





## FY 2021 Performance-Based Bonus Scorecard

# PHILIPPINE COUNCIL FOR INDUSTRY, ENERGY AND EMERGING TECHNOLOGY RESEARCH AND DEVELOPMENT

<b>ELIGIBLE</b>  Eligible personnel of PCIEERD are entitled to 65% of monthly basic salary	 <b>PERFORMANCE RESULTS</b>  Achieved 100% (5 out of 5) of its Congress-approved performance targets for FY 2021	 <b>PROCESS RESULTS</b>  Achieved ease of transaction for 100% (5 out of 5) of its frontline services	 <b>FINANCIAL RESULTS</b>  Achieved 87.85% Disbursement BUR	 <b>CITIZEN/CLIENT SATISFACTION RESULTS</b>  Achieved 4.83 satisfaction rate and 100% #8888/CCB complaints resolved
	<b>20</b> TOTAL SCORE	<b>5</b> SCORE	<b>5</b> SCORE	<b>5</b> SCORE
	<b>100</b> TOTAL POINTS	<b>25</b> POINTS	<b>25</b> POINTS	<b>25</b> POINTS

Legend:

1 SCORE = 5 POINTS

2 SCORE = 10 POINTS

3 SCORE = 15 POINTS

4 SCORE = 20 POINTS

5 SCORE = 25 POINTS

## Compliant in 10 out of 11 Agency Accountability Requirements

Transparency Seal	PhilGEPS Posting*	Updating of Citizen's Charter	Sustained Compliance to Audit Findings	Submission and review of SALN	Freedom of Information (FOI)
COMPLIANT	NON-COMPLIANT	COMPLIANT	COMPLIANT	COMPLIANT	COMPLIANT
Submission of FY 2022 Annual Procurement Plan - Common Use Supplies and Equipment (APP-CSE)	Submission of FY 2021 Annual Procurement Plan - Non-Common Use Supplies and Equipment (APP-non CSE)	Posting of Indicative FY 2022 APP-non CSE	Submission of FY 2020 Agency Procurement Compliance and Performance Indicators (APCPI)*	Undertaking of Early Procurement Activities covering 2022 Procurement Projects	
COMPLIANT	COMPLIANT	COMPLIANT	COMPLIANT	COMPLIANT	

\*The unit/s most responsible (including its head) for the non-compliance with the Agency Accountability Requirements provided in Section 5.0 of MC 2021-1 will be isolated from the grant of the FY 2021 PBB.





INTER-AGENCY TASK FORCE ON THE HARMONIZATION OF  
NATIONAL GOVERNMENT PERFORMANCE MONITORING, INFORMATION AND REPORTING SYSTEMS  
(Administrative Order No. 25 S. 2011)

January 26, 2023

**DR. ENRICO C. PARINGIT**

Executive Director

Philippine Council for Industry, Energy, and

Emerging Technology Research and Development

4th and 5th Level Science Heritage Bldg., Science Community Complex

Gen. Santos Avenue, Bicutan, Taguig City 1631, Philippines

ATTENTION: Engr. Ninaliza H. Escorial  
PBB Focal Person

Dear Executive Director Paringit:

We are pleased to inform you that the Philippine Council for Industry, Energy, and Emerging Technology Research and Development (PCIEERD) is **eligible** for the grant of the FY 2021 Performance-Based Bonus (PBB), as the agency obtained **100 points** for the PBB Criteria and Conditions as provided in Section 4.0 of the AO25 Inter-Agency Task Force Memorandum Circular No. 2021-1. The FY 2021 Final Eligibility Assessment is attached for your reference.

Since the agency was found non-compliant in one (1) of the Agency Accountabilities under Section 5.0, the unit/s most responsible (including its head) for the non-compliance with the Agency Accountabilities will be isolated from the grant of the FY 2021 PBB. Further, to be eligible for FY 2021 PBB, employees belonging to the First, Second, and Third Levels should receive a rating of at least "Very Satisfactory" based on the agency's Strategic Performance Management System approved by the Civil Service Commission, or the requirement prescribed by the Career Executive Service Board.

To complete the PBB process, may we remind your office to publish the **FY 2021 Agency Scorecard** on your website or official publication. The agency is given thirty (30) working days to submit **Annex 2 (Form 1.0: Report on Ranking of Offices/Delivery Units)** for the processing and release of your agency's FY 2021 PBB.

Again, we commend the PCIEERD management and staff, and we hope for your continued participation and support of the PBB implementation. Thank you very much.

