

GUIDELINES

Re: Forced Ranking System of the John Hay Management Corporation (JHMC) for the Grant of the 2019 Performance Based Bonus (PBB)

1. All JHMC personnel holding regular plantilla positions are qualified for the PBB and must meet the following requirements:
 - a. Should have rendered at least nine (9) months of service for the year ending December 2019.
 - b. Should receive a rating of at least “Satisfactory” under the Performance Appraisal Policy of the JHMC for the two semesters of 2019;
 - c. Should have liquidated cash advance/s received in FY 2019 within the reglementary period as prescribed in COA Circular 97-002 dated 10 February 1997.
 - d. Should have complied with the submission of SALN per RA 6713.
2. However, JHMC personnel who have served for at least three (3) months of service but less than nine (9) months during the period of the PBB and with at least a “Satisfactory” rating shall be eligible for the grant of PBB on a pro-rata basis.
3. Consultants, project-based or fixed-term employees and those under contract shall not be eligible for the grant of PBB. JHMC Personnel who are on leave, with or without pay, for the whole period covered by the PBB shall likewise be ineligible.

Further, JHMC personnel found liable of administrative and /or criminal cases related to their work and meted penalty during the period of the PBB shall not be entitled to PBB. However, if the penalty meted out is only a reprimand, such penalty shall not be a ground for non-entitlement to the PBB.

An administrative case is an instance whereby an officer or employee of JHMC is being prosecuted for an act or omission punishable in violation of the Civil Service Law, Administrative Code and other related laws. This pertains to a case filed by JHMC before a proper government agency/ unit. Thus, an act or omission in violation of the JHMC Code of Discipline and Office Decorum shall not be considered an administrative case for purposes of the grant of the PBB.

4. Only qualified JHMC personnel shall be forced ranked under their respective category covering the period of the PBB:
 - a. Senior Management (SG 27-30);
 - b. Middle Management (SG 22-26);
 - c. Professional and Supervisory (SG 15-21); and
 - d. Clerical/ General Staff (SG 1-14).
5. The following percentage distribution for the PBB shall apply individually to officials and employees per category, subject to adjustments pursuant to the issuance of new laws, executive orders, circulars, rules and regulations:

Percentile	Multiple
Top : Maximum 10%	65% of their basic salary
Next : Maximum 25%	57.5% of their basic salary
Remaining : Minimum 65%	50% of their basic salary

6. Middle Management shall be evaluated based on the following criteria:

Percentage	Criteria
40%	Overall performance rating for the covered period, if the employee was rated annually or average rating, if rated semi-annually.
40%	90% to 100% Accomplishment of the Performance Commitment
20%	Forced ranking conducted by members of this category.

7. Professional and Supervisory shall be evaluated based on the following criteria:

Percentage	Criteria
40%	Overall performance rating for the covered period, if the employee was rated annually or average rating, if rated semi-annually.
40%	90% to 100% Accomplishment of the Performance Commitment
20%	Forced ranking conducted by members of this category.

8. Clerical/ General Staff shall be evaluated based on the following criteria:

Percentage	Criteria
40%	Overall performance rating for the period, if the employee was rated annually or average rating, if rated semi-annually.
40%	90% to 100% Accomplishment of the Performance Commitment
20%	Forced ranking conducted by members of this category.


9. The Top Management may force rank employees to break a ties in cases where two (2) or more employees have the same rating under the same category. The considerations will be the performance aspects of the employees (i.e. service quality, output quality, responsiveness and other criteria not quantified and/or included in the performance appraisal form and consultation with their respective supervisors).

10. PBB-related issues and concerns raised by any JHMC personnel shall be submitted in writing to the Grievance Committee for appropriate action.

The Grievance Committee shall be composed of the following:

Chairperson : Vice President and COO
Members : Administrative Services Manager
Human Resource Manager
One Department Manager

Approved by:



OPCEO-2206
ALLAN RAZON GARCIA
President and CEO