



30 October 2018

MR. EMMANUEL F. PIÑOL
DA Secretary and Chairperson
ATTY. GLEN A. PANGAPALAN
General Manager
**PHILIPPINE FISHERIES DEVELOPMENT
AUTHORITY (PFDA)**
2/F PCA Annex Bldg. 1, Elliptical Rd., Diliman,
Quezon City

D.T.S. NO. *dv-899v*
RECEIVED
NOV 08 2018
BY: *[Signature]*
PHIL. FISHERIES DEV'T. AUTHORITY
RECORDS GSD-ASD

PFDA - GCM RECEIVED
BY: *[Signature]*
DATE: *11/8/18*

**RE : VALIDATION RESULT OF THE 2017
PERFORMANCE SCORECARD OF PFDA**

Dear Sec. Piñol and GM Pangapalan,

This is to formally transmit the validation result of PFDA's 2017 Performance Scorecard. Based on the Governance Commission's validation of documentary submissions and conduct of on-site validations on 06 June 2018, PFDA gained an over-all score of **75.80%** (See **Annex A**). The same is to be posted in PFDA's website, in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

In relation to its application for the grant of the 2017 PBB to eligible officers and employees, the PFDA fails to satisfy the requirements of GCG M.C. No. 2017-01² and the *Checklist of Documents to be submitted by GOCCs to Qualify for the 2017 Performance-Based Bonus (PBB)*, particularly the achievement of a weighted-average score of at least 90% in its 2017 Performance Scorecard. In this regard, the Board is reminded that any unilateral action to release the PBB will be considered as a violation of the Board's fiduciary duty to protect the assets of the GOCC as provided under Section 19 of Republic Act No. 10149.³

Consequently, pursuant to GCG M.C. No. 2016-01,⁴ failure to qualify for the PBB means that the Appointive Members of the Governing Board of PFDA shall not be qualified to receive the Performance-Based Incentive (PBI).

FOR YOUR INFORMATION AND GUIDANCE.

Very truly yours,

SAMUEL G. DAGPIN, JR.
Chairman

[Signature]
MICHAEL P. CLORIBEL
Commissioner

[Signature]
MARITES C. DORAL
Commissioner

cc: COA Resident Auditor – PFDA

¹ Code of Corporate Governance for GOCCs dated 28 November 2012.

² Interim Performance-Based Bonus (PBB) dated 09 June 2017.

³ GOCC Governance Act of 2011.

⁴ Compensation Framework for Members of the GOCC Governing Boards dated 10 May 2016.

[Handwritten mark]

PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)
Validated 2017 Performance Scorecard

Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks										
Objective/Measure	Formula	Wt.	2017	Actual	Rating	Score	Rating													
CUSTOMERS / STAKEHOLDERS	SO 1	Expand Client Base and Enhance Customers Service Satisfaction																		
	SM 1	Client/port users served (with PTCB)	Absolute Amount	7%	30,000	42,601	7.00%	46,795	7%	<ul style="list-style-type: none">PFDA Ports Monitoring Report (Monthly and Quarterly)Sample PTCBs <p>The number of unique clients is considered and not the number or amount of transactions.</p>										
	SM 2	Client Satisfaction Rating (3 rd party survey)	Percent of respondents with rating of 4 or 5 81% above - VS 70% - S 70% below – NI	3%	Very Satisfactory	VS	3%	Very Satisfactory	3%	<ul style="list-style-type: none">Final Technical Report of PSRTI dated November 2017 <p>Out of 261 respondents, 84.29% gave a rating of 4 (very satisfactory) or 5 (outstanding) to PFDA, in terms of their overall experience.</p>										
	Sub-total		10%			10%		10%												
	SO 2	Increase Revenue Sources to Achieve Sustainable Income																		
FINANCE	SM 3	EBITDA (in million peso)	EBITDA (Adjusted TCI less Interest, Taxes, Depreciation & Amortization)	5%	80	190.52	5%	187.0	5%	<ul style="list-style-type: none">PFDA 2017 Income Statement (Unaudited)EBITDA Schedule <table><tr><td>Net Income</td><td>100</td></tr><tr><td>Interest</td><td>11</td></tr><tr><td>Taxes</td><td>28</td></tr><tr><td>Depreciation</td><td>48</td></tr><tr><td>EBITDA</td><td>187</td></tr></table>	Net Income	100	Interest	11	Taxes	28	Depreciation	48	EBITDA	187
	Net Income	100																		
Interest	11																			
Taxes	28																			
Depreciation	48																			
EBITDA	187																			
SM 4	Collection efficiency (current)	Total collection of current accounts / Total billing	5%	93%	93%	5%	93.3%	5%	<ul style="list-style-type: none">Collection Efficiency Schedule per Individual Ports (Current AR)Summary on Collection Efficiency (Current AR) <table><tr><td>Current</td><td>₱ Thousands</td></tr><tr><td>Collection</td><td>470,303</td></tr><tr><td>Billing</td><td>504,084</td></tr><tr><td>Efficiency</td><td>93.3%</td></tr></table>	Current	₱ Thousands	Collection	470,303	Billing	504,084	Efficiency	93.3%			
Current	₱ Thousands																			
Collection	470,303																			
Billing	504,084																			
Efficiency	93.3%																			

Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks								
Objective/Measure		Formula	Wt.	2017	Actual	Rating	Score	Rating										
FINANCE	SM 5	Collection efficiency (arrears)	Total collection of arrears/net arrear receivables 2009-2016 (142 Million)	2%	30%	26%	1.73%	26.28%	1.75%	<ul style="list-style-type: none">Collection Efficiency Schedule per Individual Ports (AR in arrears)Summary on Collection Efficiency (AR in arrears) <table><tr><td>In Arrears</td><td>Thousands</td></tr><tr><td>Collection</td><td>₱ 32,264</td></tr><tr><td>Total Billing</td><td>122,770</td></tr><tr><td>Efficiency</td><td>26.28%</td></tr></table>	In Arrears	Thousands	Collection	₱ 32,264	Total Billing	122,770	Efficiency	26.28%
	In Arrears	Thousands																
	Collection	₱ 32,264																
Total Billing	122,770																	
Efficiency	26.28%																	
SM 6	Budget Utilization Ratio	Utilized 2017 GAA and PY Carry over / 2017 GAA + PY Carry over	5%	100% (Balance as of 31 Dec 2016)	10.20%	5%	14.51%	0.73%	<ul style="list-style-type: none">SAOUB as of 31 December 2016 and 31 December 2017 Budget: ₱765,926,994 Utilized: ₱111,129,464									
Sub-total			17%			16.73%		12.48%										
SO3	Increase Efficiency in the Utilization of Post-Harvest Facilities																	
INTERNAL PROCESS	SM 7	Utilization rate of port facilities:																
		a. Market Hall	Utilization rate over target rate (target rate = maximum capacity as of 31 December 2017, as submitted)	3%	95%	98%	3.00%	94.85%	3%	<ul style="list-style-type: none">2017 Performance Assessment ReportMonthly Accomplishment Report submitted by Fish Ports <p>The office at the mezzanine of Camaligan FPC and the extension of two market bays in the Navotas FPC was included in the computation of the maximum capacity.</p> <p>Low utilization rate is primarily due to (i) 0% utilization of Davao FPC's cold storage facility and (ii) complete shutdown of one of the refrigerator plants in General Santos FPC during the last quarter of the year.</p>								
		b. Cold Storage		3%	66%	60%	2.73%	56.24%	2.56%									

