



Office of the President of the Philippines
GOVERNANCE COMMISSION
FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS
3/F, Citibank Center, 8741 Paseo De Roxas, Makati City, Philippines 1226



HON. PROCESO J. ALCALA

DA Secretary and Chairman

HON. LORALIE C. DATAHAN

OIC - General Manager

PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)

2/F PCA Annex Bldg. 1, Elliptical Road
Diliman, Quezon City

**RE : AUTHORIZATION TO GRANT FY2014 PBB AND
FY2015 PEI TO ELIGIBLE OFFICERS AND EMPLOYEES**

Dear Secretary Alcala and OIC Datahan,

The **PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)** has satisfied the requirements of **GCG MEMORANDUM CIRCULAR (MC) No. 2014-05 (RE-ISSUED)** and the *Checklist of Documents to be submitted by GOCCs to Qualify for the FY 2014 Performance-Based Bonus (PBB)*. This is based on:

1. Certifications executed under oath by the Chairman, General Manager, and other concerned officers of the PFDA;
2. Review by the GCG of the completeness of required submissions from PFDA for FY 2014 PBB, including compliance with Good Governance Conditions specific to the GOCC Sector;
3. Validation by the GCG of the accomplishments of PFDA for FY 2014 as of 28 May 2015 with a Performance Scorecard rating of 91.30% (**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 A.O. No. 25 IATF.

Accordingly, the Governing Board of PFDA is hereby **AUTHORIZED** to grant the **PBB FY 2014**, with a grand total of **₱14,297,957.05**, to **610** eligible officers and employees as follows:

Rank	Multiple	Distribution		Total Approved PBB Amount (₱)
		Number	Percent	
Senior Management				
Top: Maximum 10%	1.50	1	50.0%	118,419.00
Next: Maximum 25%	1.25	0	0.0%	0.00
Remaining: Minimum 65%	1.00	1	50.0%	29,239.60
<i>Sub-total</i>		2	100.0%	147,658.60
Below Satisfactory		0		

Rank	Multiple	Distribution		Total Approved PBB Amount (₱)
		Number	Percent	
Middle Management				
Top: Maximum 10%	1.50	1	7.2%	87,042.00
Next: Maximum 25%	1.25	3	21.4%	201,752.50
Remaining: Minimum: 65%	1.00	10	71.4%	554,415.20
Sub-total		14	100.0%	843,209.70
Below Satisfactory		0		
Professional & Supervisory				
Top: Maximum 10%	1.50	24	8.9%	1,051,189.50
Next: Maximum 25%	1.25	65	24.2%	2,423,728.75
Remaining: Minimum: 65%	1.00	180	66.9%	5,256,186.10
Sub-total		269	100.0%	8,731,104.35
Below Satisfactory		2		
Clerical/General Staff				
Top: Maximum 10%	1.50	31	9.5%	588,835.50
Next: Maximum 25%	1.25	79	24.3%	1,261,140.00
Remaining: Minimum: 65%	1.00	215	66.2%	2,726,008.90
Sub-total		325	100.0%	4,575,984.40
Below Satisfactory		2		
Total Eligible Personnel		610		₱14,297,957.05
Total Below Satisfactory		4		
Total Ineligible Personnel		11		
Total Personnel		625		

However, the Governing Board of PFDA shall ensure that the PBBs will only be released to officers and employees who have complied and submitted their Statement of Assets, Liabilities and Net Worth (SALN).

We respectfully remind the Governing Board to ensure that PFDA's grant of the FY 2014 PBB should observe the following conditions:

1. The funding to support the PBB shall be charged by PFDA to its corporate funds, subject to GCG MC No. 2014-05 (Re-Issued);
2. The total cost of the PBB shall not result in a net loss for CY 2014 computed in accordance to the formula for profitability under GCG MC No. 2014-05 (Re-Issued);
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 2014 in addition to the PBB scheme provided under GCG MC No. 2014-05 (Re-Issued); and
5. PFDA shall officially agree with the Department of Finance (DOF), devise a plan/timetable/payment scheme on its pending request for (i) recomputation with the assistance of Commission on Audit (COA), of dividends in arrears for CY 2005-2013 set by DOF at ₱76.73 Million (of which ₱37.2 Million was paid by the PFDA); and (ii) waiving of interest payable and earmarking 5% of PFDA's net income annually, to pay for the ₱1,013.56 Million NG advances demanded by the DOF.¹ Any developments or official communications on the matter shall be reported and copy furnished to the Governance Commission.

