



RA 9299

Republic of the Philippines

June 25, 2004

NEGROS ORIENTAL STATE UNIVERSITY

NOPS (1907)

NOTS (1927)

EVSAT (1968)

CVPC (1983)

**Kagawasan Avenue, Dumaguete City, Negros Oriental, Philippines 6200****18Q19869**

Phone: (63) (35) 225-9400 Fax: 225-4751 Email: president.office@norsu.edu.ph www.norsu.edu.ph

2019 CRITERIA IN THE RANKING OF SERVICE DELIVERY UNITS

In compliance with IATF Memorandum Circular No. 2019-01 and IATF Memorandum Circular No. 2019-02, the following guidelines were formulated in determining the amount of the Performance-Based Bonus entitlement of Negros Oriental State University:

1. The campuses of Negros Oriental State University were classified into the following major campuses:
 - 1.1 Main Campuses I & II
 - 1.2 Bais Campuses I & II
 - 1.3 Bayawan-Sta. Catalina Campus
 - 1.4 Guihulngan Campus
 - 1.5 Siaton Campus
 - 1.6 Mabinay Campus
2. The ranking per campus according to: Best Performers (top 10%), Better Performers (next 25%) and Good Performers (next 65%) shall be determined based on the campus contribution to the Performance Indicators (MFO 1, MFO 2, MFO 3, MFO 4, STO, GASS) based on the NORSU GAA.
3. The NORSU Strategic Performance Management System (SPMS) Approved by the Civil Service Commission shall be the basis for the performance evaluation of NORSU personnel for the grant of PBB for 2019.
4. To validate the IPCR Results of the individual performance of the faculty with mandated research function, the Research output contribution (MFO 3) will be the basis for validation. Each research output under MFO 3 shall be weighted 1 point. The research output of more than 1 author under MFO 3 shall be divided by the number of researchers.
5. The grant for every ranking (Best Performers, Better Performers and Good Performers) shall be pro-rated based on the percentage of faculty and staff population per ranked campus.
6. In the event that there is a tie in the ratings based on the SPMS and there is a need to determine the top 10%, next 25% or the next 65% as applicable in compliance with Section 7.0 of IATF Memorandum Circular No. 2019-01, the SPMS Champion or the University President as the Head of Office shall determine the final list.
7. Personnel must have rendered at least nine (9) months of service in NORSU System for the year ending December 31, 2019.
8. Personnel shall have a minimum NORSU SPMS rating of "Satisfactory" in order to qualify for PBB.
9. Personnel who have retired for the CY 2019 are governed by the following guidelines:
 - 10.1 Personnel who retire prior to September 30, 2019 will not be qualified for PBB.
 - 10.2 Personnel who retire on or after September 30, 2019 will be qualified for PBB but the amount to be received will be pro-rated corresponding to the period where services were rendered.
10. Casual (Office Staff) and temporary teaching personnel who have an employer-employee relationship with NORSU are also entitled for PBB.



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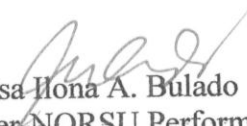
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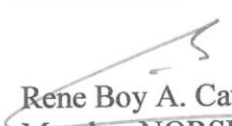
11. Personnel with no employer-employee relationship with NORSU are not entitled for PBB. These include consultants, part time workers and those hired under contract of service.
12. In compliance with Article XI Section 17 of the 1987 Constitution and Section 8 of Republic Act 6713, all employees who have not submitted their SALN for the inclusive year is not qualified for PBB.

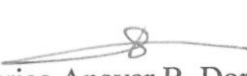
Recommending Approval:


Noel Marjun E. Yasi
Chairperson-NORSU Performance Management Team
Vice President for Administration, Planning and Development



Rosemarie T. Pinili
Vice-Chair-NORSU Performance Management Team
Vice President for Academic Affairs


Ma. Elsa Itona A. Bulado
Member-NORSU Performance Management Team
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Acting University Accountant

Fenona Pinky L. Gabuan
Member-NORSU Performance Management Team
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Member-NORSU Performance Management Team
NAPU President

Approved:


JOEL P. LIMSON, Ph.D.
University President