



22 July 2014

HON. PROCESO J. ALCALA
DA Secretary and PFDA Chairman

HON. EDUARDO M. CHU
General Manager

PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)
 2/F PCA Annex Bldg. 1, Elliptical Road
 Diliman, Quezon City



**RE : AUTHORIZATION TO GRANT PBB TO PFDA
 OFFICERS AND EMPLOYEES FOR FY 2013**

Dear Secretary Alcala and GM Chu:

The **PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)** has satisfied the requirements of **GCG MEMORANDUM CIRCULAR (MC) No. 2013-05 (RE-ISSUED)** and the *Checklist of Documents to be submitted by GOCCs to Qualify for the FY 2013 Performance-Based Bonus (PBB)*. This is based on:

1. Certifications executed under oath by the Chairman and other concerned officers of PFDA;
2. Review by the GCG of the completeness of required submissions from PFDA for FY 2013 PBB, including compliance with Good Governance Conditions specific to the GOCC Sector;
3. Validation by the GCG of the accomplishments of PFDA for FY 2013 with a final Performance Scorecard rating of 90.33% (see **Annex A**); and
4. Validations received from the Civil Service Commission (CSC), PhilGEPS, the Department of Budget and Management (DBM), and the A.O. No. 25 Inter-Agency Task Force (IATF) Secretariat, pursuant to the directive by the IATF.

Accordingly, the Governing Board of PFDA is hereby **AUTHORIZED** to grant the **FY 2013 PBB**, with a grand total of **₱14,703,229.50**, to **614** eligible officers and employees as follows:

Rank	Multiplier	Distribution		Total Approved PBB Amount (₱)
		Number	Percentage	
Senior Management				
Top: Maximum 10%	1.50	1	50%	118,419.00
Next: Maximum 25%	1.25	1	50%	91,373.75
Remaining: Minimum 65%	1.00	0	-	0.00
Sub-total		2		209,792.75
Below Satisfactory		0		

V. 2013-05

Rank	Multiplier	Distribution		Total Approved PBB Amount (₱)
		Number	Percentage	
Middle Management				
Top: Maximum 10%	1.50	1	6.67%	93,969.00
Next: Maximum 25%	1.25	3	20.00%	226,595.00
Remaining: Minimum: 65%	1.00	11	73.33%	653,137.00
Sub-total		15		973,701.00
Below Satisfactory		0		
Professional & Supervisory				
Top: Maximum 10%	1.50	22	8.43%	1,028,988.00
Next: Maximum 25%	1.25	63	24.14%	2,447,103.75
Remaining: Minimum: 65%	1.00	176	67.43%	5,287,367.00
Sub-total		261		8,763,458.75
Below Satisfactory		0		
Clerical/General Staff				
Top: Maximum 10%	1.50	32	7.32%	608,745.00
Next: Maximum 25%	1.25	81	26.83%	1,294,475.00
Remaining: Minimum: 65%	1.00	223	65.85%	2,853,057.00
Sub-total		336		4,756,277.00
Below Satisfactory		2		
Grand Total of Eligible Personnel		614		
Total of Below Satisfactory		2		
Grand Total of PBB				14,703,229.50

The Authorized Amount includes the PBB for the General Manager who has elected to participate in the PBB for Officers and Employees in lieu of the PBI for Board of Directors. The PBB for the General Manager, however, shall be released together with the PBI for Appointive Directors and not with the PBB for Officers and Employees.

We respectfully remind the Governing Board to ensure that the agency's grant of the FY 2013 PBB should observe the following conditions:

1. The funding to support the PBB shall be charged by the GOCC to its corporate funds, subject to Section 9, GCG MC No. 2013-05 (Re-Issued);
2. The total cost of the PBB shall not result in a net loss for CY 2013 computed before subsidy and unrealized gains/losses, and after taxes;
3. In the event that the total amount of PBB to be distributed exceeds the Corporate Operating Budget (COB) level, the Governing Board shall request from DBM the approval of the Supplemental Budget necessary for this purpose;

4. No other performance-based bonus or its equivalent has been released or will be released for FY 2013 in addition to the PBB scheme provided under GCG MC No. 2013-05 (Re-Issued); and

This is a one-time approval applicable only for FY 2013.

FOR YOUR INFORMATION AND GUIDANCE.

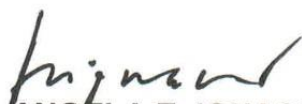
Very truly yours,

BY AUTHORITY OF THE COMMISSION



CESAR L. VILLANUEVA

Chairman



MA. ANGELA E. IGNACIO

Commissioner



RAINIER B. BUTALID

Commissioner

Cc: DOF Secretary CESAR V. PURISIMA
DBM Secretary FLORENCIO B. ABAD
COA Chairperson MA. GRACIA M. PULIDO-TAN
The Resident Auditor- PFDA

PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)
Interim Performance Scorecard

