

Republic of the Philippines  
**BATANGAS STATE UNIVERSITY**  
Batangas City

**PERFORMANCE-BASED BONUS 2016**  
**System of Ranking of Delivery Units and**  
**Individuals**

The following will be the guidelines of the University in determining the ranking of each eligible delivery unit and individuals for the grant of the Performance-Based Bonus (PBB) for FY 2016:

1. The Batangas State University will be divided into three (3) competing bureaus: BatStateU Main Proper, BatStateU ARASOF-Nasugbu, and BatStateU JPLPC-Malvar; all of which qualified for PBB with at least 90% accomplishments as per MFO targets to be qualified for the said grant. The same bureaus will be the University's delivery unit
2. To determine the Best, Better and Good Bureau, each of the bureau / delivery unit will be ranked according to the MFO's accomplishments as per general average reflected on Form A-1;

Bureau	Average % of Accomplishment on MFO's	Ranking
Main Proper	Ave %	Best, Better or Good Bureau
ARASOF-NASugbu	Ave %	
JPLPC-Malvar	Ave %	

3. After the ranking for the delivery unit is completed, employees / individuals rate will be determined next. Their PBB rate will be based on the ranking of the delivery unit where they belong pursuant to Section 9.0 of IATF MC 2016-01:

Performance Category	PBB as % of Monthly Basic Salary
Best Bureau / Office / Delivery Unit	65%
Better Bureau / Office / Delivery Unit	57.5%
Good Bureau / Office / Delivery Unit	50%

4. To be eligible in the PBB 2016, employees / individuals should have a final average rating for the current fiscal year of at least 90% or an adjectival rating of "Satisfactory" in their OPCR /IPCR and shall qualify to the eligibility requirements stipulated in the IATF MC 2016-1.