


Document ID:	<b>Republic of the Philippines</b> <b>Department of Labor and Employment</b> <b>ROUTE SLIP</b>		
Subject:			
Memorandum issued by Secretary Silvestre H. Bello III			
Description of Documents:			
Memorandum dated September 25, 2019 re System Ranking of DOLE Delivery Units for 2019 PBB			
Origin:			
Date/Time Received	From	To	Action Required/Remarks
October 01, 2019	ORD	All Personnel	<p>For your reference and information.</p> <div style="text-align: right; margin-top: 20px;">   <b>CYRIL L. TICA O</b>                      Regional Director                 </div>

**(Important: do not detach route slip from document)**



Republic of the Philippines  
**DEPARTMENT OF LABOR AND EMPLOYMENT**  
Intramuros, Manila



DOLE-AS 30SEP'19 13:56

*Ans*

**MEMORANDUM**

**TO: ALL HEADS OF BUREAUS, SERVICES, ROs and POLOs**

**SUBJECT: SYSTEM OF RANKING OF DOLE DELIVERY UNITS FOR 2019 PBB**

**DATE: 25 SEPTEMBER 2019**

Pursuant to DBM Memorandum Circular 2019-1 (Guidelines on the Grant of the Performance-Based Bonus for Fiscal Year 2019), the system of ranking for DOLE Delivery Units is hereby issued:

**A. Rating of DOLE Delivery Units.** The following will be the basis for the performance rating of DOLE Delivery Units.

Basis	Weight Allocation (%)
1. 2019 OPCR Accomplishments Rating	80
2. Cluster Head's Rating	10
3. Secretary's Rating	10
<b>Overall Rating</b>	<b>100</b>

For OPCR Rating, the weight allocation for the core and non-core deliverables is **80%** and **20%**, respectively.

- Core Deliverables** – Agency's Programs, Activities, and Projects (PAPs) or Organizational Outcomes (OOs) under the 2019 Program Expenditure Classification (PREXC).
- Non-Core Deliverables** – Agency's PAPs under the Support to Operations (STO) and General Administration and Support Services (GASS).
  - Support to Operations:** Monitoring of Programs; Communication Program; Statistical Performance Reporting System (SPRS); Performance Accountability Report (PAR); Gender and Development (GAD); Implementation of Quality Management System (QMS) aligned with International Organization for Standardization (ISO); and Citizens' Charter/Anti-Red Tape Act (ARTA)/ 8888 Hotline.

- **General Administration and Support Services (GASS):** Integrity Development Program; Strategic Performance Management System; Financial Management; HRD Interventions; Compliance to COA Observations; Ease of Doing Business and Efficient Government Delivery Service; Freedom of Information; Data Privacy Act; PhilGEPs; Transparency Seal; and Annual Procurement Plan.

## B. Ranking of DOLE Delivery Units

1. To facilitate the ranking, the ROs are grouped into three (3) Clusters based on identified external and internal criteria.

ROs Cluster	Category	Criteria	
		External*	Internal
Cluster 1	<b>High</b>	<ul style="list-style-type: none"> <li>○ Gross Regional Domestic Product</li> <li>○ No. of Establishments</li> <li>○ Proportion of Vulnerable Employment</li> <li>○ Proportion of wage and salary employment</li> </ul>	<ul style="list-style-type: none"> <li>○ Total Personnel</li> <li>○ Budget Allocation</li> </ul>
Cluster 2	<b>Average</b>		
Cluster 3	<b>Low</b>		

\*latest data available in the Current Labor Statistics (CLS), PSA

2. The DOLE Delivery Units will be ranked based on their overall rating. The Distribution of Slots for PBB Ranking of 70 DOLE Delivery Units is as follows:

Delivery Units	Best (10%)	Better (25%)	Good (65%)
<b>SLOTS</b>	<b>7</b>	<b>18</b>	<b>44</b>
<b>56 Frontline RUs</b>	<b>5</b>	<b>14</b>	<b>36</b>
<b>ROs</b>	<b>3</b>	<b>4</b>	<b>9</b>
Cluster 1	1	2	3
Cluster 2	1	1	3
Cluster 3	1	1	3
<b>POLOs*</b>	<b>2</b>	<b>10</b>	<b>27</b>
<b>14 Support RUs</b>	<b>2</b>	<b>4</b>	<b>8</b>
<b>Services (including OSEC)</b>	<b>1</b>	<b>2</b>	<b>5</b>
<b>Bureaus</b>	<b>1</b>	<b>2</b>	<b>3</b>

\*POLO-Syria is not included in the computation since there is no DOLE personnel assigned in the post. The post is manned by a Welfare Officer of OWWA.

For your information and compliance.

  
**SILVESTRE H. BELLO III**  
 Secretary