

**Philippine Institute of Traditional and Alternative Health Care**

**System of Ranking of Delivery Units  
for the Performance-Based Bonus for CY 2016**

1. Group units according to functions and classifications:

<b>PITAHC Clustering</b>	<b>No. of Units</b>	<b>Description</b>
Operations	4	Research and Development Division Standards and Accreditation Division Social Advocacy and Training Division Davao Herbal Processing Plant
Support to Operations	4	Marketing, Distribution and Sales Division Tacloban Herbal Processing Plant Cagayan Valley Herbal Processing Plant Cotabato Herbal Processing Plant
General Administration and Support Services	2	Finance Division Administrative Division
<b>TOTAL</b>	<b>10</b>	

2. Rating of the delivery units shall be based on their Performance-Based Bonus (PBB) Percentage Achievement Score (PPAS) reported as of December 31, 2016. No rounding-off of the PPAS.

$$PPAS = \frac{\text{Accomplishment} \times 100}{\text{Target}}$$

*Example:*

<b><i>MFO 1: Research and Development Division</i></b>			
<b>Performance Indicator</b>	<b>Target</b>	<b>Accomplishment</b>	<b>PPAS (%)</b>
1. Number of research projects completed/developed	12	12	100.00%
2. % of research projects completed within the last 3 years adopted by industry or with results published in a recognized journal	50%	67%	134.00%
3. % of research projects completed within the original proposed timeframe	80%	100%	125.00%
<b>Average PPAS</b>			<b>119.67%</b>

- Only those delivery units that achieved each of their performance targets for the delivery of Major Final Outputs (MFOs) under the Performance Informed Budget (PIB) GAA of 2016 and the targets of Support to Operations (STO) and General Administration and Support Services (GASS) will qualify for the PBB in accordance with the IATF MC 2016-1 dated May 12, 2016.
3. Based on the average PPAS, the eligible delivery units shall be forced ranked according to the following categories:

Ranking	Performance Category
Top 10%	Best Delivery Unit
Next 25%	Better Delivery Unit
Next 65%	Good Delivery Unit

Estimated Number of Units per Category				
<i>PITAHC Clustering</i>	<i>No. of units</i>	<i>10% (best delivery unit)</i>	<i>25% (better delivery unit)</i>	<i>65% (good delivery unit)</i>
Operations	4	1	1	2
Support to Operations	4		1	3
General Administration and Support Services	2		1	1
TOTAL	10	1	3	6

4. As may be agreed upon by the Management Committee (MANCOM), Performance Management Group (PMG) and the Delivery Unit, aside from the Institute's performance targets under the Performance Informed Budget (PIB) GAA of 2016, additional targets may be considered in the ranking of the Delivery Unit.
5. Addition from the score will be as follows:
- 5.1 Five percent (5%) for accomplishing 100% of target which requires 100% compliance, i.e. the reporting requirements of the DBM, COA and GPBB;
  - 5.2 Three percent (3%) to the Average PPAS for accomplishing special tasks/assignments which contribute to the attainment of the goals of the Institute, as may be determined by the MANCOM and the PMG.
6. Subtraction from the score will be as follows:
- 1% for every missing supporting document
  - 1% for every wrong item in the report
7. Validation shall be conducted by the PMG if there is difficulty in the determination of rank, such as if there are ties among the different units.