

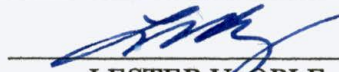


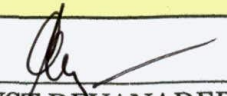
Republic of the Philippines
**ENERGY
 REGULATORY
 COMMISSION**

**GUIDELINES/MECHANICS IN RANKING OFFICES/DELIVERY UNITS
 FOR THE GRANT OF FY 2018 PERFORMANCE-BASED BONUS (PBB)**

Agency: ENERGY REGULATORY COMMISSION

CRITERIA	RATING
Strategic Performance and Management System (SPMS)	80%
Contribution to ad hoc/ special tasks/ assignments <i>(Not included in the SPMS targets. If not applicable for Services/Division/Field Offices, SPMS criteria will be 95%)</i>	15%
Accomplishment Relative to the Utilization of Assigned Information System <i>[Measures how well each Delivery Unit accomplishes the tasks assigned on a regular and timely basis]</i>	5%
TOTAL	100%


 LESTER V. OPLE
 Chief, Human Resources Management Division
 Date: _____


 AGNES VST DEVANADERA
 Chairperson and CEO
 Date: _____

