

CRITERIA FOR 2018 POEA PERFORMANCE BASED BONUS

PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION

A. Physical Performance	80%
Target vs. Accomplishment	65%
- Agency Performance Measures (APM)	
- Office Performance and Commitment Review (OPCR)	
Timeliness (Based on SPRS Submission)	5%
- For SPRS - Beyond 5th day of the succeeding month (1 point deduction for every day of delay)	
Accuracy (Based on SPRS Submission)	10%
- 0 Error	= 100% x .10
- 1-3 Errors	= 85% x .10
- More than 3 Errors	= 75% x .10
B. Financial Performance	
Fund Utilization	10%
- 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%)	
C. Compliance on Processes	10%
ARTA	5%
- All divisions covered by Citizens Charter	= 5%
- If not all divisions covered by Citizens Charter	= 3%
- Without any division covered by Citizens Charter	= 1%
ISO	5%
- All divisions ISO enrolled	= 5%
- If not all divisions ISO enrolled	= 3%
- Without any division ISO enrolled	= 1%
TOTAL	100%