



OFFICE ORDER NO. 37
series of 2016

In the interest of the service, certain provisions of Office Order No. 50, series of 2014 (NWPC Strategic Performance Management System Implementing Guidelines) are further amended to read as follows:

1) Item No. 5.C.1 Office Performance Assessment

- "x x x"
- "x x x"
- "The over-all rating mechanics shall consist of two (2) parts; I. OPCR Accomplishment Over-all Rating – 90%; and II. Deputy Executive Director (for Central Office) or Executive Director (for RTWPBS) Rating – 10%.

PART I. OPCR ACCOMPLISHMENT OVER-ALL RATING 90%

- **Composition:**
 - **Core Deliverables (70%)**
 - Each output/report shall be rated taking into account the following criteria:
 - Quantity;
 - Timeliness; and
 - Quality
 - **Non-Core Deliverables (30%)**

Core Deliverables shall refer to Programs / Activities / Projects (PAPs) or Major Final Outputs (MFOs) under the General Appropriations Act (GAA). For the Central Office, this may include the following:

- 1) Development and production of IEC materials
- 2) Training Program Development
- 3) Learning Sessions
- 4) Research studies, position papers/comments on policy issues, bills, new articles
- 5) Financial Management
- 6) Administrative Reports
- 7) Disposition of cases
- 8) Policy formulation

For RTWPBs, the Core Deliverables may include the following:

- 1) Number of MSMEs oriented/trained
- 2) Two-Tiered Wage System (TTWS)
 - a) Socio-Economic Reports
 - b) WO and IRR (as necessary)
 - c) Wage advisory
 - d) Domwork wage order

- e) Technical Assistance on Tier 2
 - f) Time-Motion Study (TMS) and Facilities Evaluation (FE)
 - g) Resolution on Wage Exemption
- 3) T3K
 - 4) CSM Rating

Non-Core Deliverables refer to Agency PAPs under Support to Operations (STO) and General Administration and Support Services (GASS), examples of which include the following:

SUPPORT TO OPERATIONS	GENERAL ADMINISTRATION AND SUPPORT SERVICES
Support to policy development	Integrity Development Program
Communication Program	SPMS
Performance Accountability Report (PAR)	Financial Management
Gender and Development	HRD Interventions
Establishment of QMS	Green-Our-DOLE Program
Citizen's Charter / ARTA	PhilGEPs
Financial and Administrative reports	Transparency Seal
IPCRs / Division Accomplishment Reports	

However, the Core and Non-Core Deliverables shall depend on the major functions of each division.

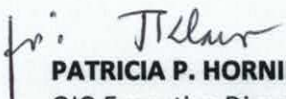
**PART II. DEPUTY EXECUTIVE DIRECTOR (FOR CENTRAL OFFICE)
OR EXECUTIVE DIRECTOR'S (FOR RTWPBS) RATING 10%**

The rest of the provisions under this item as provided in Office Order No. 50 series of 2014 shall remain.

2) Item No. 5.C.2 Performance Assessment and Evaluation for Individual Employees

- "x x x"
- "x x x"
- "The over-all rating mechanics shall consist of two (2) parts; I. OPCR Accomplishment Over-all Rating – 90%; and II. Deputy Executive Director (for Central Office) or Executive Director's (for RTWPBS) Rating – 10%..."

The rest of the provisions under this item as provided in Office Order No. 50 series of 2014 shall remain.


PATRICIA P. HORNILLA
 OIC-Executive Director