Sincerely yours,

**ACHILLES GERARD C. BRAVO**

Assistant Secretary, DBM and  
Chair, AO25 IATF TWG



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INTER-AGENCY TASK FORCE ON THE HARMONIZATION OF  
NATIONAL GOVERNMENT PERFORMANCE MONITORING, INFORMATION AND REPORTING SYSTEMS  
(Administrative Order No. 25 S. 2011)

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# **FY 2021 PERFORMANCE-BASED BONUS FINAL ELIGIBILITY ASSESSMENT**

**PHILIPPINE COUNCIL FOR INDUSTRY,  
ENERGY AND EMERGING TECHNOLOGY  
RESEARCH AND DEVELOPMENT**



**FY 2021 PERFORMANCE-BASED BONUS ELIGIBILITY CRITERIA AND CONDITIONS**  
per the AO 25 Memorandum Circular (MC) No. 2021-1 and 2021-2

To be eligible for the FY 2021 PBB, the agency must attain a total score of at least 70 points.

TABLE 1: FY 2021 PBB SCORING SYSTEM						
CRITERIA AND CONDITIONS	WEIGHT	PERFORMANCE RATING				
		1	2	3	4	5
Performance Results	5	5pts	10pts	15pts	20pts	25pts
Process Results	5	5pts	10pts	15pts	20pts	25pts
Financial Results	5	5pts	10pts	15pts	20pts	25pts
Citizen/Client Satisfaction Results	5	5pts	10pts	15pts	20 pts	25pts
<b>TOTAL SCORE</b>		<b>MAXIMUM = 100 POINTS</b>				

TABLE 2: RATING SCALE FOR PERFORMANCE RESULTS				
1	2	3	4	5
Met <b>less than 80%</b> of performance indicators of the Congress-approved performance targets for FY 2021; <b>deficiencies due to controllable factors</b>	Met <b>less than 80%</b> of performance indicators of the Congress-approved performance targets for FY 2021; <b>deficiencies due to uncontrollable factors</b>	Met <b>at least 80%</b> of performance indicators of the Congress-approved performance targets for FY 2021; <b>deficiencies due to controllable factors</b>	Met <b>at least 80%</b> of performance indicators of the Congress-approved performance targets for FY 2021; <b>deficiencies due to uncontrollable factors</b>	Met <b>each one</b> of the Congress-approved performance targets for FY 2021 (all performance indicators)

TABLE 3: RATING SCALE FOR PROCESS RESULTS				
1	2	3	4	5
<b>a. For departments/agencies and GOCCs covered by the DBM</b>				
No demonstrated ease of transaction	Achieved targets to ease transaction (streamlining, digitization, standardization) only for <b>non-frontline services</b>	Achieved targets to ease transaction (streamlining, digitization, standardization) in <b>less than 80% of frontline services</b>	Achieved targets to ease transaction (streamlining, digitization, standardization) in <b>at least 80% of frontline services</b>	Achieved targets to ease transaction (streamlining, digitization, standardization) in <b>all frontline services</b>
<b>b. For SUCs</b>				
No demonstrated standardization/ quality assurance	Achieved ISO-certification or its equivalent certification only for <b>non-frontline services</b>	Achieved ISO-certification or its equivalent certification for <b>less than 80% of frontline services</b>	Achieved ISO-certification or its equivalent certification for <b>at least 80% of frontline services</b>	Achieved ISO-certification or its equivalent certification for <b>all frontline services</b>

TABLE 4: RATING SCALE FOR FINANCIAL RESULTS				
1	2	3	4	5
<b>1-19%</b> Disbursement BUR	<b>20-39%</b> Disbursement BUR	<b>40-59%</b> Disbursement BUR	<b>60-79%</b> Disbursement BUR	<b>80-100%</b> Disbursement BUR

TABLE 5: RATING SCALE FOR CITIZEN/CLIENT SATISFACTION RESULTS				
1	2	3	4	5
<b>No submission/Did not conduct CCSS</b>	<b>Low satisfaction rate</b> with unresolved #8888/CCB complaints	<b>Average to high satisfaction rate</b> with unresolved #8888/CCB complaints	<b>Average satisfaction rate</b> with 100% #8888/CCB complaints resolved	<b>High satisfaction rate</b> with 100% #8888/CCB complaints resolved

## FINAL ELIGIBILITY ASSESSMENT FOR FY 2021 PERFORMANCE-BASED BONUS

### PHILIPPINE COUNCIL FOR INDUSTRY, ENERGY AND EMERGING TECHNOLOGY RESEARCH AND DEVELOPMENT

**Overall Assessment:** The Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD) achieved **100 points** and is **eligible** for the grant of FY 2021 PBB.

