



BUCOR PERFORMANCE MANAGEMENT TEAM

RESOLUTION No. 01 s. 2017

WHEREAS, the PMT after conducting objective deliberations on 4 May 2017, has unanimously agreed and concurred to use the criteria adopted last year contained in the *PMT Resolution no. 1 series of 2016* 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 at objectively assessing performance and shall serve as PMTs guide in scoring office and individual performance, in conformity with guidelines issued through IATF Memorandum Circular 2017-1. Salient points contained in the old criteria include the following:

- o 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.
- o To maintain integrity and objectivity and prevent any suspicion of bias in scoring, PMT members shall inhibit themselves in the scoring of their respective AORs.
- o 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:

- o Weight Distribution on Core Functions. Specific Weight allocations are contained in the matrix shown on the next page:

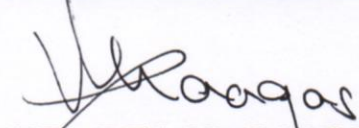
CORE FUNCTIONS	Performance Indicators	% Weight Allocation
CUSTODY 35%	Inmates safeguarded -	25%
	1) Escapes	10%
	2) Guard to inmate ratio	5%
	3) Retrieval Rate (CY)	5%
	4) No. of months conducted	5%
	Peace and order maintained	10 %
REHABILITATION 35%	5) Prison Violence	8%
	6) Congestion Rate	2%
	Mortality-	5 %
	7) Natural Cause	1%
	8) Unnatural Cause	4%
	No. of inmates afflicted with diseases (Morbidity Rate)-	5%
	Rehabilitation Programs	20%
Reintegration Programs	5%	


- **On scoring of OPPFs** three (3) factors are included namely: Inmate Safeguarded, Peace and Order Maintained and Inmate Participation in Reformation Programs. The period of review and evaluation of the OPPF performance is from January to June 2017. The PMT shall rate performance of the BuCor's Operating Prisons and Penal Farm through evaluation of Accomplishment Reports.
- **On scoring the Support to Operations/Administrative Offices**, rating will be based on success indicators with targets committed by the heads of delivery offices for the period January to June 2017, validation and verification will also be conducted.
- 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 5 to 1 will be given to OPPF/Office/Delivery Unit depending on the quantity and timeliness of submission.

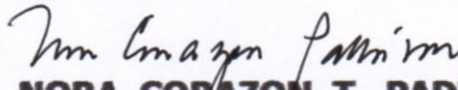
NOW, THEREFORE, WE, the Chairman and Members of the Team, hereby **RESOLVE** as it is hereby **RESOLVED**, to **RECOMMEND** approval of the **AGENCY SYSTEM OF RANKING DELIVERY UNITS**, in partial fulfillment of the requirements under 5.1 letter a.7 of IATF Memorandum Circular 2017-1 dated 9 March 2017 with the subject Guidelines on the Grant of the Performance-Based Bonus for Fiscal Year 2017 under Executive Order (EO) No. 80 and EO No. 201.

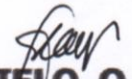
RESOLVED at Muntinlupa City this 22nd day of May 2017.


Recommending Approval:

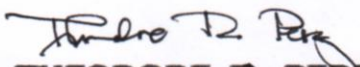

MR. REY M. RAAGAS
PMT Chairman


MARIA FE R. MARQUEZ
PMT Vice Chairman



NORA CORAZON T. PADIERNOS
Member



MARIA CIELO O. MONSALUD
Member

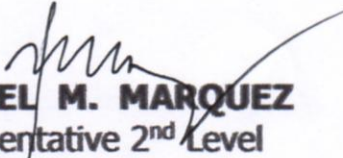

MARY JANE N. JULIO
Member


THEODORE R. PEREZ
Member

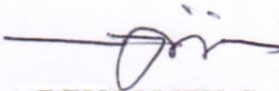

MS. RESURRECCION S. MORALES
Member


PSO1 LUCIO C. GUEVARRA
Member


AGERICO P. PANOPIO
Representative 1st Level


Dr. NOEL M. MARQUEZ
Representative 2nd Level

~~APPROVED/DISAPPROVED:~~


ATTY. BENJAMIN C. DE LOS SANTOS
Director General, Bureau of Corrections