



Republic of the Philippines
National Police Commission
PHILIPPINE NATIONAL POLICE
Camp BGen Rafael T Crame, Quezon City

2017

SYSTEM OF RATING AND RANKING OF PNP OFFICES/UNITS AND PERSONNEL FOR THE GRANT OF PERFORMANCE-BASED BONUS

To ensure the successful implementation of the Performance Based Incentive System, particularly in the grant of the PBB for FY 2017, the PNP through the PNP PBB Performance Management Group (PMG) shall undertake the necessary planning, preparation, and assessment for the proper implementation of the PNP PBB for FY 2017.

The eligibility of the PNP to the 2017 PBB shall be determined by the Inter-Agency Task Force (IATF) on the Harmonization of National Government Performance Monitoring Information and Report Systems. PNP Offices/Units having met the criteria and conditions of the IATF will be forced-ranked as follows:

Ranking	Performance Category
Top 10%	Best Offices/Units
Next 25%	Better Offices/Units
Next 65%	Good Offices/Units

RANKING OF PNP UNITS

The ranking of Offices/Units of the Philippine National Police will be undertaken based on the result of their respective Unit Performance Evaluation Rating (UPER) and on the average Individual Performance Evaluation Rating (IPER) of their respective personnel for those units with no UPER, in consonance with the Guidelines in the Granting of the Performance-Based Bonus for FY 2017 as provided by the Inter-Agency Task Force.

CATEGORY	NUMBER OF UNITS	SYSTEM USED IN THE RANKING
Police Regional Offices	17	UPER
National Operational Support Units	9	UPER
Command Group	4	Average IPER
Directorial Staff	12	Average IPER
National Administrative Support Units	9	UPER
TOTAL	51	

The personnel of the PNP Offices and Units stated below were included in the PNP Offices and Units which their office is closely associated with in order to comply with the PBB requirement that only Government Manpower Information System approved units are qualified to the PBB for FY 2017.

PNP Offices/Units	Absorbed by
AKG, AIDG, EOD/K9, PSPG	DO
ACG	DIDM
PRBS	DPRM
TS	DHRDD
IAS, HRAO, CPSM	OCPNP
PIO	DPCR

The Directorates for Integrated Police Operations are grouped into one Office as per recommendation of DBM and were forced-rank along with the other Directorial Staff. Furthermore, DBM required that the breakdown of Units in the forced-ranking shall be based on the total number of Units (51 Units) as shown below thus.

Unit	Breakdown of Units
Best Units	5 (51 x .1 = 5.1 ~ 5)
Better Units	13 (51 x .25 = 12.75 ~ 13)
Good Units	33 (51 x .65 = 33.15 ~ 33)

RANKING AND ELIGIBILITY OF PNP PERSONNEL

The determination of ranking of the PNP Offices and Units in each respective category will be followed by the determination of eligibility of all PNP personnel holding regular plantilla positions. The determination of eligibility shall be undertaken as follows:

- a. Newly hired, retired, deceased, and resigned PNP personnel must have fulfilled the minimum three (3) months of service in the PNP for FY 2017. The following distribution shall be applied:

Length of Service	% of PBB Rate
8 months but less than 9 months	90%
7 months but less than 8 months	80%
6 months but less than 7 months	70%
5 months but less than 6 months	60%
4 months but less than 5 months	50%
3 months but less than 4 months	40%