<b>A. Physical Accomplishments</b>			
<b>Criteria</b>	<b>Score</b>	<b>Points</b>	<b>Remarks</b>
<b>1. Performance Results</b>  Achieved 100% (5 out of 5) of the Congress-approved performance targets for FY 2021.	5	25	<p>According to the Department of Budget and Management Budget and Management Bureau-F (DBM BMB-F) Agency Performance Review (APR) report dated March 31, 2022, the PCIEERD was able to accomplish all its targets for the period and almost exceeded all physical targets for FY 2021.</p> <p>The PCIEERD may still need to revisit its planning/targeting strategies taking into consideration its actual accomplishments from the past three (3) years in order to set more realistic targets, vis-a-vis its available support from both the national government and other stakeholders.</p>
<b>2. Process Results</b>  Achieved ease of transaction for 100% (5 out of 5) of its frontline services.	5	25	<p>The PCIEERD achieved ease of transaction for its services through streamlining and standardization by establishing an ISO-certified Quality Management System, development of online technology systems such as the implementation of online applications/submissions, and improvement of the mechanics for processing the scholarship grants for its clients.</p> <p>The PCIEERD is advised to ensure that its reports are clear, all information is available and verifiable, and all source documents are submitted accordingly.</p> <p>The PCIEERD is also encouraged to continually implement efforts to either streamline, digitize, or standardize services.</p>
<b>3. Financial Results</b>  Achieved 87.85% Disbursement BUR.	5	25	<p>The actual accomplishment of the PCIEERD for Disbursement Budget Utilization Rate (BUR) was 87.85%, based on the DBM BMB-F APR report dated March 31, 2022.</p> <p>The PCIEERD's financial performance, while commendable, can still be improved with the tighter linkage between strategic and operational planning and budgeting, as well as the promotion of better-designed, well-prepared, and "shovel-ready" programs and projects.</p>
<b>4. Citizen/Client Satisfaction Results</b>  Achieved 4.83 satisfaction rate and 100% #8888/CCB complaints resolved.	5	25	<p>The PCIEERD did not receive any complaints through the #8888 platform for the period of January 1, 2021 to December 31, 2021, based on the Office of the President report dated December 21, 2022.</p> <p>In addition, the agency did not receive any complaints through the Contact Center ng Bayan (CCB) platform for the period of January 1, 2021 to December 31, 2021, based on the Civil Service Commission report dated February 24, 2022.</p>
<b>Total</b>	<b>20</b>	<b>100</b>	

<b>B. Agency Accountabilities</b>	<b>Compliance Status</b>
• Transparency Seal	Compliant
• Freedom of Information	Compliant
• Updating of Citizen's Charter	Compliant
• Compliance to Audit Findings	Compliant
• Posting of Agency Review and Compliance Procedure (ARCP) of SALN	Compliant
• PhilGEPS Posting	Non-Compliant
• Submission of FY 2022 Annual Procurement Plan-Common Use Supplies and Equipment (APP-CSE)	Compliant
• Submission of FY 2021 Non-Common Use Supplies and Equipment (APP non-CSE)	Compliant
• Posting of Indicative FY 2022 APP non-CSE	Compliant
• Submission of FY 2020 Agency Procurement Compliance and Performance Indicators (APCPI)	Compliant
• Undertaking of Early Procurement Activities (EPA) covering FY 2022 Procurement Projects	Compliant

**C. Eligibility of Delivery Units and Individuals/Rates**

To be eligible for the FY 2021 PBB, the agency must attain a total score of at least 70 points. To be able to attain at least 70 points, the agency should achieve a performance rating of 4 in at least three (3) criteria. In such a case, while the agency will be eligible, the unit/s most responsible (including its head) for the criteria stated in Section 3.0 of MC 2021-1 with a performance rating of below 4 will be isolated from the grant of the FY 2021 PBB.

The unit/s most responsible (including its head) for the non-compliance with the Agency Accountabilities provided in Section 5.0 of MC 2021-1 will also be isolated from the grant of the FY 2021 PBB.

To be eligible for FY 2021 PBB, employees belonging to the First, Second, and Third Levels should receive a rating of at least "Very Satisfactory" based on the agency's CSC-approved Strategic Performance Management System (SPMS) or the requirement prescribed by the CESB.

For additional information, please refer to Section 6.0 (Eligibility of Delivery Units and Individuals) and Section 7.0 (Rates of the PBB) of MC 2021-01.