



# PERFORMANCE- BASED BONUS RATING SYSTEM (PBBRS) CY 2020

AFP Core Values: Honor, Service, Patriotism

AFP 2028: A World-class Armed Forces, Source of National Pride



# Areas of Performance and Points Allocation



| AREAS OF       | PERFOR | MANCE          | POINTS<br>ALLOCATION | EARNED POINTS | %<br>ALLOCATION |
|----------------|--------|----------------|----------------------|---------------|-----------------|
| Resource       | 50%    | Financial      | 200                  |               | 20              |
| Management     |        | Logistics      | 150                  |               | 15              |
| Management     |        | Human Resource | 150                  |               | 15              |
| Targets        | 50%    | Operation      | 350                  |               | 35              |
| Accomplishment |        | Report         | 150                  |               | 15              |
|                |        | TOTAL          | 1,000                |               | 100             |





# **RESOURCE MANAGEMENT**

AFP Core Values: Honor, Service, Patriotism

#### AFP 2028:A World-class Armed Forces, Source of National Pride





# Area of Performance and Points Allocation

| AREAS OF PE         | RFORMANCE        | POINTS<br>ALLOCATION | %<br>ALLOCATION |
|---------------------|------------------|----------------------|-----------------|
|                     | Financial        | 200                  | 20              |
| Resource Management | Logistics        | 150                  | 15              |
|                     | Human Resource   | 150                  | 15              |
|                     | SUB-TOTAL POINTS | 500                  | 50%             |



#### **FINANCIAL**



| OBJECTIVES/TASKS  | PARAMETERS   | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|---|--|---------------------|----------------------|---------------|
| <ol> <li>To evaluate the proper utilization of MOOE.</li> </ol> | <ul> <li>A. All funds received per approved<br/>Annual Plan &amp; Budget (APB) for the year<br/>were obligated.</li> </ul> | Y/N                 | 20                   |               |
|   | B. All funds received were obligated on a quarterly basis.   | Proportionate       | 20                   |               |
|   | C. All obligated funds were properly disbursed.  | Proportionate       | 20                   |               |
|   | D. All funds received were properly utilized to its intended purpose.  | Proportionate       | 60                   |               |
|   |  | Sub-total           | 120                  |               |

AFP Core Values: Honor, Service, Patriotism

#### AFP 2028: A World-class Armed Forces, Source of National Pride



### **FINANCIAL**



| OBJECTIVES/TASKS     | PARAMETERS  | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|----------------------|---|---------------------|----------------------|---------------|
| proper utilization   | A. All Special Releases received were obligated.          | Proportionate       | 20                   |               |
| of Special Releases. | B. All obligated funds were properly liquidated.          | Proportionate       | 20                   |               |
|                      | C. All funds were properly utilized per intended purpose. | Proportionate       | 40                   |               |
|                      |   | Sub-total           | 80                   |               |
|                      |   | TOTAL               | 200                  |               |



### **LOGISTICS**



| OBJECTIVES/TASKS                             | PARAMETERS  | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|--|---|---------------------|----------------------|---------------|
|  | A. Unit Annual Procurement Plan (APP) is approved by VCSAFP.  | Y/N                 | 15                   |               |
| government<br>procurement law.<br>(RA 9184). | B. All Unit procurements are in accordance with approved APP/SPP/PPMP.  - Bidding (3) - Direct Contracting (4) - Shopping (4) - Nego Proc (4) | Proportionate       | 15                   |               |
|  |   | Sub-total           | 30                   |               |

AFP Core Values: Honor, Service, Patriotism

#### AFP 2028:A World-class Armed Forces, Source of National Pride



# **LOGISTICS**



| OBJECTIVES/TASKS  | PARAMETERS  | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|---|---|---------------------|----------------------|---------------|
| 2. To evaluate the serviceability of  | A. Serviceability of vehicles                                     | Proportionate       | 15                   |               |
| unit's properties.  | B. Serviceability of firearms                                     | Proportionate       | 15                   |               |
| •   | C. Serviceability of ICT equipment.                               | Proportionate       | 15                   |               |
| all AFP vehicles<br>are owned and<br>registered under<br>the concerned<br>AFP unit. | All vehicles are registered under the name of concerned unit/AFP. | Proportionate       | 15                   |               |
| 4. To ensure that the POL is properly managed by the unit.                          | POL is utilized properly for its intended purpose.                | Proportionate       | 15                   |               |
|   |   | Sub-total           | 75                   |               |



