



BUCOR PERFORMANCE MANAGEMENT TEAM

Resolution No. 02 s. 2019

WHEREAS, the PMT has convened to deliberate the Office Performance Commitment Review (OPCR) - Success Indicators that were proposed and agreed by the representatives from the different Operating Prison and Penal Farms and Directorates during the seminar entitled Evaluation and Enhancement Of BuCor Success Indicators held last May 2-3, 2019 at the DAP, Tagaytay City.

WHEREAS, after the successful meetings and final deliberations held last May 29, 30 and June 20, 2019 and with the concurrence of the different heads of delivery units, the PMT has unanimously agreed on the success indicators with standard rating scale (Annex A), for the purpose of evaluations and assessments of performances of each delivery units for the rating period January to June and July to December 2019.

WHEREAS, the PMT likewise agreed that for the purpose of evaluation and validation of performances, the number of delivery units will be based on the BuCor's Interim Organizational Structure on the implementation of RA 10575 pursuant to Special Order No. 410 s.. 2018 dated 25 July 2018.

WHEREAS, the PMT also agreed on the following guidelines in determining the final rating and ranking of the delivery units;

For the Directorates:

- The percentage weight allocation in performance rating shall be 70% for the core functions while 30% for the support functions. The combined score of the core and support functions will be the final score of the office.
- The total average score of the line divisions will be the final rating of each Directorates.

For the OPPFs:

- The success indicators will be standard to all the OPPFs, their success indicators will be distributed as follows;

OPPF Weight Percentage Distribution 2019					
	Success Indicator	Standard Weight Percentage	IPPF/DPPF/SRPPF/SPPF/LRP	CIW/NBP	
Core Functions (70%)	1	Inmates safeguarded	20%	20%	20%
	1.1	Escapes	10%	10%	10%
	1.2	Guard to inmate ratio	ADDITIONAL POINTS	ADDITIONAL POINTS	ADDITIONAL POINTS
	1.3	Retrieval Rate (CY)	5%	5%	5%
	1.4	No. of months conducted	5%	5%	5%
	2	Peace and Order Maintained	10%	10%	10%
	2.1	Prison Violence			
	2.2	Congestion Rate	ADDITIONAL POINTS	ADDITIONAL POINTS	ADDITIONAL POINTS
	3	Mortality			
	3.1	Natural Cause	1%	1%	1%
	3.2	Unnatural Cause	4%	4%	4%
	4	No. of beneficiaries in the Health and Services/ programs conducted	4%	4%	4%
	5	Conduct of Disaster Preparedness	2%	2%	2%
	6	Reformation Programs - 20%			
	6.1	Participation rate in Reformation Programs	20%	20%	20%
	6.2	Reformation Officer to Inmate Ratio	ADDITIONAL POINTS	ADDITIONAL POINTS	ADDITIONAL POINTS
Support Functions (30%)	7	Reintegration Program - Qualified Inmate Participation	5%	5%	5%
	8	Submission of Compliance Reports to the Policies/Directives issued by the Directorates	1%	1%	1.5%
	9	Computerization of Inmates Medical records maintained and updated	4%	4%	4.5%
	10	Rehabilitation Clearance Processed	4%	4%	4.5%
	11	Monthly Reports Submitted (Reintegration Program)	1%	1%	1.3%
	12	Monthly Reports prepared and submitted (Accomplishment Report)	1%	1%	1.5%
	13	Financial Reports	4%	4%	N/A
	14	Budget Utilization (TO BE VALIDATED ON THE NEXT RATING PERIOD)	N/A	N/A	N/A
	15	Cash Advances Liquidation	4%	4%	N/A
	16	PHILGEPS- 4%			
	16.1	Posting of Procurement Activities	2%	2%	N/A
	16.2	Posting of Notice of Award	1%	1%	
	16.3	Posting of Notice to Proceed and Contract	1%	1%	
	17	ARTA- 2%			
	17.1	ARTA Requests attended / acted	0.50%	0.50%	1%
	17.2	Frontline Services	1%	1%	1.5%
	17.3	Improvements	0.50%	0.50%	1%
	18	GAD- 2%			
	18.1	Organization Focused	0.50%	0.50%	1%
	18.2	Participation Rate	0.50%	0.50%	1%
18.3	GAD PAPs projects/activities/programs for clients implemented	1%	1%	1.5%	
19	RDC Functions- 5%				
19.2	No. of admission transferred to prison camps after 60 days	1.00%	1.00%	1.50%	
19.1	No. of admission oriented, diagnosed and classified with in 60 days	0.80%	0.80%	1.30%	
19.3	RDC Inmate Workforce transferred (first in and first out)	0.80%	0.80%	0.80%	
19.4	Rehab, transformational Programs (improved and enhanced)	0.80%	0.80%	0.80%	
19.5	Conduct of Monitoring, assessment activities of inmate rehabilitation	0.80%	0.80%	0.80%	
19.6	Submitted evaluation/assessment Report	0.80%	0.80%	0.80%	
20	SPMS Requirement- 2%				
20.1	Submission of Performance Monitoring and Coaching Journal	1%	1%	1%	
20.2	Conduct of Feedback Session Recorded thru Minutes of Meeting	1%	1%	1%	
	TOTAL	100%	100%	100%	

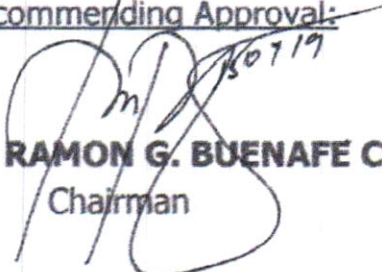
The validation of accomplishments for the January to June 2019 Rating Period will be scheduled on the second week of July and onwards.

The delivery units will be ranked and categorized according to their performance (best, better and good delivery units).

NOW, THEREFORE, WE, the Chairman and Members of the Team, hereby **RESOLVE** as it is hereby **RESOLVED**, to **RECOMMEND** the **APPROVAL** of the above mentioned as basis of human resource and performance-related actions and in fulfillment of the Bureau of Corrections Strategic Performance Management System (SPMS) requirements under CSC Memorandum Circular No. 06 s. 2012.

RESOLVED at Muntinlupa City this 20th day of June 2019.

Recommending Approval:

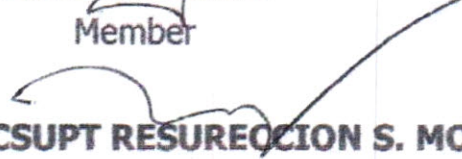

ASEC MELVIN RAMON G. BUENAFE CEO VI
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BuCorea 2nd Level Representative

APPROVED/DISAPPROVED:


USEC NICANOR E. FAELDON
Director General