

# GUIDELINES IN THE RANKING OF DELIVERY UNITS OF THE CONSTRUCTION INDUSTRY AUTHORITY OF THE PHILIPPINES FOR THE PERFORMANCE-BASED BONUS (PBB)

## Coverage

Office of the CIAP Executive Office  
 Implementing Boards  
 Foundation  
 Commission

## Process

1. **Eligibility Criteria.** The Construction Industry Authority of the Philippines (CIAP) is composed of the following delivery units: 1) CIAP Executive Office (including the Administrative, Finance and Management Division [AFMD] and Policy and Program Coordination and Monitoring Division [PPCMD]); 2) Philippine Contractors Accreditation Board [PCAB]; 3) Philippine Overseas Construction Board [POCB] and Philippine Domestic Construction Board [PDCB] or Philippine Overseas and Domestic Construction Board [PODCB]; 4) Construction Industry Arbitration Commission [CIAC]; and 5) Construction Manpower Development Foundation [CMDf].

The CIAP delivery units are deemed qualified to receive the PBB if it has accomplished its targets declared under Forms A and A1. Units that are not part of Forms A & A1 shall use the score in their respective Performance Governance Scorecards as eligibility requirement. Attainment of at least of **Satisfactory (3.75)** in the PGS Scorecard is the primary criteria for eligibility.

The responsible CIAP delivery units must satisfy the following criteria:

- 1) Achieved at least 90% of delivery units approved annual performance targets;
  - 2) Utilized 90% of their respective allotted budget for the year;
  - 3) Submitted accomplished Performance Governance Scorecard ;
  - 4) Submitted statement of Asset and Liabilities on prescribed deadline.
2. **Organizational Performance Rating (OPR).** Scores in the Performance Contract or PGS as well as Peer Ranking shall be used to determine Organizational Performance Rating. In sum, formula is as follows:

OPR= Performance Contract or PGS (80%)+Peer Ranking (20%)

Where:

- Performance Contract or PGS shall represent 80% of delivery unit's rating.
- Peer ranking shall refer to forced ranking by the Undersecretary for CIAP and by the Executive Director/Acting Executive Director of the different implementing Boards [PCAB, POCB & PDCB or POCDB, CIAC and CMDf] and shall represent 20% of total OPR

3. Eligible delivery units shall be ranked based on their OPR and classified as follows:

Ranking	Performance Category
Best	First 10%
Better	Next 25%
Good	Next 65%
Total	100%

4. **Final Validation.** The Undersecretary for CIAP shall review the results and approve the ranking of offices under the CIAP.