INTERNAL PROCESS

Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure		Formula	Wt.	2017	Actual	Rating	Score	Rating		
	c. Ice Plant		3%	85%	59%	2.08%	58.54%	2.07%		Low utilization rate is due to (i) ammonia leakage in Lucena FPC and Camaligan FPC, and (ii) unserviceable plant of Sual FPC beginning July 2017.
	d. Processing Areas and Building Spaces		3%	76%	72%	2.84%	72.16%	2.85%		
	e. Commercial and Industrial Spaces		3%	60%	65%	3%	64.95%	3%		
SO 4	Increase Efficiency in Project Implementation									
SM 8	a. NFPC Upgrading of Road Network - Phase 2	Actual percentage of completion over target	5%	Phase II Project construction started and completed	93.04%	4.65%	Phase II Project construction started and completed	5%	•Certificate of Completion	
	b. NFPC Upgrading of Market Hall 3-5 (GAA-Tier 2)	Milestone	5%	DES NOA NTP	NOA December 07, 2017	5%	DES NOA NTP	5%	•Copies of the DES, NOA, and NTP	
SM 9	No. of Developmental Project:									
	a.No. of Projects Started (PS)	Absolute amount	15%	19	5	14.5%	5 out of 17	4.41%	• Notices to Proceed (NTP)	2 projects were excluded from the target due to duly supported reasons beyond PFDA's control.

	Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks
	Objective/Measure		Formula	Wt.	2017	Actual	Rating	Score	Rating		
INTERNAL PROCESS											The projects already started are in Masinloc, Talisay, San Jose, Lingayen, & Mariveles.
		b.No. of Projects Completed (PC)	Absolute amount	15%	26	17	9.81%	16	9.23%	• Certificates of Completion	
	SM 10	No. of procurement, repair and improvement projects completed at the Regional Fish Ports	Absolute amount	3%	10	5	1.5%	4	1.2%	• Certificates of Completion • Acceptance and Inspection Reports	1.Fabrication of 175 ice cans (GSFPC) 2.Repair and Rehabilitation of Refrigeration Facilities (IFPC) 3.Fabrication of 50 ice cans and 12 ice can grid covers (DFPC) 4.Procurement of Mycom Spareparts (LFPC)
	Subtotal			58%			49.11%		38.32%		
LEARNING & GROWTH	SO 5	Enhance Organizational Capabilities and Institutionalize Total Quality Management									
	SM 11	ISO 9001: 2008 Certification	Milestones	7%	Surveillance Audit Passed (NFPC) and ISO-alignment of 4 ports	Surveillance Audit Passed (NFPC) and ISO-alignment of 4 ports	7%	Surveillance Audit Passed (NFPC) and ISO-alignment of 4 ports	7%	• Third Party Certification • Certificate of ISO-aligned QMS	The ISO-aligned ports are in General Santos, Davao, Lucena, and Iloilo.

	Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks
	Objective/Measure		Formula	Wt.	2017	Actual	Rating	Score	Rating		
LEARNING AND GROWTH	SM 12	Automation of PFDA's Operation	Milestone	5%	Development of 2 systems – 2.5% Installation in 5 ports – 0.5% each	Development of 2 systems Installation in 5 ports	5%	Development of 2 systems Installation in 5 ports	5%	<ul style="list-style-type: none"> System manuals Memoranda Accomplishment report On-site validation 	<u>Systems developed:</u> -Port Maintenance and Refrigeration System -Financial Information System <u>Systems installed:</u> -Accreditation Information -Contract Monitoring
	SO 6	Strengthen Manpower Capacities through Trainings and Skills Development Activities, and Agency Competency-Based Recruitment System									
	SM 13	Percentage of incumbents meeting required competencies	Total number of incumbents meeting required competencies over Total number of incumbents	3%	Establish Baseline	Baseline Profiling Completed	3%	80%	3%	<ul style="list-style-type: none"> PFDA Competency Profiling Result 	Out of the 496 employees, 401 met all the required competencies of their respective positions.
Sub-total				15%			15%		15%		
TOTAL				100%			90.84%		75.80%		