

29 December 2022 DTS NO. 0040-23 *PFDA-6SD-ELO*

RECEIVED
JAN 12 2023

BY che
PHIL. FISHERIES DEV'T. AUTHORITY
RECORDS GSD-AP

MS. IRIS R. DE VERA

Officer-in-Charge (OIC)

PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)

2/F PCA, Annex Bldg. I, Elliptical Rd.

Diliman, Quezon City

**RE : VALIDATION RESULT OF PFDA'S
2021 PERFORMANCE SCORECARD**

Dear OIC De Vera,

This is to formally transmit the validation result of PFDA's 2021 Performance Scorecard. Based on the Governance Commission's validation of the GOCC's documentary submissions, PFDA obtained an overall score of **73.99%** (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 the grant of 2021 PBB to eligible officers and employees, PFDA fails to satisfy the requirements of GCG M.C. No. 2019-02,² particularly the achievement of a weighted-average score of at least 90% in its 2021 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. 2021-01,⁴ 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 PFDA'S INFORMATION AND GUIDANCE.

Very truly yours,

Alex L. Quiroz
Justice ALEX L. QUIROZ (ret.)
Chairperson

Gideon D.V. Mortel
Atty. GIDEON D.V. MORTEL, D.C.
Commissioner

Geraldine Marie B. Berberabe-Martinez
Atty. GERALDINE MARIE B. BERBERABE-MARTINEZ
Commissioner

cc: COA Resident Auditor – PFDA

¹ CODE OF CORPORATE GOVERNANCE FOR GOCCs, dated 28 November 2012.

² INTERIM PERFORMANCE-BASED BONUS (PBB), dated 25 July 2019.

³ GOCC GOVERNANCE ACT OF 2011.

⁴ INTERIM PERFORMANCE-BASED INCENTIVE (PBI) SYSTEM FOR THE APPOINTIVE DIRECTORS OF GOCCs COVERED BY GCG FOR CY 2020 AND FOR THE YEARS THEREAFTER, dated 28 January 2021.

PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)
Validated 2021 Performance Scorecard

Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks																						
Objective/Measure		Formula	Wt.	2021	Actual	Rating	Score	Rating																								
CUSTOMERS / STAKEHOLDERS	SO 1	Expand Client Base and Enhanced Customer Service Satisfaction																														
	SM 1	Client/Port users served (with PTCB)	Total number of port clients served with Permit to Conduct Business (PTCB)	10%	35,000	46,230	10%	46,230	10%	<ul style="list-style-type: none">PFDA Ports Monitoring Report 2021 <table><tr><th>Fish Port</th><th>Clients</th></tr><tr><td>Navotas</td><td>16,742</td></tr><tr><td>Iloilo</td><td>3,145</td></tr><tr><td>Zamboanga</td><td>1,939</td></tr><tr><td>Lucena</td><td>1,435</td></tr><tr><td>General Santos</td><td>20,958</td></tr><tr><td>Davao</td><td>930</td></tr><tr><td>Sual</td><td>359</td></tr><tr><td>Camaligan</td><td>112</td></tr><tr><td>Bulan</td><td>610</td></tr><tr><td>Total</td><td>46,230</td></tr></table> <p>The breakdown of the total number of clients served with PTCBs are as follows:</p>	Fish Port	Clients	Navotas	16,742	Iloilo	3,145	Zamboanga	1,939	Lucena	1,435	General Santos	20,958	Davao	930	Sual	359	Camaligan	112	Bulan	610	Total	46,230
	Fish Port	Clients																														
	Navotas	16,742																														
	Iloilo	3,145																														
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	Sual	359																														
Camaligan	112																															
Bulan	610																															
Total	46,230																															
SM 2	Percentage of Satisfied Customers	Number of respondents which gave at least a Satisfactory rating / Total number of respondents		86.00%			Non-compliant with CSS Guideline	0%	<ul style="list-style-type: none">Final CSS ReportSample QuestionnairesCSS Report Annexes	Only four (4) sample accomplished questionnaires, one for each customer segment, were submitted. Thus, given the limited sample, it could not be properly determined whether the questionnaires used in the survey are compliant with the GCG-prescribed questionnaire, and that the such samples are indeed true representation of all accomplished questionnaires.																						
	a. Lessees		2.0%		98%	2.00%																										
	b. Market Operators		1.0%		85%	0.99%																										
	c. Processors, Ice Plants, Cold Storage Operators		1.0%		85.67%	1.00%																										
	d. Other PTCB Holders		1.0%		86%	1.00%																										
Sub-total			15%			14.99%		10.00%																								