### **LOGISTICS**



| OBJECTIVES/TASKS                    | PARAMETERS   | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|-------------------------------------|--|---------------------|----------------------|---------------|
| 5. To ensure proper                 | A. PPE records of SAO/RSO of the unit is reconciled with Accounting Center                         | Proportionate       | 15                   |               |
| disposition of                      | B. Unserviceable, Beyond Economical Repair and Obsolete Assets were properly turned-in by RSO/SAO. | Y/N                 | 15                   |               |
| Property, Plant & Equipment (PPEs). | C. All buildings have: - Fire safety certificate (5) - Building insurance (5)                      | Proportionate       | 15                   |               |
|                                     |  | Sub-total           | 45                   |               |
|                                     |  | TOTAL               | 150                  |               |

AFP Core Values: Honor, Service, Patriotism

#### AFP 2028: A World-class Armed Forces, Source of National Pride



### **HUMAN RESOURCES**



| OBJECTIVES/TASKS  | PARAMETERS   | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|---|--|---------------------|----------------------|---------------|
| To ensure proper programming and implementation of unit training. | A. GAD is included in unit's training program.                   | Y/N                 | 10                   |               |
|   | B. Marksmanship Training is included in unit's training program. | Y/N                 | 10                   |               |
|   | C. All programmed trainings were conducted.                      | Proportionate       | 10                   |               |
|   | D. All programmed trainings were conducted on time.              | Proportionate       | 10                   |               |
|   |  | Sub-total           | 40                   |               |



#### **HUMAN RESOURCES**



| OBJECTIVES/TASKS   | PARAMETERS  | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|--|---|---------------------|----------------------|---------------|
| 2. To ensure proper implementation of promotion system                                       | All recommendation for promotion is endorsed by the unit's promotion board. | Y/N                 | 10                   |               |
| attrition system   | Actions taken regarding personnel who are due for attrition                 | Y/N                 | 15                   |               |
| 4. To validate the state of Discipline, Law, and Order (DLO) and speedy resolution of cases. | Actions taken on complaint/s  | Proportionate       | 15                   |               |
|  |   | Sub-total           | 40                   |               |

AFP Core Values: Honor, Service, Patriotism

#### AFP 2028: A World-class Armed Forces, Source of National Pride



#### **HUMAN RESOURCES**



| OBJECTIVES/TASKS                      | PARAMETERS                                      | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|---------------------------------------|---|---------------------|----------------------|---------------|
| 5. To ensure that                     | A. R&R/ Leave program                           | Y/N                 | 10                   | 4             |
| the unit has a program for morale and | B. Conducted Socials/Team Building regularly    | Y/N                 | 10                   |               |
| welfare.                              | C. Unit facilitated claims for RHE of personnel | Y/N                 | 10                   |               |
|                                       | D. Physical and Health program                  | Y/N                 | 10                   |               |
|                                       | E. Sports Facilities                            | Y/N                 | 10                   |               |
|                                       |   | Sub-total           | 50                   |               |



#### **HUMAN RESOURCES**



| OBJECTIVES/TASKS | PARAMETERS                       | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|------------------|----------------------------------|---------------------|----------------------|---------------|
| adherence to     | (IPCR) for the period in review. | Proportionate       | 10                   |               |

AFP Core Values: Honor, Service, Patriotism

#### AFP 2028:A World-class Armed Forces, Source of National Pride



#### **HUMAN RESOURCES**



| OBJECTIVES/TASKS | PARAMETERS | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|------------------|------------|---------------------|----------------------|---------------|
| adherence to RA  | TOVICW.    |                     | 10                   |               |
|                  |            | TOTAL               | 150                  |               |





# **TARGETS ACCOMPLISHMENT**

AFP Core Values: Honor, Service, Patriotism

#### AFP 2028: A World-class Armed Forces, Source of National Pride





# Area of Performance and Points Allocation

| AREAS OF       | PERFORMANCE      | POINTS<br>ALLOCATION | %<br>ALLOCATION |
|----------------|------------------|----------------------|-----------------|
| Targets        | Operation        | 350                  | 35              |
| Accomplishment | Report           | 150                  | 15              |
|                | SUB-TOTAL POINTS | 500                  | 50%             |



