



## **BUCOR PERFORMANCE MANAGEMENT TEAM**

### **RESOLUTION No. 01 s. 2016**

**WHEREAS**, the PMT after conducting series of meetings, thorough and objective deliberations, has unanimously agreed and concurred to use the criteria adopted last year contained in the PMT Resolution no. 8 series of 2015 except for some modifications contained herein, the PMT coming to terms as far as measuring office/delivery unit performance of the Bureau of Corrections has come up with the **AGENCY SYSTEM OF RANKING DELIVERY UNITS**.

**WHEREAS**, such system is aimed objectively assessing performance and served as PMTs guide in scoring office and individual performance, in conformity with guidelines issued through IATF Memorandum Circular 2016-1. Salient points contained in the old criteria include the following:

- Clustering of BuCor Offices based on the approved organizational structure of DBM. Grading and scoring of clustered offices shall be based on pro-rated scores.
- On scoring of OPPFs, PMT considered the factor of "Degree of Difficulty" or operational handicaps which the PMT has defined and provided system of measurement namely:
  - (1) Guard to Inmate Ratio
  - (2) Reformation officer to Inmate Ratio and
  - (3) Congestion
- To maintain integrity and objectivity and prevent any suspicion of bias in scoring, PMT members inhibited themselves in the scoring of their respective AORs.
- Ranking of offices shall be handled by the PMT and shall be submitted to the AO 25 Secretariat and DBM in accordance with the PBB requirements. Forced ranks shall be done internally in accordance with SPMS, IPCR and reference for promotion.

**WHEREAS, PMT** mutually agreed on some modifications, to wit:

- Since there is no Strategic Function for this year, Weight allocation shall be 70% Core Functions and 30% Support Functions, this is still in accordance with Resolution no. 8s 2015. With the new allocation of 70-30, the 70% core functions must be equally shared by operation and reformation. (Note that the weight allocation last year was 60% Core, 20% Strategic and 20% STO). Specific Weight allocations are contained in the attached matrices.
- Rating of offices was based on Success Indicators (SI) submitted prior to the rating period. PMT agreed that Success Indicators : *Inmates' Medical Records Maintained and Updated, CRTP Processed, Monthly reports submitted (Reintegration Program)* be all re- aligned from Core to STO since these are neither of Security nor Reformation which are twin core functions of BuCor.
- Grading the Operating Prison and Penal Farms (OPPFs) included three (3) factors namely: Inmate Safeguarded, Peace and Order Maintained and Inmate Participation in Reformation Programs. As the period of review on OPPF performance is from January to June 2016, PMT moved that the reckoning period of at least three (3) key indicators namely: Escape, Prison Violence and Mortality due to Prison violence be up to End of August, 2016.
- As for the scoring of SI "Monitoring and Coaching Reports" and "Feedback Session submitted" wherein the adopted scoring was only 5 or 1, PMT deliberated and agreed to modify the scoring. PMT considered that a score of 3 will be given to OPPF/Office/Delivery Unit which tried to comply but failed to fully satisfy the requirements in quantity and quality.

**NOW, THEREFORE, WE**, the Chairman and Members of the Team, hereby **RESOLVE** as it is hereby **RESOLVED**, to **RECOMMEND** approval of the **AGENCY SYSTEM OF RANKING DELIVERY UNITS**, in partial fulfillment of the requirements under 6.0 letter I of IATF Memorandum Circular 2016-1 dated 12 May 2016 with the subject Guidelines on the Grant of the Performance-Based Bonus for Fiscal Year 2016 under Executive Order (EO) No. 80 and EO No. 201.



**RESOLVED** at Muntinlupa City this 21st day of September 2016.

Recommending Approval:

  
**SUPT. MARIO E. TRASMONTE**  
PMT Chairman

  
**NORA CORAZON T. PADIERNOS**  
Member


  
**MARIA CIELO O. MONSALUD**  
Member

  
**TERESITA C. TRASMONTE**  
Member

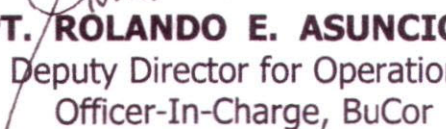
  
**THEODORE R. PEREZ**  
Member

  
**PS01 LUCIO C. GUEVARRA**  
Member

  
**AGERICO P. PANOPIO**  
Representative 1<sup>st</sup> Level

  
**Dr. NOEL M. MARQUEZ**  
Representative 2<sup>nd</sup> Level

**APPROVED/ DISAPPROVED+**

  
**PCSUPT. ROLANDO E. ASUNCION (Ret.)**  
Deputy Director for Operations  
Officer-In-Charge, BuCor



Republic of the Philippines  
**DEPARTMENT OF JUSTICE**  
**BUREAU OF CORRECTIONS**  
NBP Reservation, Muntinlupa City, Philippines, 1776  
Telefax: +632-809-80-73



23 September 2016

**PCSUPT. ROLANDO E. ASUNCION (Ret.)**  
Deputy Director for Operations  
Officer-In-Charge, Bureau of Corrections

Sir:

Submitting herewith is the Performance Management Team Resolution No. 01 s. 2016. After careful review and objective deliberations, PMT recommends approval of Agency System of Ranking Delivery Units for 2016 Grant of Performance-Based Bonus

For his approval.

**SUPT. III MARIO E. TRAMONTE**  
30 Chairman, PMT

MINUTE BOOK

Date 09/27/16

Time 10:31 AM

Signature

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