Validated 2021 Performance Scorecard

Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks												
	Objective/Measure	Formula	Wt.	2021	Actual	Rating	Score	Rating														
FINANCE	SO 2	Strengthen Fiscal Management to Achieve Financial Stability																				
	SM 3	EBITDA (in million pesos)	EBITDA	10%	₱213.00	₱232.97%	10%	₱228.51	10%	<ul style="list-style-type: none">PFDA 2021 COA-Audited Income Statement <div>Using the 2021 COA Audit Report, the breakdown of EBITDA in Millions is as follows:<table><tr><td>Net Income</td><td>₱ 290.000</td></tr><tr><td>NG Subsidy</td><td>(157.717)</td></tr><tr><td>Interest</td><td>6.886</td></tr><tr><td>Taxes</td><td>45.289</td></tr><tr><td>Depreciation</td><td>44.047</td></tr><tr><td>EBITDA</td><td>₱ 228.51</td></tr></table></div>	Net Income	₱ 290.000	NG Subsidy	(157.717)	Interest	6.886	Taxes	45.289	Depreciation	44.047	EBITDA	₱ 228.51
	Net Income	₱ 290.000																				
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SM 4	Collection Efficiency (Current)	Total collection of current accounts / Total billings	5%	95.00%	93%	4.89%	92.69%	4.88%	<ul style="list-style-type: none">Collection Efficiency Schedule per Individual Ports (Current AR)Summary on Collection Efficiency (Current AR) <div>The breakdown for the collection efficiency for current accounts is as follows:<table><tr><th>Current</th><th>₱ Thousands</th></tr><tr><td>Collection</td><td>583.406</td></tr><tr><td>Billing</td><td>629.396</td></tr><tr><td>Efficiency</td><td>92.69%</td></tr></table></div>	Current	₱ Thousands	Collection	583.406	Billing	629.396	Efficiency	92.69%					
Current	₱ Thousands																					
Collection	583.406																					
Billing	629.396																					
Efficiency	92.69%																					
SM 5	Collection Efficiency (Arrears)	Total collection of arrears/net arrear receivables 2009-2020	3%	50.47%	25%	1.49%	25.14%	1.49%	<ul style="list-style-type: none">Collection Efficiency Schedule per Individual Ports (AR in arrears)Summary on Collection Efficiency (AR in arrears) <div>The breakdown for the collection efficiency for arrears accounts is as follows:<table><tr><th>In Arrears</th><th>Thousands</th></tr><tr><td>Collection</td><td>31.346</td></tr><tr><td>Total Billing</td><td>124.698</td></tr><tr><td>Efficiency</td><td>25.14%</td></tr></table></div>	In Arrears	Thousands	Collection	31.346	Total Billing	124.698	Efficiency	25.14%					
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Validated 2021 Performance Scorecard

