



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



D.T.S. NO. 22-3408

RECEIVED
 JUN 16 2016
 By: [Signature]
 PFDA - FISHERIES DEVT. AUTHORITY
 RECORDS-GSD-ASD



8 June 2015

HON. PROCESO J. ALCALA

DA Secretary and Chairman

HON. PATRICK JOSEPH A. JAVIER

General Manager

PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)

3rd Floor, PCA Annex Building

Elliptical Road, Diliman, Quezon City

PFDA - CPMISD RECEIVED

BY: [Signature]

DATE: 6/17/16 / 10:35am

**RE : AUTHORIZATION TO GRANT FY 2015 PBB TO
ELIGIBLE PFDA OFFICERS AND EMPLOYEES**

Dear Secretary Alcala and General Manager Javier,

The **PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)** has satisfied the requirements of **GCG MEMORANDUM CIRCULAR (MC) No. 2015-05** and the *Checklist of Documents to be submitted by GOCCs to Qualify for the FY 2015 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 2015 PBB, including compliance with Good Governance Conditions specific to the GOCC Sector;
3. Validation by the GCG of the accomplishments of PFDA with a Performance Scorecard rating of **93.52%** (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 A.O. No. 25 IATF.

Accordingly, the Governing Board of the PFDA is hereby **AUTHORIZED** to grant **PBB FY 2015**, with a grand total of **₱15,929,850.75** to **588** eligible officers and employees as follows:

Rank	Multiple	Distribution		Total Approved PBB Amount (₱)
		Number	Percent	
Senior Management				
Top: Maximum 10%	2.5	1	100.00%	182,747.50
Next: Maximum 25%	1.5	0	0.00%	0
Remaining: Minimum 65%	1.0	0	0.00%	0
<i>Sub-total</i>		1	100.00%	187,747.50
Below Satisfactory		0		

Rank	Multiple	Distribution		Total Approved PBB Amount (₱)
		Number	Percent	
Middle Management				
Top: Maximum 10%	2.5	5	11.11%	646,382.50
Next: Maximum 25%	1.5	11	24.44%	829,225.50
Remaining: Minimum: 65%	1.0	29	64.44%	1,438,846.40
Sub-total		45	100.00%	2,914,454.40
Below Satisfactory		0		
Professional and Supervisory				
Top: Maximum 10%	2.5	23	10.04%	1,631,400.00
Next: Maximum 25%	1.5	57	24.89%	2,284,353.45
Remaining: Minimum: 65%	1.0	149	65.07%	3,906,221.00
Sub-total		229	100.00%	7,821,974.45
Below Satisfactory		0		
Clerical/ General Staff				
Top: Maximum 10%	2.5	31	9.90%	969,006.50
Next: Maximum 25%	1.5	78	24.92%	1,483,088.10
Remaining: Minimum: 65%	1.0	204	65.18%	2,558,579.80
Sub-total		313	100.00%	5,010,674.40
Below Satisfactory		0		
Grand Total		588	100%	15,929,850.75
Total Eligible Personnel		588		
Total Below Satisfactory		0		
Total Ineligible Personnel		0		
Total Personnel		588		

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 the PFDA's grant of the FY 2015 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. 2015-05;
2. The total cost of the PBB shall not result in a net loss for CY 2015 computed in accordance to the formula for profitability under GCG MC No. 2015-05;
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; and

4. No other performance-based bonus or its equivalent has been released or will be released for FY 2015 in addition to the PBB scheme provided under GCG MC No. 2015-05.

This is a one-time approval applicable only for CY 2015.


FOR YOUR INFORMATION AND GUIDANCE.

