



**HEADQUARTERS
PHILIPPINE ARMY**
Fort Andres Bonifacio, Metro Manila

**Forced Ranking System (Weighted Percentage Distribution)
of Philippine Army Major Units (PAMUs)
for the Implementation of Performance - Based Bonus FY 2020**

Nr	PAMUs	OTIG (%)	OG1 (%)	OG2 (%)	OG3 (%)	OG4 (%)	OG6 (%)	OG7 (%)	OG8 (%)	AGSMO (%)	OAFM (%)	OAGAD (%)	TOTAL 100%
Ground Operating Units													
1	1ID	15	8	9	9	9	8	9	8	8	9	8	100
2	2ID	15	8	9	9	9	8	9	8	8	9	8	100
3	3ID	15	8	9	9	9	8	9	8	8	9	8	100
4	4ID	15	8	9	9	9	8	9	8	8	9	8	100
5	5ID	15	8	9	9	9	8	9	8	8	9	8	100
6	6ID	15	8	9	9	9	8	9	8	8	9	8	100
7	7ID	15	8	9	9	9	8	9	8	8	9	8	100
8	8ID	15	8	9	9	9	8	9	8	8	9	8	100
9	9ID	15	8	9	9	9	8	9	8	8	9	8	100
10	10ID	15	8	9	9	9	8	9	8	8	9	8	100
11	11ID	15	8	9	9	9	8	9	8	8	9	8	100
12	MID	15	8	9	9	9	8	9	8	8	9	8	100
13	1BCT	15	8	9	9	9	8	9	8	8	9	8	100
14	51EBde	15	8	9	9	9	8	9	8	8	9	8	100
15	52EBde	15	8	9	9	9	8	9	8	8	9	8	100
16	53EBde	15	8	9	9	9	8	9	8	8	9	8	100
17	54EBde	15	8	9	9	9	8	9	8	8	9	8	100
18	55EBde	15	8	9	9	9	8	9	8	8	9	8	100
Functional Commands													
19	ASCOM	15	10	10	10	10	9	0	9	9	9	9	100
20	TRADOC	15	8	9	9	9	8	9	8	8	9	8	100
21	ARESCOM	15	8	9	9	9	8	9	8	8	9	8	100
22	IMCOM	15	8	9	9	9	8	9	8	8	9	8	100
Specialty Enablers													
23	FSRR	15	8	9	9	9	8	9	8	8	9	8	100
24	SFR(A)	15	8	9	9	9	8	9	8	8	9	8	100
25	LRR	15	8	9	9	9	8	9	8	8	9	8	100
26	AAR	15	8	9	9	9	8	9	8	8	9	8	100
27	CMOR(P)	15	8	9	9	9	8	9	8	8	9	8	100
28	Aviation Regiment	15	8	9	9	9	8	9	8	8	9	8	100
29	AIR (P)	18	9	10	10	10	8	0	8	9	9	9	100
30	ASR(P)	18	9	10	10	10	8	0	8	9	9	9	100

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PA-wide Service Support & Separate Units													
31	HHSB	15	8	9	9	9	8	9	8	8	9	8	100
32	FCPA	18	11	0	11	11	10	0	9	11	10	9	100
33	APMC	18	11	0	11	11	10	0	9	11	10	9	100
34	ASPA	18	11	0	11	11	10	0	9	11	10	9	100
35	APAO	18	11	0	11	11	10	0	9	11	10	9	100

CIRILITO E SOBEJANA
Lieutenant General PA
Commanding General

HPA STAFF PARAMETERS

1. OTIG, PA – Annual General Inspection Rating System

Parameters	Points Allocation
a. Mission Accomplishment (MA)	36%
b. Resource Management (RM)	42%
c. Operational Readiness (OR)	10%
d. Leadership, Morale and Welfare, Discipline Law and Order (Qualitative Result of Survey)	12%
TOTAL	100%
Overall Performance Rating (OPR) $=(36\% \times MA) + (42\% \times RM) + (10\% \times OR) + (12\% \times LMD)$	

2. OG1, PA- Personnel Parameters

Parameters	Points Allocation
a. Monthly Strength Report (MSR) - submitted every 20 th day of the month. Timeliness of submission is the basis for rating and those PAMU that will not able to submit the said report in a certain month will be deducted 2 points.	25 Points
b. Summary Disposition of DLO Cases - submitted every 15 th day of the month. Timeliness of submission is the basis for rating and those PAMU that will not able to submit the said report in a certain month will be deducted 2 points.	25 Points
c. Personnel Readiness Reports of PAMUs - Personnel Readiness is the evaluation of unit's actual assigned personnel and qualifications such as rank, AFPOS/MOS, career course and other training (eligibility) based on the Table of Organization. Submission of this report is every 15 th day of the last month of the quarter. PAMUs that will not be able to submit the said report on time will be deducted 0.5 point per week of delayed.	25 Points
d. Quality Recruitment Index (QRI) - The QRI is a measure on how PAMUs will be able to attract the best and brightest personnel to the organization based on their regular CS quota. It will be calculated using the following formulas: Individual CS QR=30%(PFT) + 35%(AFPSAT) + 35%(Interview) PAMU QRI= $\frac{\text{Sum of all CS QR}}{\text{Total Number of Recruits}}$	25 Points