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	Objective/Measure		Formula	Wt.	2021	Actual	Rating	Score			Rating															
FINANCE	SM 6	Budget Utilization Ratio	Utilized (2021 GAA + PY Carry over) / (2021 GAA + PY Carry over)	5%	100%	58.45%	2.00%	82.14%	4.11%	<ul style="list-style-type: none">Schedule of 2021 Projects with expected percentage progress	<p>Adjustment for the targeted utilization is:</p> <table><thead><tr><th>Particulars</th><th>(in P000)</th></tr></thead><tbody><tr><td>As submitted</td><td>1,546,521</td></tr><tr><td>Less: Adjustments</td><td>-40,946</td></tr><tr><td>Adjusted:</td><td>1,505,575</td></tr><tr><td>Over: Projected</td><td>1,832,839</td></tr><tr><td>Utilization Rate</td><td>82.14%</td></tr></tbody></table> <p>It is noted that since PFDA has multi-year projects, the target is equivalent to 100% utilization of the expected project work accomplishment as stated in the contract.</p>	Particulars	(in P000)	As submitted	1,546,521	Less: Adjustments	-40,946	Adjusted:	1,505,575	Over: Projected	1,832,839	Utilization Rate	82.14%			
	Particulars	(in P000)																								
As submitted	1,546,521																									
Less: Adjustments	-40,946																									
Adjusted:	1,505,575																									
Over: Projected	1,832,839																									
Utilization Rate	82.14%																									
	Sub-total			23%			18.38%		20.48%																	
INTERNAL PROCESS	SO 3	Increase Efficiency in Utilization of Fishery Post-Harvest Facilities																								
	SM 7	a. Market Hall	Utilized Capacity over Maximum Capacity	5%	96%	97.44%	5.00%	96.07%	5%	<ul style="list-style-type: none">2021 Performance Assessment ReportMonthly Accomplishment Report submitted by Fish Ports	<p>The breakdown of accomplishment per port is as follows:</p> <table><tbody><tr><td>NFPC</td><td>100.00%</td></tr><tr><td>IFPC</td><td>100.00%</td></tr><tr><td>ZFPC</td><td>100.00%</td></tr><tr><td>LFPC</td><td>100.00%</td></tr><tr><td>GSFPC</td><td>100.00%</td></tr><tr><td>DFPC</td><td>32.26%</td></tr><tr><td>CFPC</td><td>8.33%</td></tr><tr><td>BFPC</td><td>100.00%</td></tr></tbody></table> <p>PFDA exceeded its annual target.</p>	NFPC	100.00%	IFPC	100.00%	ZFPC	100.00%	LFPC	100.00%	GSFPC	100.00%	DFPC	32.26%	CFPC	8.33%	BFPC
NFPC	100.00%																									
IFPC	100.00%																									
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Validated 2021 Performance Scorecard

Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks												
	Objective/Measure	Formula	Wt.	2021	Actual	Rating	Score	Rating														
INTERNAL PROCESS	b. Cold Storage	Utilized Capacity over Maximum Capacity	4%	67%	65.23%	3.89%	65.23%	3.89%	<ul style="list-style-type: none">2021 Performance Assessment ReportMonthly Accomplishment Report submitted by Fish Ports	<p>The breakdown of accomplishment per port is as follows:</p> <table><tr><td>IFPC</td><td>100.00%</td></tr><tr><td>ZFPC</td><td>74.96%</td></tr><tr><td>LFPC</td><td>0.00%</td></tr><tr><td>GSFPC</td><td>51.50%</td></tr><tr><td>DFPC</td><td>0.00%</td></tr><tr><td>CFPC</td><td>100.00%</td></tr></table> <p>PFDA failed to achieve its annual target.</p>	IFPC	100.00%	ZFPC	74.96%	LFPC	0.00%	GSFPC	51.50%	DFPC	0.00%	CFPC	100.00%
	IFPC	100.00%																				
	ZFPC	74.96%																				
LFPC	0.00%																					
GSFPC	51.50%																					
DFPC	0.00%																					
CFPC	100.00%																					
c. Ice Plant	Utilized Capacity over Maximum Capacity	4%	66%	69.25%	4.00%	70.96%	4%	<ul style="list-style-type: none">2021 Performance Assessment ReportMonthly Accomplishment Report submitted by Fish Ports	<p>The breakdown of accomplishment per port is as follows:</p> <table><tr><td>ZFPC</td><td>94.74%</td></tr><tr><td>GSFPC</td><td>78.48%</td></tr><tr><td>DFPC</td><td>62.02%</td></tr><tr><td>CFPC</td><td>4.03%</td></tr></table> <p>PFDA exceeded its annual target.</p>	ZFPC	94.74%	GSFPC	78.48%	DFPC	62.02%	CFPC	4.03%					
ZFPC	94.74%																					
GSFPC	78.48%																					
DFPC	62.02%																					
CFPC	4.03%																					
d. Processing Areas and Building Spaces	Utilized Capacity over Maximum Capacity	4%	63%	60.04%	3.81%	58.84%	3.74%	<ul style="list-style-type: none">2021 Performance Assessment ReportMonthly Accomplishment Report submitted by Fish Ports	<p>The breakdown of accomplishment per port is as follows:</p> <table><tr><td>IFPC</td><td>81.55%</td></tr><tr><td>ZFPC</td><td>24.94%</td></tr><tr><td>LFPC</td><td>31.46%</td></tr><tr><td>GSFPC</td><td>80.63%</td></tr><tr><td>DFPC</td><td>18.80%</td></tr><tr><td>CFP</td><td>65.67%</td></tr></table> <p>PFDA exceeded its annual target.</p>	IFPC	81.55%	ZFPC	24.94%	LFPC	31.46%	GSFPC	80.63%	DFPC	18.80%	CFP	65.67%	
IFPC	81.55%																					
ZFPC	24.94%																					
LFPC	31.46%																					
GSFPC	80.63%																					
DFPC	18.80%																					
CFP	65.67%																					

Validated 2021 Performance Scorecard

INTERNAL PROCESS	Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks																		
	Objective/Measure		Formula	Wt.	2021	Actual	Rating	Score	Rating																				
		e. Commercial and Industrial Spaces	Utilized Capacity over Maximum Capacity	4%	84%	78.71%	3.75%	78.80%	3.75%	<ul style="list-style-type: none">2021 Performance Assessment ReportMonthly Accomplishment Report submitted by Fish Ports	<p>The breakdown of accomplishment per port is as follows:</p> <table><tr><td>NFPC</td><td>100.00%</td></tr><tr><td>IFPC</td><td>55.61%</td></tr><tr><td>ZFPC</td><td>107.92%</td></tr><tr><td>LFPC</td><td>87.47%</td></tr><tr><td>GSFPC</td><td>84.26%</td></tr><tr><td>DFPC</td><td>53.04%</td></tr><tr><td>SFPC</td><td>95.15%</td></tr><tr><td>CFPC</td><td>3.75%</td></tr><tr><td>BFPC</td><td>20.76%</td></tr></table> <p>PFDA failed to achieve its annual target.</p>	NFPC	100.00%	IFPC	55.61%	ZFPC	107.92%	LFPC	87.47%	GSFPC	84.26%	DFPC	53.04%	SFPC	95.15%	CFPC	3.75%	BFPC	20.76%
	NFPC	100.00%																											
	IFPC	55.61%																											
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	GSFPC	84.26%																											
	DFPC	53.04%																											
	SFPC	95.15%																											
CFPC	3.75%																												
BFPC	20.76%																												
SO 4	Ensure Effective and Efficient Project Implementation																												
SM 8	Rehabilitation / Repair / Improvement Projects																												
	a. No. of Projects Started																												
	a1. Detailed Engineering Design	Absolute Number	2%	11	7	2.00%	5	0.91	<ul style="list-style-type: none">DED Completion Reports	The targeted DEDs accomplished during the year are for the Malalag Fish Port, Pasacao Fish Port, Bulan Ice Plant, Mamburao Ice Plant and Cold Storage, and Cabugao Ice Plant.																			
	a2. Project Implementation	Absolute Number	2%	8	2	0.80%	-	0%	<ul style="list-style-type: none">Notice to Proceed (NTP)	NTPs were issued for Malalag Fish Port, Pasacao Fish Port, Bulan Ice Plant, and Cabugao Ice Plant. However, PFDA did not submit accomplishment reports of the above projects, or any document that would serve as proof that the construction of said projects were indeed commenced/started during the year.																			

