



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



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OFFICE ORDER NO. 23
Series of 2018

In the interest of the service, certain provisions of Office Order Nos. 50 (series of 2014) and 04 and 37 (series of 2016) are further amended in line with the shift in the budget approach from the Performance Informed Budgeting (PIB) to the Program Expenditure Classification (PREXC) which requires greater emphasis on the outcome indicators of the agency's MFOs/ programs. The criteria for the delivery units' performance rating shall be revised to read as follows:

5. C.1 Office Performance Assessment

- "xxx"
- "xxx"
- In general, there will be a four-point rating scale (1 to 4) with 4 being the highest and 1, as the lowest.

Rating		Description
Numerical	Adjectival	
4	Outstanding	Exceeding targets by 10% and above
3.1 – 3.9	Very Satisfactory	Exceeding the targets by 1-9 %
2.0 – 3.0	Satisfactory	Meeting the targets by 90% - 100%
1.5 – 1.9	Unsatisfactory	Meeting the targets by 51% - 89%
1.4 below	Poor	Performance is 50% or below

OPCR Accomplishment Overall Rating		
Criteria		Percentile Share
Part I	a. Core deliverables (70%) b. None-core deliverables (30%)	90%
Part II	a. For Central Office, Executive Director / Deputy Executive Director b. For RTWPBs, RTWPB Chairperson / Executive Director	10%

- "xxx"
- "xxx"
- "xxx"
- "xxx"
- "xxx"

5. C.2 Performance Assessment and Evaluation for Individual Employees

- "xxx"
- In general, there will be a four-point rating scale (1 to 4) with 4 being the highest and 1, as the lowest.

Rating		Description
Numerical	Adjectival	
4	Outstanding	Exceeding targets by 10% and above
3.1 – 3.9	Very Satisfactory	Exceeding the targets by 1-9 %
2.0 – 3.0	Satisfactory	Meeting the targets by 90% - 100%
1.5 – 1.9	Unsatisfactory	Meeting the targets by 51% - 89%
1.4 below	Poor	Performance is 50% or below

- "xxx"

For your information and strict compliance.


MARIA CRISELDA R. SY
Executive Director IV

07 June 2018