Very truly yours,

BY AUTHORITY OF THE COMMISSION


CESAR L. MILLANUEVA
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

PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY
Performance Scorecard

Component				Target	Submission		GCG Validation		Supporting Documents	Remarks																			
Objective/Measure		Formula	Weight	2015	Actual	Rating	Score	Rating																					
CUSTOMERS / STAKEHOLDERS	SO 1	Expand Client Base and Enhance Customers Service Satisfaction																											
	SM 1	Client/port users served	Total number of port clients served with Permit to Conduct Business (PTCB)	10%	22,000	27,582	10%	27,582	10%	<ul style="list-style-type: none">PFDA Ports Monitoring ReportSample Permit to Conduct Business	Breakdown of clients/port users served with PTCB: <table><tr><td>NFPC</td><td>16,931</td></tr><tr><td>IFPC</td><td>914</td></tr><tr><td>ZFPC</td><td>969</td></tr><tr><td>GSFPC</td><td>7,603</td></tr><tr><td>DFPC</td><td>564</td></tr><tr><td>LFPC</td><td>567</td></tr><tr><td>CFP</td><td>14</td></tr><tr><td>SFP</td><td>20</td></tr><tr><td>Total</td><td>27,582</td></tr></table>	NFPC	16,931	IFPC	914	ZFPC	969	GSFPC	7,603	DFPC	564	LFPC	567	CFP	14	SFP	20	Total	27,582
	NFPC	16,931																											
	IFPC	914																											
	ZFPC	969																											
GSFPC	7,603																												
DFPC	564																												
LFPC	567																												
CFP	14																												
SFP	20																												
Total	27,582																												
SM 2	Client Satisfaction Rating (third party survey)	Third Party Survey Result	3%	VS	VS	0%	No Third Party Survey Result conducted	0%	<ul style="list-style-type: none">Memorandum from Project Evaluation Division Chief	The finalization of negotiation process for the Customer Satisfaction Survey (CSS) with DAP was delayed, and only signed by the DAP on January 28, 2016, thus the 2015 CSS was not realized.																			
Sub-total			13%			10%		10%																					
FINANCE	SO 2	Increase Revenue Sources to Achieve Sustainable Income Growth																											
	SM 3	EBITDA (in million peso)	EBITDA	5%	72.59	122.30	5%	122.30	5%	<ul style="list-style-type: none">PFDA 2015 Income Statement (as submitted to COA)	EBITDA computation is as follows: <table><tr><td>Net Income</td><td>64,735,929</td></tr><tr><td>Add:</td><td></td></tr><tr><td>Interest</td><td>8,841,907</td></tr><tr><td>Taxes</td><td>20,658,010</td></tr><tr><td>Depreciation</td><td>28,096,125</td></tr><tr><td>EBITDA</td><td>122,331,971</td></tr></table>	Net Income	64,735,929	Add:		Interest	8,841,907	Taxes	20,658,010	Depreciation	28,096,125	EBITDA	122,331,971						
Net Income	64,735,929																												
Add:																													
Interest	8,841,907																												
Taxes	20,658,010																												
Depreciation	28,096,125																												
EBITDA	122,331,971																												