Validated 2021 Performance Scorecard

Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks
	Objective/Measure	Formula	Wt.	2021	Actual	Rating	Score	Rating		
INTERNAL PROCESS	b. On-going project (multi-year)									
	b1. IFPC (P287 M)	Actual Percentage of Completion	3%	45% project implementation	58.0085%	2.20%%	58.01%	3%	<ul style="list-style-type: none">2021 Monthly Accomplishment Report	Based on the validation of the monthly accomplishment report, the 2021 percentage accomplishment is already ahead by 13.01% over the target.
	b2. DFPC (P243 M)	Actual Percentage of Completion	3%	70% project implementation	86.42%	2.85%	86.42%	3%	<ul style="list-style-type: none">2021 Monthly Accomplishment Report	Based on the validation of the monthly accomplishment report, the 2021 percentage accomplishment is already ahead by 16.42% over the target.
	b3. LFPC (P139 M)	Actual Percentage of Completion	3%	55% project implementation	87.0303%	2.84%	87.03%	3%	<ul style="list-style-type: none">2021 Monthly Accomplishment Report	Based on the validation of the monthly accomplishment report, the 2021 percentage accomplishment is already ahead by 32.03% over the target.
	b4. ZFPC (P456 M)	Actual Percentage of Completion	3%	20% project implementation	Project in mobilization stage	-	Project in mobilization stage	0%	<ul style="list-style-type: none">2021 Monthly Accomplishment Report	Project is still at its mobilization stage, with an accomplishment of 0.1642%. PFDA failed to achieve its target.
	b5. NFPC (P3,054 M)	Actual Percentage of Completion	3%	20% project implementation	Package 1, 2, and 3 in mobilization stage Package 4 and 5 – Contract awarded on December 20, 2021	-	Package 1, 2, and 3 in mobilization stage Package 4 and 5 – Contract awarded on December 20, 2021	-	<ul style="list-style-type: none">Status ReportsCommunication with contractor2021 Monthly Accomplishment Report	<i>Measure excluded.</i> The accomplishment per package are as follows: Package 1 – 3.41% Package 2 – 1.13% Package 3 – 0.036% Packages 4 and 5 to commence construction in January 2022.

Component				Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure		Formula	Wt.	2021	Actual	Rating	Score	Rating			
INTERNAL PROCESS	b6. SFPC (P141 M)	Actual Percentage of Completion	3%	20% project implementation	Project in mobilization stage	-	DED still on-going	0%	• 2021 Monthly Accomplishment Report	Project construction has not yet commenced as the projects is still at its DED stage. PFDA failed to achieve its target.	
	b7. CFPC (P72 M)	Actual Percentage of Completion	3%	20% project implementation	Project in mobilization stage	-	Project in mobilization stage	0%	• 2021 Monthly Accomplishment Report	Project construction has not yet commenced as the projects is still at its mobilization stage. PFDA failed to achieve its target.	
	Subtotal		43%			31.14%		30.29%			
LEARNING AND GROWTH	SO 5	Develop Adequate, Competent, Engaged (ACE) Human Resources									
	SM 9	Percentage of Incumbents Meeting Required Competencies	Percentage of Incumbents Meeting Required Competencies over Total Employees	5%	10% improvement from baseline	5 personnel with competency gaps out of 47 personnel 10.64% improvement from baseline	5%	10.08% improvement from baseline	5%	• Competency Assessment Report • Competency Assessment Form	There were 465 fully competent employees out of 470 filled plantilla positions, equivalent to 98.94% (10.08% increase from 2020's 88.86% accomplishment), with five (5) employees still with identified competency gaps.
	SO 6	Enhance Integrated Information Systems and Institutionalize Total Quality Management System									
	SM 10	a. Development of systems	Absolute Number	2%	4 Systems	Completed	2%	4 systems developed	2%	• System Manuals	(1) Client and Visitor Entry System (2) Preventive Maintenance System (3) Key Performance Indicator System (4) Online Competency Profiling System