3. G2, PA- Intelligence Parameters

Parameters	Points Allocation
a. Submission of Monthly Intelligence Accomplishment Report	35%
b. Submission of Unified Command-Approved Intelligence Operation Review and Evaluation Board Resolution	35%
c. Submission of COPLANS	30%
TOTAL	100%

4. G3, PA- Operations Parameters

Parameters	Points Allocation
a. Compliance to Operational	40%
Submission of HADR Contingency/Support Plan and Inventory of DRO Equipment	
Submission of Reports Related to Combat and Security Operations (Incident, Spot/Progress and AARs)	
Squad and DRO Challenge	
Submission of Quarterly CORR based on Amended Revised PA IGRR S2017 for SOP Nr 20	
CAA Administration <ul style="list-style-type: none"> - Submission of CAA Management Tools - Submission of Monthly Comprehensive Social Benefit Program Report ICOW Educational Benefit System Office (EBSO) Report - CSBP Report - Fund Utilization Report on CAA Releases - CAA Personnel Information System Database Completion 	
Submission of Semi and Annual Accomplishment Reports	
Investigation Report/Special Report to significant Incidents such as successful encounters and debacles	
Submission of After Battle Reports	
b. Implementation Rate of Downloaded Support to Operations (SO) Funds	20%
Submission of After Activity Reports (AAR)	
Submission of Fund Utilization Report (FUR)	

c. Timely Submission of Recurring Reports Accomplishment Report, Quarterly Combat Scoreboard & Quarterly CORR based on Amended Revised PA IGRR S2017 for SOP Nr 20 *Every traces sent to concerned PAMU connotes 0.5 deduction from the overall score in this criteria	40%
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5. G4, PA- Logistics Parameters

Parameters	Points Allocation
a. JRRS Timeliness and Accuracy of Report	
Maintenance Readiness	7%
Facility Readiness (Qualitative Rating)	7%
Physical and Financial Performance Rating	10%
PPE Reconciliation	7%
b. Reportorial Requirements (Monthly/Quarterly/Annually)	
JRRS Timeliness & Completeness of Report	7%
APP for NON-CSE	5%
APP for CSE	5%
Consumption Report for Light & Water	5%
ACR/FUR for Repair & Maintenance of Mobility Assets	10%
ACR/FUR for R & U Projects	10%
Implemented Delivery Advice	7%
FUR Registration of Vehicle/Emission/Insurance	5%
Monthly Stock Status/Inventory of Firearms, Ammo/Explosive and Mag Assy	5%
Utilization of Ammo and Explosives	5%
Status of CSSR Firearms	5%
TOTAL	100%

6. OG6, PA- C4S Parameters

For Functional Commands, Group Operating Units, Specialty Enablers and PA-wide Support and Separate Units except ASPA and APAO:

Parameters	Points Allocation
a. Signal Personnel Fill-up Formula: $\frac{\text{Assigned Signal Trained Personnel}}{\text{Signal Related Positions per TOE}} \times 10$	10 Points
b. Signal Personnel assigned to Signal Position Formula: $\frac{\text{Performing Signal Trained Personnel}}{\text{Assigned Signal Trained Personnel}} \times 25$	25 Points
c. C4S Maintenance Readiness Formula: $\frac{\text{Total Number of Serviceable C4S Equipment}}{\text{Total Number of On-Hand C4S Equipment}} \times 25$	25 Points
d. Submission of Periodic Reports Formula: $\frac{\text{Total Number of Periodic C4S Reports Submitted}}{\text{Total Number of Required Periodic C4S Reports}} \times 40$	40 Points
TOTAL	100%

Parameters for ASPA and APAO:

Parameters	Points Allocation
a. Submission of Periodic Reports Formula: $\frac{\text{Total Number of Periodic C4S Reports Submitted}}{\text{Total Number of Required Periodic C4S Reports}} \times 60$	60 Points
b. C4S Maintenance Readiness Formula: $\frac{\text{Total Number of Serviceable C4S Equipment}}{\text{Total Number of On-Hand C4S Equipment}} \times 40$	40 Points
TOTAL	100%

