

**REPORT ON RANKING OF BUREAUS/OFFICES/
ATTACHED AGENCIES/DELIVERY UNITS**

DEPARTMENT OF FOREIGN AFFAIRS

A. DESCRIPTION OF CRITERIA USED IN RATING THE PERFORMANCE AND RANKING OF BUREAUS/OFFICES/ATTACHED AGENCIES/DELIVERY UNITS

- 1) Actual accomplishment and rate of accomplishment of 2014 targets using the Performance Indicators (PIs) submitted to the Department of Budget and Management (DBM) based on the delivery units' submission of Physical Reports and Office Performance Commitment and Review Forms (OPCRF), as validated by the Department's Performance Management Team (PMT). The delivery units' accomplishments were further evaluated vis-à-vis internal and external conditions that may have affected their performance, including political, security and economic developments in the international as well as domestic landscape.
- 2) Qualitative assessment by the supervising offices and by the Secretary of Foreign Affairs in consultation with the Department's Performance Management Team (PMT), of each delivery unit's outputs/services vis-à-vis the Department's organizational performance indicator framework (OPIF) and the President's Five KRAs as contained in EO No. 43.

B. DESCRIPTION OF PROCESS USED IN RATING THE PERFORMANCE AND RANKING OF BUREAUS/OFFICES/ATTACHED AGENCIES/DELIVERY UNITS

- 1) The Physical Report and OPCRf submissions of the different delivery units were compiled with and disseminated to the supervising offices for validation, evaluation, and rating based on the abovementioned criteria;
- 2) The ratings given by the supervising offices were presented to the PMT, which held several consultations to deliberate on and assess the resulting rankings. The PMT is composed of the five Undersecretaries (Administration, Policy, International Economic Relations, Migrant Workers Affairs, and Civilian Security and Consular Concerns), the Assistant Secretaries for Finance, Personnel and Administrative Services, and Strategic Planning and Policy Coordination, and rank-and-file representatives; and
- 3) The resulting performance ratings and ranking was submitted by the PMT to the Secretary of Foreign Affairs for approval.