#### **OPERATION**



| OBJECTIVES/TASKS   | PARAMETERS  | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|--|---|---------------------|----------------------|---------------|
| 1. To evaluate   | A. The unit has intelligence action plan  | Y/N                 | 20                   |               |
| unit's performance on intelligence/ Counter- Intelligence. | B. The unit has regular intelligence products as prescribed.  - Weekly Assessment Reports (5)  - Monthly INTSUM (5)  - Quarterly PSR (5)  - SSI (5) | Y/N                 | 20                   |               |
|  | C. The unit has approved Case Operation Plan (COPLAN).  | Y/N                 | 20                   |               |
|  | D. All personnel has security clearance.  | Proportionate       | 20                   |               |
|  | E. The unit has security system.  | Y/N                 | 20                   |               |
|  |   | Sub-total           | 100                  |               |

AFP Core Values: Honor, Service, Patriotism

#### AFP 2028: A World-class Armed Forces, Source of National Pride



# **OPERATION**



| OBJECTIVES/TASKS                                | PARAMETERS  | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|---|---|---------------------|----------------------|---------------|
| 2. To evaluate unit's performance on operation. | A. The unit has IMPLAN/Action/Support Plan  | Y/N                 | 20                   |               |
|   | B. The unit accomplished its targets based on APB   | Proportionate       | 30                   |               |
|   | C. The unit accomplished its targets based on IMPLAN/Action/Support Plan                                      | Y/N                 | 30                   |               |
|   | D. The unit has contingency plans   | Y/N                 | 20                   |               |
|   | E. All Operations of Subordinate Units were directed by the Command in accordance with LOI Pagbabago "JULIET" | PROPSTAR            | 20                   |               |
|   |   | Sub-total           | 120                  |               |



### **OPERATION**



| OBJECTIVES/TASKS                                | PARAMETERS   | STANDARD<br>FORMULA | POINTS<br>ALLOCATION | POINTS EARNED |
|---|--|---------------------|----------------------|---------------|
| unit's  | A. The unit has a Transformation Roadmap for base camp 2017-2022 | Y/N                 | 30                   |               |
| performance on plans and program.               | B. The unit has attained its 2020 performance targets.           | Proportionate       | 40                   |               |
| 4. To evaluate                                  | A. The unit has CMO action plan                                  | Y/N                 | 30                   |               |
| unit's performance on civil military operation. | B. The unit accomplished its CMO targets based on APB            | Proportionate       | 30                   |               |
|   |  | Sub-total           | 130                  |               |
|   |  | TOTAL               | 350                  |               |

AFP Core Values: Honor, Service, Patriotism

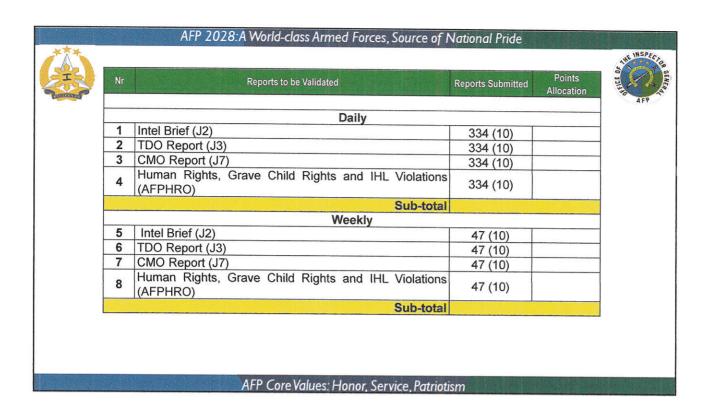
#### AFP 2028: A World-class Armed Forces, Source of National Pride

