

**CRITERIA FOR 2017 POEA PERFORMANCE BASED BONUS  
PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION**

<b>A. Physical Performance</b>	<b>80%</b>
<b>Target vs. Accomplishment</b>	<b>65%</b>
- Agency Performance Measures (APM)	
- Office Performance and Commitment Review (OPCR)	
<b>Timeliness (Based on SPRS Submission)</b>	<b>5%</b>
- For SPRS - Beyond 5th day of the succeeding month (1 point deduction for every day of delay)	
<b>Accuracy (Based on SPRS Submission)</b>	<b>10%</b>
- 0 Error	= 100% x .10
- 1-3 Errors	= 85% x .10
- More than 3 Errors	= 75% x .10
<b>B. Financial Performance</b>	
<b>Fund Utilization</b>	<b>10%</b>
- Units that surpassed their performance targets with savings (10%)	
- Units that surpassed their performance targets without savings (8%)	
- Units that met their performance targets with savings (6%)	
- Units that met their performance targets without savings (4%)	
- Units that did not meet their performance targets but utilized the budget (2%)	
<b>C. Compliance on Processes</b>	<b>10%</b>
<b>ARTA</b>	<b>5%</b>
- All divisions covered by Citizens Charter	= 5%
- If not all divisions covered by Citizens Charter	= 3%
- Without any division covered by Citizens Charter	= 1%
<b>ISO</b>	<b>5%</b>
- All divisions ISO enrolled	= 5%
- If not all divisions ISO enrolled	= 3%
- Without any division ISO enrolled	= 1%
<b>TOTAL</b>	<b>100%</b>