Indicator	Weight	Targets	Accomplishment		CGO B Validation		Supporting Documents	Remarks
	2013	2013	Actual	Rating	Score	Rating		
MFO 1: Fish Port and Other Post-Harvest Facilities Operation Services								
Quantity: Number of clients/port-users served	10%	6,500	8,015	10%	8,170	10%	<ul style="list-style-type: none">Summary list of clients servedCopies of permits and contractsDetailed list of clients/users for each port (accreditation, contracts, vendors, retailers).	<ul style="list-style-type: none">“Clients/port-users” should be clearly defined.Per PFDA's supporting documents, total clients served were 8,399. Upon validation, several names were not counted since they were merely repeated.
Quality: Utilization of port facilities/assets Landing quays/piers Market Hall Cold Storage Ice Making Plant Processing Areas Commercial/Industrial Areas	35% 6% 6% 6% 8% 4% 5%	78% 81% 52% 88% 60% 49%	80% 80% 48% 80% 57% 46%	33.23% 6.00% 5.93% 5.54% 7.27% 3.80% 4.69%	82.95% 80.18% 45.86% 54.48% 64.18% 42.05%	30.47% 6.00% 5.94% 5.29% 4.95% 4.00% 4.29%	<ul style="list-style-type: none">Monthly and Quarterly Targets and Accomplishment Reports from each Fish Port	<ul style="list-style-type: none">Assessment of utilization is not uniform across all fish ports (i.e. for market hall, measures such as tubs, stalls, bays and in square meters were used). Validation was made through conversion into percentage of utilization, each measure for each port.It is recommended that uniform measures be implemented across all fishports.
Financial: Net Income	15%	5.23	20.62	15%	20.01	15%	<ul style="list-style-type: none">2013 unaudited financial statementsGeneral Ledger and breakdown of incomeSchedule of Forex	<ul style="list-style-type: none">Computed net income (adjusted) based on GCG M.C. 2013-05 (Re-issued) is ₱20,098,321.19
Sub-total	60%			58.23%		55.47%		

Indicator	Weight	Targets	Accomplishment		CGO B Validation		Supporting Documents	Remarks
	2013	2013	Actual	Rating	Score	Rating		
MFO 2: Fishery Post-Harvest Facilities Construction Services								
Quantity 1: Number construction projects	15%			11.67%		11.67%	<ul style="list-style-type: none">List of construction projectsCopies of Billings and BAC documents (onsite)	<ul style="list-style-type: none">Projects include construction of municipal fish ports and break water as well as the repair and improvement of Iloilo Fish Port Complex.
1. Started	5%	4	5	5.00%	5	5.00%		
2. Completed	10%	6	4	6.67%	4	6.67%		
Quantity 2: Number of project development studies	15%			15%		15%	<ul style="list-style-type: none">List of surveysTravel reports prepared by the surveying teamList and cover page of feasibility studies conducted.	<ul style="list-style-type: none">Infra-assessment survey is conducted in clusters (i.e. 10 proposals were surveyed during the 16-28 July 2013 trip/mission).
1. Infra-assessment Surveys	5%	50	52	5%	53	5%		
2. Feasibility Study	10%	18	23	10%	23	10%		
Sub-total	30%			26.67%		26.67%		
General Administration and Support Services (GASS)								
Timeliness 1: Response time to project request/proposal	4%			3.46%		2.19%	<ul style="list-style-type: none">List of letters and other communicationsList of preliminary appraisal conductedSampling of communications and appraisals (onsite)	<ul style="list-style-type: none">No established/automated database on tracking incoming and outgoing communications.The calculation of the response time included the period of compliance of stakeholders which extended the length of project request/proposal evaluation since the PFDA cannot provide the date of receipt of final documents.For a) there is a total of 86 out of 113 communications which were acted within the 5-
a) Letters, comments, etc.	2%	5 days	5 days	2%	86 / 113 responded within the five-day period.	1.52%		
b) Preliminary appraisal	2%	15 days	19 days	1.46%	4 / 12 responded within the fifteen-day period	0.67%		

Indicator	Weight	Targets	Accomplishment		CGO B Validation		Supporting Documents	Remarks
	2013	2013	Actual	Rating	Score	Rating		
								<p>day period thus, 76.11% or 1.52% accomplishment.</p> <p>For b) there is a total of 4 out of 12 communications which were acted within the 15-day period thus, 33.33% or 0.67% accomplishment.</p>
Timeliness 2: Detailed Engineering Studies completed on schedule a) Less than P20 M project cost b) More than P20 M project cost	6% 3% 3%	90 days 120 days	84 days 100 days	5% 3% 2%	6 out of 6 projects 8 out of 8 projects	6% 3% 3%	<ul style="list-style-type: none"> List of Detailed Engineering (DE) of Projects Sampling of DE/plans (onsite) 	<ul style="list-style-type: none"> Projects without/awaiting funding were excluded. For a) 6 out of 6 projects were accomplished within the 90-day period. For b) 8 out of 8 projects were accomplished within the 120-day period.
<i>Sub-total</i>	10.00%			8.46%		8.19%		
<u>TOTAL WEIGHTS</u>	<u>100.00%</u>			<u>93.36%</u>		<u>90.33%</u>		