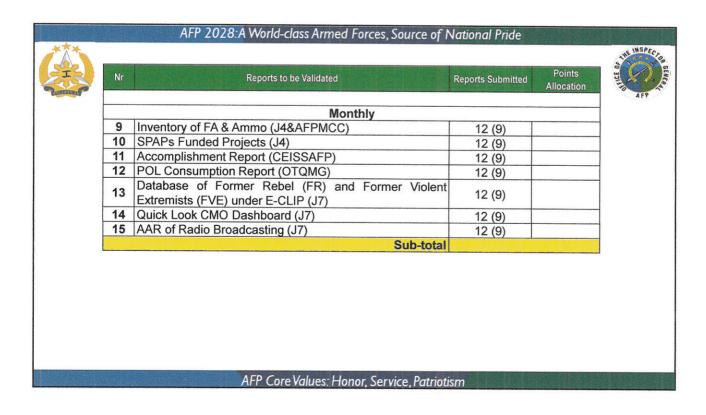


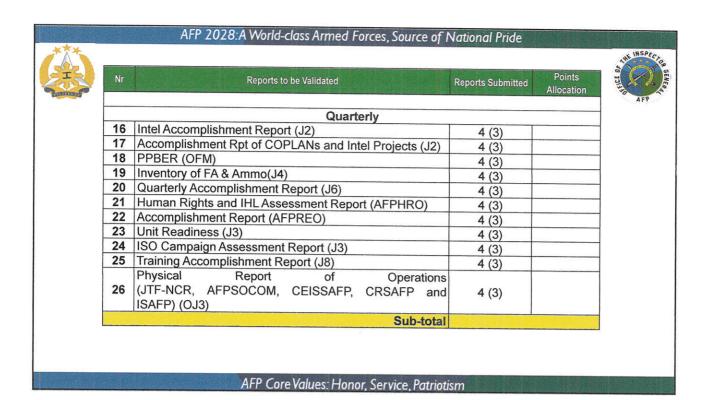
# **REPORTS**



| OBJECTIVES/TASKS  | PARAMETERS   | STANDARD<br>FORMULA                              | POINTS ALLOCATION | POINTS EARNED |
|---|--|--|-------------------|---------------|
| To evaluate if the unit is submitting duly accomplished substantial reports as required by higher headquarters on time as prescribed. | required by the Joint, Personal, Special Staff and AFPWSSUs.  a. Daily (25) b. Weekly (25) c. Monthly (25) | PROPSTAR<br>(Daily &<br>Weekly)<br>Proportionate | 150               |               |
|   |  | TOTAL  | 150               |               |







|    |   |                   | Points     |
|----|---|-------------------|------------|
| Nr | Reports to be Validated                               | Reports Submitted | Allocation |
|    |   |                   |            |
|    | Semi-annually   |                   |            |
| 27 | Intel Accomplishment Report (J2)                      | 2 (1)             |            |
| 28 | Accomplishment Report (J6)                            | 2 (1)             |            |
| 29 | CMO Report (J7)                                       | 2 (1)             |            |
| 30 | Physical Report of Operations                         | 2 (1)             |            |
| 31 | ISO Campaign Assessment Report (J3)                   | 2 (1)             |            |
| 32 | Training Accomplishment Report (J8)                   | 2 (1)             |            |
|    | Sub-total   |                   |            |
|    | Annully   |                   |            |
| 33 | Accomplishment Rpt of COPLANs and Intel Projects (J2) | 1                 |            |
| 34 | Annual Accomplishment Report (J3)                     | 1                 |            |
| 35 | APB for POL (J4)                                      | 1                 |            |
| 36 | Accomplishment Report (J6)                            | 1                 |            |
| 37 | ISO Campaign Assessment Report (J3)                   | 1                 |            |
| 38 | CMO Accomplishment Report (J7)                        | 1                 |            |
| 39 | Training Accomplishment Report (J8)                   | 1                 |            |
|    | Sub-total   |                   |            |
|    | TOTAL   | 150               |            |



# Areas of Performance and Points Allocation



| AREAS OF PERFORMANCE |      |                | POINTS<br>ALLOCATION | EARNED POINTS | %<br>ALLOCATION |
|----------------------|------|----------------|----------------------|---------------|-----------------|
| Resource             |      | Financial      | 200                  |               | 20              |
| Management           | 50%  | Logistics      | 150                  |               | 15              |
| wanagement           |      | Human Resource | 150                  |               | 15              |
| Targets              | 50%  | Operation      | 350                  |               | 35              |
| Accomplishment       | 50 % | Report         | 150                  |               | 15              |
| TOTAL 1,000          |      |                |                      |               | 100             |