

Philippine Institute of Traditional and Alternative Health Care
System of Ranking of Delivery Units
For the Performance-Based Bonus for CY 2019

1. Group the units according to function and classifications:

PITAHC Clustering	No. of Units	Description
Operations	3	Research and Development Division Standards and Accreditation Division Social Advocacy and Training Division
Support to Operations	2	Management Services Division Office of the Director
General Administration and Support Services	2	Finance Division Administrative Division
TOTAL	7	

2. The rating of the delivery units shall be based on their Performance-Based Bonus (PBB) Percentage Achievement Score (PPAS) reported as of December 31, 2019. No rounding-off of the PPAS.

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

Example:

MFO1: Research and Development Division			
Performance Indicator	Target	Accomplishment	PPAS (%)
1. Number of research projects completed/developed	11	11	100%
2. % of research projects	1	1	100%

3. % of research projects completed within the last 3 yrs. with results published in a recognized journals or presented in local and international conferences	80%	100%	125%
Average PPAS			108.33%

3. Only those delivery units that meet the criteria and conditions in Section 3.1 of the Inter-Agency Task Force (IATF) Memorandum Circular No. 2019-1 dated September 3, 2019 will qualify for the PBB.
4. 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				
PITAHC Clustering	No. of Units	10% (best delivery unit)	25% (better delivery unit)	65% (good delivery unit)
Operations	3	1	1	1
Support to Operations	2		1	1
General Administration and Support Services	2		1	1
TOTAL	7	1	3	3

5. As may be agreed upon by the Management Committee (MANCOM), the Performance Management Team (PMT) and the Delivery Unit, aside from the Institute's performance targets under the Performance Informed Budget (PIB) GAA of 2019, additional targets may be considered in the ranking of the Delivery Unit.

6. Subtraction from the score will be as follows:

- 5% for every delivery unit with less than 100% unutilized budget
- 1% for every wrong item in the report

7. Validation shall be conducted by the PMT if there is difficulty in the determination of rank, such as if there are ties among the different units.