Component					Target	GOCC Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure		Formula	Wt.	2021	Actual	Rating	Score	Rating			
LEARNING AND GROWTH	b. Installation of systems	Absolute Number	2%	2 systems	Completed	2%	2 systems installed	2%	<ul style="list-style-type: none">Formal Acceptance FormsAcceptance Condition Forms	(1) Human Resource Information System (2) Online Leave Application and Pass Leave Application System	
	c. Enhancement of systems	Absolute Number	2%	2 systems	Completed	2%	2 systems Enhanced	2%	<ul style="list-style-type: none">Formal Acceptance FormsAcceptance Condition	(1) Modified Integrated Corporate Reporting System (2) IT Support Ticketing System	
	SM 11 ISO 9001:2015 Certification	Milestone	5%	Recertification (CO, NFPC, GFPC, IFPC, DFPC, LFPC, ZFPC)	Recertification of 7 units - Central Office (CO), NFPC, GSFPC, DFPC, IFPC, LFPC, ZFPC by end of 2021	5%	-	0%	<ul style="list-style-type: none">ISO Certifications (IFPC, LFPC, DFPC, and GSFPC)ISO Attestation for NFPCConfirmation Certification Procedure for CO and ZFPC	The ISO Certifications for IFPC, LFPC, DFPC, and GSFPC were all dated February 2022. No additional supporting documents were submitted indicating that these pertained to 2021 ISO Audit. As to the Central Office and ZFPC, the documents submitted were not the required ISO Certificates or ISO Surveillance Certificates/Attestations but were merely documentation regarding "confirmation certification procedure", specifying that "the audit documentation will be submitted as soon as possible after processing and a positive certification decision." No further documentations were submitted.	
	Sub-total		16%			16.00%		11.00%			
	TOTAL EXCLUDED WEIGHTS		100% (3%)			80.51%		71.77%			
VALIDATED TOTAL		97%				71.77% / 97% = 73.99%					



Republic of the Philippines

PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY

DEPARTMENT OF AGRICULTURE

2nd Flr. PCA Annex Bldg. 1, Elliptical Rd., Diliman, Quezon City

Thursday, 12 January 2023

ATTY. GIDEON D.V. MORTEL, D.C.L.

COMMISSIONER

GCG GOVERNANCE COMMISSION

3/F BDO Towers Paseo (formerly Citibank Center) 8741 Paseo de Roxas Makati City, Philippines
1226

ACKNOWLEDGEMENT RECEIPT

Letter Date : **29 December 2022**

Subject : **GCG - LETTER DATED DECEMBER 29 2022 RE: VALIDATION
RESULT OF PFDAS 2021 PERFORMANCE SCORECARD**

On behalf of the Philippine Fisheries Development Authority the said document was received on **Thursday, 12 January 2023** and will be forwarded to the responsible PFDA Officer for appropriate action.

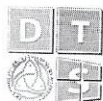
If you wish to follow-up this document please contact us through telephone number **(02)-925-8470** or through email address **gsd_asd@pfda.gov.ph** and quote the PFDA Document Tracking System (DTS) Document Number: **PFDA-CO-DTS-NO-PFDA-GSD-ECO-0040-23.**

THIS RECEIPT IS COMPUTER GENERATED AND DOES NOT REQUIRE SIGNATURE.

Received by :

PFDA General Services Division

Thursday, 12 January 2023



PFDA-CO-DTS-NO-PFDA-GSD-ECO-0040-23