



Republic of the Philippines  
Department of Labor and Employment  
**NATIONAL WAGES AND PRODUCTIVITY COMMISSION**



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**MEMORANDUM #306 - 2017**

**TO: ALL NWPC AND RTWPB OFFICIALS AND EMPLOYEES**

**FROM: EXECUTIVE DIRECTOR MARIA CRISELDA R. SY**

**SUBJECT: CRITERIA FOR FY 2017 PBB RANKING**

**DATE: 24 OCTOBER 2017**

Relative to the grant of 2017 Productivity Based-Bonus (PBB), please be informed of the following:

**1. CRITERIA FOR FY 2017 PBB RATING**

**1.1 BASIS**

Facilitation of the FY 2017 Grant of PBB shall be guided by the following documents:

- a. *Inter-Agency Task Force On the Harmonization of National Government Performance Monitoring, Information and Reporting Systems* Memorandum Circular No. 1 dated 09 March 2017; and
- b. NWPC Office Order No. 50, series of 2014 (NWPC Strategic Performance Management System [SPMS] Implementing Guidelines) as amended by NWPC Office Order No. 37, series of 2016.

**1.2 CRITERIA**

The NWPC and its RTWPBs shall be divided to twenty-four (24) Delivery Units (D.U.s) as follows:

1. Central Office: (8)
  - 1.a. Office of the Executive Director (OED)
  - 1.b. Administrative Division (AD)
  - 1.c. Financial and Management Division (FMD)
  - 1.d. Planning and Information Division (PID)
  - 1.e. Productivity Policy and Research Division (PPRD)
  - 1.f. Review, Appeals and Legal Division (RALD)
  - 1.g. Training and Technical Services Division (TTSD)
  - 1.h. Wages Policy and Research Division (WPRD)

2. Regional Tripartite Wages and Productivity Board (RTWPB): (16)

- |   |                   |
|---|-------------------|
| 2.a. RTWPB – National Capital Region          | 2.i. RTWPB – VI   |
| 2.b. RTWPB – Cordillera Administrative Region | 2.j. RTWPB – VII  |
| 2.c. RTWPB – I                                | 2.k. RTWPB – VIII |
| 2.d. RTWPB – II                               | 2.l. RTWPB – IX   |
| 2.e. RTWPB – III                              | 2.m. RTWPB – X    |
| 2.f. RTWPB – IV-A                             | 2.n. RTWPB – XI   |
| 2.g. RTWPB – IV-B                             | 2.o. RTWPB – XII  |
| 2.h. RTWPB – V                                | 2.p. RTWPB – XIII |

The distribution of D.U. slots used in the 2016 grant of PBB is illustrated below (No.2) as approved by the Performance Management Committee during a weekly meeting last 19 June 2017.

The performance rating of each delivery unit shall NOT be computed by the average rating of all personnel within the said D.U. but the over-all performance of the D.U.s as the basis of their Office/Division Performance Commitment Rating (OPCR).

**2. DISTRIBUTION OF SLOTS FOR 2016 PBB RANKING OF 24 DELIVERY UNITS**

DELIVERY UNITS (DUs)	NO. OF DUs	10%	25%	65%
		BEST	BETTER	GOOD
<b>DISTRIBUTION OF DUs</b>		<b>2</b>	<b>6</b>	<b>16</b>
National Wages and Productivity Commission (NWPC)	8	1	2	5
Regional Tripartite Wages and Productivity Boards (RTWPBs)	16	1	4	11

For you information.