This is a one-time approval applicable only for FY 2014.

Moreover, for having met the conditions provided under Section 4 of E.O. No. 181, s. 2015,² the PFDA is hereby **AUTHORIZED** to grant the 2015 Productivity Enhancement Incentive (PEI) equivalent to one (1) month basic salary, or at a lower rate in case of insufficient funds, to its officers and employees who have qualified under Section 6 of E.O. No. 181 on the Employee Service Requirement. Payment of the PEI shall be made not earlier than 01 June 2015.

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 Chairman MICHAEL G. AGUINALDO
COA Resident Auditor – PFDA

¹ PFDA letter to the GCG dated 07 May 2015, PFDA letter to the DOF dated 27 April 2015, and DOF letter to the PFDA dated 08 April 2015.

² Implementation of the Provisions of the FY 2015 General Appropriations Act (GAA) on the Grant of the FY 2015 Productivity Enhancement Incentive (PEI) to Government Employees.

PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)
Interim Performance Scorecard

Indicator	Weight	Targets	Accomplishment		CGO B Validation		Supporting Documents	Remarks																
	2014	2014	Actual	Rating	Score	Rating																		
MFO 1 – Fish Port and Other Post-Harvest Facilities Operation Services																								
Quantity: Number of clients/port-users served	10%	7,000	8,073	10%	8,073	10.00%	<ul style="list-style-type: none">Summary list of clients servedSample copies of permits and contractsDetailed list of clients/users for each port (accreditation, contracts, vendors, retailers).	<ul style="list-style-type: none">The number of clients/port-users served per fish port is as follows:<table><tr><td>NFPC</td><td>1,990</td></tr><tr><td>IFPC</td><td>798</td></tr><tr><td>ZFPC</td><td>98</td></tr><tr><td>GSFPC</td><td>3,735</td></tr><tr><td>DFPC</td><td>772</td></tr><tr><td>LFPC</td><td>645</td></tr><tr><td>CFP</td><td>15</td></tr><tr><td>SFP</td><td>20</td></tr></table>	NFPC	1,990	IFPC	798	ZFPC	98	GSFPC	3,735	DFPC	772	LFPC	645	CFP	15	SFP	20
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Quantity: Utilization of port facilities/ assets																								
Landing quays/piers	6%	78%	138%	6%	137%	6.00%	<ul style="list-style-type: none">Monthly and Quarterly Targets and Accomplishment Reports from each Fish Port	<ul style="list-style-type: none">Validation was made through conversion into percentage of utilization of each measure.All ports have landing quays/piers, market halls, and commercial/industrial areas while only 6 of the 8 ports have cold storage and ice making plant and only 5 have processing areas.																
Market Hall	6%	83%	100%	6%	100%	6.00%																		
Cold Storage	6%	59%	44%	4.5%	44%	4.47%																		
Ice Making Plant	8%	89%	77%	6.88%	77%	6.92%																		
Processing Areas	4%	60%	66%	4%	66%	4.00%																		
Commercial/Industrial Areas	5%	49%	48%	4.9%	48%	4.90%																		
Financial: Net Income	15%	₱6.65M	₱44.07M	15%	₱44.07M	15%	<ul style="list-style-type: none">2014 unaudited financial statementsComputation of profitability	<ul style="list-style-type: none">Computed net income (adjusted) based on GCG M.C. 2014-05 (Re-issued) is ₱39,153,008.47.																
Subtotal:	60%			57.28%		57.29%																		