7. OG7, PA- CMO Parameters

Parameters	Points Allocation
a. CMO Personnel Eligibility	15 Pts

b. Timely Submission/Encoding of Reports	10 Pts
c. Availability of CMO Plans and Reference	15 Pts
d. Maintenance of CMOMEE	10 Pts
e. Financial Management	10 Pts
f. Compliance to Training Quota set by HPA	10 Pts
g. Accomplishment of CMO Target Goals	30 Pts
Total	100 Pts

8. OG8, PA- Training Parameters

Total Trainings Conducted X 50 Pts

Total Pts (In-Service/In-House) Trngs: Total Trainings Programmed

Overall Total: (Total Points In-service Trngs)+ (Total Points In-House Training)

Notes:

- In-service training- HPA funded
- In-house training-Unit Funded (out of MOOE)
- In case a programmed training cannot be conducted, concerned unit shall request amendment to be approved by HPA (for in-service training) and PAMU Commander (for In-house training). If approved, it shall not be counted as programmed training. Further, it shall be excluded in the computation for PBB.

9. OAFM- Financial Performance Parameters

Parameters	Points Allocation
a. Obligation Rate (ObR)- measuring the financial performance of PAMUs in terms of their obligation Formula: $\frac{\text{Obligation}}{\text{Total Allotment}}$	35%
b. Disbursement Rate (DR)- financial performance of PAMUs in terms of their disbursement. Formula: $\frac{\text{Disbursement}}{\text{Total Obligation}}$	30%
c. Liquidation Rate – Cash Advance (LR) - refers to the liquidated cash advances vis-à-vis total cash advances for the period in review.	25%

Formula: $\frac{\text{Liquidation}}{\text{Total Cash Advance}}$	
d. Utilization Rate-Non-Appropriated Funds (UR)- computed by the utilized Non-appropriated funds versus Total Non-Appropriated Funds of the current year in review. PAQMUs without NAF will be given a rating of 15%.	10%
Formula: $\frac{\text{Utilized NAF}}{\text{Total Allotted NAF}}$	
TOTAL	100%

10. AGSMO- ATR/Scorecard Parameters

Parameters	Points Allocation
a. PAMU AGP Status Initiated - 1.0 Pts Compliant - 1.25 Pts Proficient - 1.75 Pts Institutionalized - 2.0 Pts	2 Points
b. PAMU AGP Status (For newly activated units) Initiated - 1.5 Pts Compliant - 3.0 Pts	3 Points
c. AGP Sub-units Status 2.5-100% of Sub-units are Institutionalized 2.25-75% of Sub-units are Institutionalized 2.0-50% of Sub-units are Institutionalized 1.75-25% of Sub-units are Institutionalized 1.5-100% of Sub-units are Proficient 1.25-75% of Sub-units are Proficient 1.00-50% of Sub-units are Proficient 0.75-25% of Sub-units are Proficient 0.50- all Sub-Units are Compliant 0.25- all Sub-Units are Initiated	2.5 Points
d. PAMU Strategy Reviews One (1) SR - 0.25 Pts Two (2) SR - 0.50 Pt Three (3) SR - 0.75 Pts Four (4) SR - 1.5 Pts	1.5 Pts
e. PAMU Strategy Reviews (For Newly Activated Units) One (1) SR - 1.0 Pt Two (2) SR - 2.0 Pts	2 Pts
f. PAMU Program Reviews 1 to 3 PR - 0.25 Pts 4 to 6 PR - 0.50 Pt 7 to 9 PR - 0.75 Pts 10 to 12 PR - 1.5 Pts	1.5 Points

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g. PAMU Program Reviews (For Newly Activated Units) 1 to 3 PR - 1.0 Pt 4 to 6 PR - 1.5 Pt 7 to 9 PR - 2.0 Pts	2 Points
h. PAMU MSAB Meetings One (1) SR - 0.25 Pts Two (2) SR - 0.5 Pts Three (3) SR - 0.75 Pts Four (4) SR - 1.0 Pt	1 Point
h. PAMU MSAB Meetings (For Newly Activated Units) One (1) SR - 0.50 Pts Two (2) SR - 1.0 Pt	1 Point
i. PAMU Cascading At least one (1) ATR Cascading or Training	0.5 Point

11. OAGAD- Gender Mainstreaming Parameters

Parameters	Points Allocation
a. GAD Plan and Budget	20 Points
b. GAD Accomplishment Report	20 Points
c. Number of Personnel with GST/total number of personnel (%)	20 Points
d. Updated SDD in the office/unit (an organization focused)	10 Points
e. Integration of NAPGPS in the conduct of planning and monitoring (measure the influence of the GPB over the APB)	10 Points
f. Number of Gender-Based Violence/Sexual Harassment cases or incidents	10 Points
g. Frequency of attendance to GAD Focal Point System-EX-ECOM and conduct of GAD Focal Point Committee Meetings	10 Points

