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**OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)**

I, **RAMONCITO C. MAGNAYE, MD, FPCC, MHA**, Head of the Butangon Medical Center, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 1 - December 31, 2019.

**RAMONCITO C. MAGNAYE, MD, FPCC, MHA** Date: March 29, 2019

Approved By: \_\_\_\_\_ Date: \_\_\_\_\_  
**DR. MARIA FRANCULA MICTIANO-LAXAMANA, MHA, MHA, CIBS**

Strategic Goals and Objectives (a)	Success Indicators and Target (b)	Alloted Budget (c)	Division/Unit Accountable (d)	Actual Accomplishment (per Division/Unit Accountable) (e)		Actual Accomplishment - Target x 100% (f)	RATING (g)				Remarks / Justification of Unmet Targets (use separate sheet if needed) (h)
				1st semester (1)	2nd semester (2)		Q (1)	F (2)	F (3)	A (4)	
<b>Health Goals: Better Health Outcome</b>											
<b>Impact Indicators:</b>											
<b>Strategic Pillars: Financing, Service Delivery, Regulation, Governance and Performance Accountability</b>											
<b>Strategic Functions</b>											
Strengthen the capacity of primary healthcare providers for a functional Service Delivery Network	35% (6 out of 17) Municipal Health Offices/Medical Officers from Quizon, Laguna and Cavite enrolled in the Practice-Based Medicine	Php 300,000.00	Medical Services Division								
Develop hometown capability to render specialty services	75% (10 out of 14) Residency/Fellowship Training Programs accredited as of December 31, 2019 (9 Residency Training Programs & 1 Fellowship Training Program)	Php 104,350.00	Medical Services Division								
<b>Average Rating (Strategic Functions)</b>											
<b>Core Functions</b>											
Cover health services that contribute to high out-of-pocket payments	94% patients in basic accommodation with zero co-payment	Php 401,000,000.00	Medical Services Division								
Efficiently mobilize and equitably distribute more resources for health	< 8% of Returned to Hospital of the PhilHealth claims	N/A	Finance Division - Billing and Claims Section								
Increase access to quality essential health products and services	93% of ER Patients with < 4 hours Turnaround Time	N/A	Medical Services Division and Nursing Services (ER)								
Increase access to quality essential health products and services	80% of patients with < 4 hours Discharge Process Turnaround Time	N/A	Medical Services Division, Nursing Division and Finance Division (Billing Section)								
Pursue high impact health policy reforms	< 2% Hospital Acquired Infection Rate	N/A	Medical Services and Nursing Services								
Increase access to quality essential health products and services	80% of inpatient laboratory test result with < 5 hours Turnaround Time	Php 1,11,284,238.00	Medical Services Division (Pathology Department)								
Pursue high impact health policy reforms	Accreditation of the hospital to ISO	Php 180,000.00	ISO and All Divisions								
Increase access to quality essential health products and services	Report Card Survey (RCS) Scores: 80%	Php 200,000.00	ISO and All Divisions								
Pursue high impact health policy reforms	6 Research outputs	N/A	PETRC, Research Committee and Ethics Committee								
<b>Average Rating (Core Functions)</b>											

Support Functions										
Improve performance of the agency	Budget Utilization Rate for FY 2019 a) Obligation Utilization Rate - 95% b) Disbursement Utilization Rate - 70%	N/A	Finance Division (Accounting and Budget Section)							
Improve performance of the agency	100% (1504 out of 1504) of all internal staff provided with learning and development interventions (LDEs) and/or updates	Php1,300,000.00	PETRO and HRMDO							No. of employees as of March 31, 2019: 1504
	a) 100% of annual target in Quality Objectives HRMDO (COAs), PCR responded with Request for Action (RFA)	N/A	HRDO							
Improve performance of the agency	b) 100% of complaints closed	N/A	Legal Office, Office of the Medical Center Chief, Grievance Committee and other concerned departments							
	c) 35% of COA Audit Recommendations fully implemented	N/A	Finance Division and other concerned departments							
	d) 100% of received FCI reports that were responded to within the prescribed timeline	N/A	All Hospital Divisions and personnel							
Guarantee a responsive DMOI Staffing pattern to implement FI Plan for Health and UHC	75% (556 out of 733) of positions filled (for non-medical positions) as of December 31, 2019	Php775,489,000.00	HRMDO, HOPSS Division, Finance Division, Medical Services Division and Nursing Services Division							
Guarantee a responsive DMOI Staffing pattern to implement FI Plan for Health and UHC	72% (673 out of 897) of Nurse Medical Officer Medical Specialties positions filled as of December 31, 2019	Php777,289,000.00	HRMDO, Medical Services Division and Nursing Services Division							
Average Rating (Support Functions)										
RATING										
Function	Percentage Distribution	Average Rating per Function	Final Rating per Function (Average Rating x Percentage Distribution)	Final Rating (I)	Adjectival Rating (I)	Remarks				
Strategic Functions	20%									
Core Functions	70%									
Support Functions	10%									
Prepared by (a):	Date:	Validated and Approved by (b):		Date:						
<i>ana mangubat</i> ANA MARISSE AL MANGUBAT, RPN FMT Secretariat	March 29, 2019	DR. MARIA FRANCIA MICLANO-LAXAMANA, MBSA, MBA, CHS Supervisor								
For HPDP use, do not fill up columns (m) & (n)										
Assessed by (m):	Date:	Final Rating by (n):		Date:						
Chair, Performance Management Team										

Legend: 1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

⊕ = 100% and above ⊖ = 60% below