FINANCE										• EBITDA Schedule																																												
	SM 4	Collection efficiency (current)	Total collection of current accounts / Total billing	3%	87%	89%	3%	89%	3%	• Collection Efficiency Schedule per Individual Ports (Current AR) • Summary on Collection Efficiency (Current AR)	Breakdown on collection efficiency (current AR) is as follows: <table><tr><th>Unit</th><th>AR (M)</th><th>Collection (M)</th><th>%</th></tr><tr><td>NFPC</td><td>282.8</td><td>262.5</td><td>93%</td></tr><tr><td>IFPC</td><td>39.4</td><td>37.9</td><td>96%</td></tr><tr><td>ZFPC</td><td>31.4</td><td>28.9</td><td>92%</td></tr><tr><td>SFPC</td><td>1.5</td><td>1.5</td><td>95%</td></tr><tr><td>LFPC</td><td>14.3</td><td>10.2</td><td>71%</td></tr><tr><td>CFP</td><td>4.0</td><td>3.1</td><td>78%</td></tr><tr><td>DFPC</td><td>18.0</td><td>10.3</td><td>57%</td></tr><tr><td>GSFPC</td><td>85.9</td><td>70.0</td><td>81%</td></tr><tr><td>Total</td><td>477.26</td><td>424.0</td><td>89%</td></tr></table>	Unit	AR (M)	Collection (M)	%	NFPC	282.8	262.5	93%	IFPC	39.4	37.9	96%	ZFPC	31.4	28.9	92%	SFPC	1.5	1.5	95%	LFPC	14.3	10.2	71%	CFP	4.0	3.1	78%	DFPC	18.0	10.3	57%	GSFPC	85.9	70.0	81%	Total	477.26	424.0	89%			
	Unit	AR (M)	Collection (M)	%																																																		
	NFPC	282.8	262.5	93%																																																		
IFPC	39.4	37.9	96%																																																			
ZFPC	31.4	28.9	92%																																																			
SFPC	1.5	1.5	95%																																																			
LFPC	14.3	10.2	71%																																																			
CFP	4.0	3.1	78%																																																			
DFPC	18.0	10.3	57%																																																			
GSFPC	85.9	70.0	81%																																																			
Total	477.26	424.0	89%																																																			
SM 5	Collection efficiency (arrears)	Total collection of arrears / Net arrear receivables 2009-2013	2%	16%	8%	0.97%	7.77%	0.97%	• Collection Efficiency Schedule per Individual Ports (AR in arrears) • Summary on Collection Efficiency (AR in arrears)	Breakdown on collection efficiency (AR in arrears) is as follows: <table><tr><th>Unit</th><th>AR (M)</th><th>Collection (M)</th><th>%</th></tr><tr><td>NFPC</td><td>66.9</td><td>5.4</td><td>8.1%</td></tr><tr><td>IFPC</td><td>.26</td><td>.009</td><td>3.5%</td></tr><tr><td>ZFPC</td><td>.27</td><td>.04</td><td>14.8%</td></tr><tr><td>SFPC</td><td>.01</td><td>0</td><td>0%</td></tr><tr><td>LFPC</td><td>.28</td><td>.17</td><td>60.7%</td></tr><tr><td>CFP</td><td>2.7</td><td>.005</td><td>0.1%</td></tr><tr><td>DFPC</td><td>.24</td><td>.09</td><td>38%</td></tr><tr><td>GSFPC</td><td>11.2</td><td>.59</td><td>5.28%</td></tr><tr><td>IMFP</td><td>.06</td><td>.06</td><td>100%</td></tr><tr><td>Total</td><td>81.97</td><td>6.37</td><td>7.77%</td></tr></table>	Unit	AR (M)	Collection (M)	%	NFPC	66.9	5.4	8.1%	IFPC	.26	.009	3.5%	ZFPC	.27	.04	14.8%	SFPC	.01	0	0%	LFPC	.28	.17	60.7%	CFP	2.7	.005	0.1%	DFPC	.24	.09	38%	GSFPC	11.2	.59	5.28%	IMFP	.06	.06	100%	Total	81.97	6.37	7.77%
Unit	AR (M)	Collection (M)	%																																																			
NFPC	66.9	5.4	8.1%																																																			
IFPC	.26	.009	3.5%																																																			
ZFPC	.27	.04	14.8%																																																			
SFPC	.01	0	0%																																																			
LFPC	.28	.17	60.7%																																																			
CFP	2.7	.005	0.1%																																																			
DFPC	.24	.09	38%																																																			
GSFPC	11.2	.59	5.28%																																																			
IMFP	.06	.06	100%																																																			
Total	81.97	6.37	7.77%																																																			
Sub-total			10%			8.97%		8.97%																																														

INTERNAL PROCESS	SO3	Increase Efficiency in the Utilization of Post-Harvest Facilities									
	SM 6	Utilization rate of port facilities:	Utilization rate over target rate (target rate = maximum capacity as of 2 October 2014)							• Monitoring Reports submitted by fish ports	Each port submits its monitoring report to the Central Office with the utilization rate being monitored quarterly.
		Pier		4%	83%	146%	4%	146%	4%		
		Market Hall		4%	90%	92%	4%	92%	4%		
		Cold Storage		4%	60%	63%	4%	63%	4%		
		Ice Plant		4%	89%	72%	3.22%	72%	3.24%		
		Processing Areas and Building Spaces		4%	63%	59%	3.73%	59%	3.73%		
	Commercial and Industrial Areas	3%	43%	51%	3%	51%	3%				
	SO 4	Increase Efficiency in Project Implementation									
	SM 7	Navotas Rehabilitation / Improvement	Issuance of Notice to Proceed (NTP)	8%	Start of upgrading / construction	NTP	16%	Signed Contract and Started Construction (with NTP)	8%	• Board Resolution approving the Contract of the Projects • Notice of Award dated 4 Dec 2015 • Notice to Proceed signed by the Acting General Manager dated 21 Dec 2015	A single bidding process was conducted for the 3 projects.
		Market 1									
		Market 2	Draft contract and minutes of meeting / negotiation	3%	Start of negotiation for upgrading				3%		
		Roads (Entrance gate to Markets 1 & 2)	Signed Agreement	5%	Signing of agreement for upgrading / construction				5%		

Validated Performance Scorecard 2015 (Annex A)

