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PERFORMANCE- BASED BONUS RATING SYSTEM (PBBRS) CY 2020

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Areas of Performance and Points Allocation

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

11/24/2020

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RESOURCE MANAGEMENT



Area of Performance and Points Allocation

AREAS OF PERFORMANCE		POINTS ALLOCATION	% ALLOCATION
Resource Management	Financial	200	20
	Logistics	150	15
	Human Resource	150	15
SUB-TOTAL POINTS		500	50%

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FINANCIAL



OBJECTIVES/TASKS	PARAMETERS	STANDARD FORMULA	POINTS ALLOCATION	POINTS EARNED
1. To evaluate the proper utilization of MOOE.	A. All funds received per approved Annual Plan & Budget (APB) for the year were obligated.	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	

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FINANCIAL



OBJECTIVES/TASKS	PARAMETERS	STANDARD FORMULA	POINTS ALLOCATION	POINTS EARNED
2. To evaluate the proper utilization of Special Releases.	A. All Special Releases received were obligated.	Proportionate	20	
	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	

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LOGISTICS



OBJECTIVES/TASKS	PARAMETERS	STANDARD FORMULA	POINTS ALLOCATION	POINTS EARNED
1. To evaluate adherence to the government procurement law. (RA 9184).	A. Unit Annual Procurement Plan (APP) is approved by VCSAFP.	Y/N	15	
	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	

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LOGISTICS



OBJECTIVES/TASKS	PARAMETERS	STANDARD FORMULA	POINTS ALLOCATION	POINTS EARNED
2. To evaluate the serviceability of unit's properties.	A. Serviceability of vehicles	Proportionate	15	
	B. Serviceability of firearms	Proportionate	15	
	C. Serviceability of ICT equipment.	Proportionate	15	
3. To ensure that all AFP vehicles are owned and registered under the concerned 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	

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LOGISTICS



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

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HUMAN RESOURCES



OBJECTIVES/TASKS	PARAMETERS	STANDARD FORMULA	POINTS ALLOCATION	POINTS EARNED
1. 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	

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HUMAN RESOURCES



OBJECTIVES/TASKS	PARAMETERS	STANDARD FORMULA	POINTS 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	
3. To ensure proper implementation of 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	

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HUMAN RESOURCES



OBJECTIVES/TASKS	PARAMETERS	STANDARD FORMULA	POINTS ALLOCATION	POINTS EARNED
5. To ensure that the unit has a program for morale and welfare.	A. R&R/ Leave program	Y/N	10	
	B. Conducted Socials/Team Building regularly	Y/N	10	
	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	

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HUMAN RESOURCES



OBJECTIVES/TASKS	PARAMETERS	STANDARD FORMULA	POINTS ALLOCATION	POINTS EARNED
6. To ensure adherence to CSC MC No. 6 s. 12 – Guidelines in the Establishment and Implementation of Agency Strategic Performance Management System (SPMS)	All Civ HRs submitted their Individual Performance Commitment Review (IPCR) for the period in review.	Proportionate	10	

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HUMAN RESOURCES



OBJECTIVES/TASKS	PARAMETERS	STANDARD FORMULA	POINTS ALLOCATION	POINTS EARNED
7. To ensure adherence to RA 6713 Code of Conduct and Ethical Standards for Public Officials and Employees	All personnel filed and submitted the Statement of Assets and Liabilities and Networth (SALN) for the period in review.	Proportionate	10	
TOTAL			150	

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TARGETS ACCOMPLISHMENT

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Area of Performance and Points Allocation

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

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OPERATION



OBJECTIVES/TASKS	PARAMETERS	STANDARD FORMULA	POINTS ALLOCATION	POINTS EARNED
1. To evaluate unit's performance on intelligence/Counter-Intelligence.	A. The unit has intelligence action plan	Y/N	20	
	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	

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OPERATION



OBJECTIVES/TASKS	PARAMETERS	STANDARD FORMULA	POINTS 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	

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OPERATION



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

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REPORTS





OBJECTIVES/TASKS	PARAMETERS	STANDARD 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.	Reports submitted by the unit as required by the Joint, Personal, Special Staff and AFPWSSUs.	PROPSTAR (Daily & Weekly)	150	
	a. Daily (25) b. Weekly (25) c. Monthly (25) d. Quarterly (25) e. Semi-annually (25) f. Annually (25)	Proportionate		
TOTAL			150	

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Nr	Reports to be Validated	Reports Submitted	Points Allocation
Daily			
1	Intel Brief (J2)	334 (10)	
2	TDO Report (J3)	334 (10)	
3	CMO Report (J7)	334 (10)	
4	Human Rights, Grave Child Rights and IHL Violations (AFPHRO)	334 (10)	
Sub-total			
Weekly			
5	Intel Brief (J2)	47 (10)	
6	TDO Report (J3)	47 (10)	
7	CMO Report (J7)	47 (10)	
8	Human Rights, Grave Child Rights and IHL Violations (AFPHRO)	47 (10)	
Sub-total			
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Nr	Reports to be Validated	Reports Submitted	Points Allocation
Monthly			
9	Inventory of FA & Ammo (J4&AFPMCC)	12 (9)	
10	SPAPs Funded Projects (J4)	12 (9)	
11	Accomplishment Report (CEISSAFP)	12 (9)	
12	POL Consumption Report (OTQMG)	12 (9)	
13	Database of Former Rebel (FR) and Former Violent Extremists (FVE) under E-CLIP (J7)	12 (9)	
14	Quick Look CMO Dashboard (J7)	12 (9)	
15	AAR of Radio Broadcasting (J7)	12 (9)	
Sub-total			
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Nr	Reports to be Validated	Reports Submitted	Points Allocation
Quarterly			
16	Intel Accomplishment Report (J2)	4 (3)	
17	Accomplishment Rpt of COPLANs and Intel Projects (J2)	4 (3)	
18	PPBER (OFM)	4 (3)	
19	Inventory of FA & Ammo(J4)	4 (3)	
20	Quarterly Accomplishment Report (J6)	4 (3)	
21	Human Rights and IHL Assessment Report (AFPHRO)	4 (3)	
22	Accomplishment Report (AFPREG)	4 (3)	
23	Unit Readiness (J3)	4 (3)	
24	ISO Campaign Assessment Report (J3)	4 (3)	
25	Training Accomplishment Report (J8)	4 (3)	
26	Physical Report of Operations (JTF-NCR, AFPSOCOM, CEISSAFP, CRSAFP and ISAFP) (OJ3)	4 (3)	
Sub-total			

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Nr	Reports to be Validated	Reports Submitted	Points 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			
Annually			
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

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Areas of Performance and Points Allocation



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