MFO 2 – Fishery Post-harvest Facilities Construction Services

<p>Quantity 1: Number of Construction Projects</p> <p>1. Started</p>	5%	5	7	5%	7	5.00%	<ul style="list-style-type: none"> • List of construction projects • BAC Documents (Notice to proceed, Notice of resumption of work.) • On site: Billing documents 	<ul style="list-style-type: none"> - Marawi City Fish Port and 5MT Ice Plant (ARMM-TISP Package 2); 14 April 2014 - Sumisip Municipal Fish Port (ARMM-TISP Package 3); 16 April 2014 - Lamitan City Fish Port; 16 April 2014 - Rehabilitation and Upgrading of Parang Municipal Fish Port (ARMM-TISP Package 5); 17 May 2014 - Improvement and Upgrading of Batu-batu Fish landing (ARMM-TISP Package 6); 21 April 2014 - Repair and Improvement of Sto. Tomas Municipal Fish Port (Phase 2); 9 June 2014 - Calabanga Municipal Fish Port (Original); 26 May 2014
<p>2. Completed</p>	10%	5	3	6%	3	6.00%	<ul style="list-style-type: none"> • List of construction of projects • Monthly accomplishment reports • Approved itemized cost breakdown report • Photographs of the ports 	<p>Completed infrastructure projects:</p> <ul style="list-style-type: none"> - Barobo Municipal Fish Port; 14 June 2014 - Improvement of Pilar Municipal Port (Phase 2); 4 September 2014; - Tacloban Municipal Fish Port; 24 November 2014. <p>Only 3 out of 5 targets were completed, 2 were left unfinished:</p> <ul style="list-style-type: none"> - Lamitan Fish Port - Improvement and Upgrading of Batu-Batu Fish Landing

Quality 2: Number of project development studies conducted 1. Infra-assessment surveys	5%	70	73	5%	73	5.00%	<ul style="list-style-type: none"> List of Infrastructure survey Travel Reports prepared by the PFDA Survey Team Memorandum on the Infrastructure Assessment Study Cover letter of the Infrastructure Assessment Study 	PFDA prepared 73 Infra-assessment Validation Surveys of the following: - 11 municipalities in Sorsogon; - 13 municipalities in Albay; - 11 municipalities in Masbate; - 6 municipalities in Batangas; - 5 municipalities in Bataan; - 6 municipalities in Samar; - 14 municipalities in Surigao del Sur; - 7 municipalities in Surigao del Norte; The completion of the infra-assessment validation were completed during the period of 10 March to 07 December 2014.
	10%	21	33	10%	33	10.00%	<ul style="list-style-type: none"> List of Feasibility Studies Travel Reports prepared by the PFDA Survey Team 	A total of 33 feasibility studies and engineering survey were conducted in different municipalities. These studies were endorsed by PFDA and received by Bureau of Fisheries and Aquatic Resources (BFAR).
General Administrative Services								
Timeliness 1: Response time to project request/proposals a. Letters, comments, etc.	2%	5 days	134/151	1.77%	134/152	1.76%	<ul style="list-style-type: none"> Onsite: List of letters and other communications Appraisal reports Sampling of letters communications and appraisals. 	The letters included proposals and requests submitted to PFDA for an appropriate and timely response.
b. Preliminary appraisal	2%	15 days	2/5	0.8%	2/5	0.80%		

Timeliness 2: Detailed Engineering studies completed on schedule a. Less than P20 M project cost b. More than P20 M project cost	6%	90 days	10/11	5.45%	10/11	5.45%	<ul style="list-style-type: none"> • List of Detailed Engineering (DE) of Projects • Sampling of DE/plans (onsite) • OR of Fund Transfer 	The construction of Magallanes Fish Landing & Improvement of Causeway in Sorsogon took 92 days to finish.
	0%	120 days	0	0	0	0		
Sub-total of Weights:				34.02%		34.01%		
<u>TOTAL WEIGHTS</u>				<u>91.30%</u>		<u>91.30%</u>		