INTERNAL PROCESS	SM 8	No. of Developmental Project Implemented:																		
		Pre-Feasibility Study (Pre-FS)	Percentage of Pre-FS completed within 70 days	3%	100% (26)	22	2.54%	100% (22 / 22)	3%	<ul style="list-style-type: none">Quarterly Summary ReportApproved Budget for the Contract	Four (4) projects included in the GAA which did not have identified location were no longer considered in the validation. PFDA is currently requesting for reallocation of the said amount to existing identified locations.									
		Detailed Engineering Study (DES)	Percentage of DES completed w/n 90 day IF less than 20 Million and w/n 120 days IF more than 20 Million/Total DES	5%	100% (29)	34	5%	100% (34)	5%	<ul style="list-style-type: none">Quarterly Summary ReportProgram of Works Submitted by the Technical Services Division to OGM	<table><tr><th>Particulars</th><th>No. of Projects</th><th>Ave. No of Days</th></tr><tr><td>₱20M and below</td><td>25</td><td>74.76</td></tr><tr><td>Above ₱20M</td><td>9</td><td>57.11</td></tr></table> <p>Start date: Date of receipt of TSD of the Memo from GM – notice to conduct DES</p> <p>End date: Date of receipt by OGM of Completion Report</p>	Particulars	No. of Projects	Ave. No of Days	₱20M and below	25	74.76	Above ₱20M	9	57.11
		Particulars	No. of Projects	Ave. No of Days																
		₱20M and below	25	74.76																
Above ₱20M	9	57.11																		
No. of Project Started (PS)	Absolute Number	2%	29	30	2%	30	2%	<ul style="list-style-type: none">Notices to Proceed												
No. of Project Completed (PC)	Absolute Number	3%	7	6	2.57%	6	2.57%	<ul style="list-style-type: none">Progress Implementation ReportCompletion Report and Acceptance	One project was not completed due to the informal settler issue which is being resolved by the partner LGU.											

Validated Performance Scorecard 2015 (Annex A)

INTERNAL PROCESS	SM 9	No. of procurement, repair and improvement projects conducted at the Regional Fish ports									
		Detailed Engineering Study (DES)	Percentage of DES completed within 90/120 days over the total no. of DES	5%	100% (15)	14	4.67%	14	4.67%	<ul style="list-style-type: none">Detailed Engineering StudyBoard Resolution	
		No. of Project Started (PS)	Absolute Number	2%	15	16	2%	16	2%	<ul style="list-style-type: none">Internal Memo	
		No. of Project Completed (PC)	Absolute Number	3%	7	11	3%	11	3%	<ul style="list-style-type: none">Internal Memo <p>Number of projects started exceeded the target with the inclusion of four (4) carry over projects from 2014, as follows:</p> <ul style="list-style-type: none">Improvement of NFPC admin buildingInstallation of Wired Local Area Network in (Gen. Santos Fish Complex)Repair of existing cyclone wire fence (Gen. Santos Fish Complex)Repair of four units contact plate freezer door and fixtures (Gen. Santos Fish Complex)	
		Subtotal		62%			59.73%		60.21%		
	SO 5	Enhance Organizational Capabilities and Institutionalize Total Quality Management									
SM 10	ISO 9001: 2008 Certification		3%	Finalization of Manual	QMS Manual Submitted	3%	QMS Manual Submitted to OGM	3%	<ul style="list-style-type: none">Internal Memo submission of the QMS		

Validated Performance Scorecard 2015 (Annex A)

										Team to OGM	
										<ul style="list-style-type: none"> Quality Procedure and Quality Manual 	
LEARNING AND GROWTH	SM 11	Automation of PFDA's Operation	Number of systems installed (fully operational)	6%	3 systems: Harbor System, Market System, PFDA Integrated Corporate Reporting System (ICRS)	100% on 3 systems	6%	3 Systems have been made operational - Harbor and Market Systems and ICRS	6%	<ul style="list-style-type: none"> System Manuals System walk through at PFDA Central Office 	The three systems have been initially deployed and officially run in the Lucena Fish Port Complex. With the clearance and approval from BIR, the Harbor and Market Systems have been printing official invoice since 1 May 2016.
	SO 6	Strengthen Manpower Capacities through Trainings and Skills Development Activities, and Agency Competency-Based Recruitment System									
	SM 12	No. of Engineering / technical staff trained	Absolute Number	3%	80%	100%	3%	78.05% (32 / 41)	2.34%	<ul style="list-style-type: none"> Training Report and Post-Training Needs Assessment Attendance Sheets 	Out of the 39 incumbent Engineers, 30 have attended the skills enhancement training including 2 Architects.
	SM 13	Competency framework	Milestone	3%	Board-Approved Competency Framework	100%	3%	Board-Approved Competency Framework	3%	<ul style="list-style-type: none"> Board Resolution No. 16014 dated 8 Mar 2016 PFDA Competency Framework 2016-2020 	
	Sub-total			15%			15%		14.34%		
	TOTAL			100%			93.70%		93.52%		