better Bureau			Good Bureau		
		Individual Category			Individual Category			Individual Category		
		Best (20%)	Better (35%)	Good (45%)	Best (15%)	Better (30%)	Good (55%)	Best (10%)	Better (25%)	Good (65)
ODA PROP	7	2	2	3	2	2	3	2	2	3
ICO	5	1	2	2	1	2	2		1	4
HOSPITAL	12	2	4	6	2	4	6	1	3	8
GAMMLO	6	1	2	3	1	2	3	1	2	3
GASSO	64	13	23	28	9	18	37	5	16	43
SARUU	9	2	3	4	1	3	5	1	2	6
ADMIN	47	9	16	22	7	14	26	5	12	30
FMD	22	4	8	10	3	7	12	2	5	15
PLD	28	6	10	12	4	8	16	3	7	18
QAD	47	9	16	22	7	14	26	4	12	31
ED	117	23	41	53	18	35	64	12	29	76
CAPD	69	14	24	31	10	21	38	7	17	45
EXD	73	15	26	32	11	22	40	7	18	48
CBD	127	26	45	56	19	38	70	13	32	82
TOTAL	633	127	222	284	95	190	348	63	158	412

To give leeway or as applicable, each division/office, may further prorate their PBB recipients by section/group or adopt the straight ranking to come up with the division ranking, provided they must not go beyond the division/office allocations per performance level under a given bureau ranking category. Result thereof GA-wide will be transferred into Form 1.0 for posting and submission to ASPP, DND.

The GA also uses the aforesaid Department and IATF Memorandum Circulars as bases in breaking the deadlocks as well as in determining the eligibility of personnel for the grant of CY 2015 Performance-Based Bonus.