



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

27 February 2024

JOEL P. LIMSON

President

Negros Oriental State University

Kagawasan Avenue, Dumaguete City

Attention: Mr. Guilbert Nicanor Atillo
PBB Focal Person

Dear **President Limson**:

We regret to inform you that the **Negros Oriental State University (NorSU)** is **not eligible** for the grant of the Performance-Based Bonus (PBB) for Fiscal Year 2022. The NorSU failed to submit its accomplishment report for the FY 2022 **Process Results** on the prescribed deadline of **February 28, 2023**, as stated in Memorandum Circular No. 2022-1. The FY 2022 Final Eligibility Assessment is attached for your reference.

We wish to reiterate the responsibility of the Head of Agency and the Performance Management Team (PMT) to communicate the result of the assessment to the NorSU personnel, and address concerns that may be raised.

To complete the PBB process, may we remind the publication of the **FY 2022 Agency Scorecard** in the NorSU website or official publication. Please coordinate with the AO25 Technical Secretariat for the finalization of the said report card.

Thank you and we hope for your continued participation and support to the PBB implementation.

Very truly yours,

ACHILLES GERARD C. BRAVO

Assistant Secretary, DBM and

Chair, AO25 IATF TWG



**development academy
of the philippines**

Technical Secretariat and Resource Institution



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FY 2022 PERFORMANCE-BASED BONUS FINAL ELIGIBILITY ASSESSMENT

NEGROS ORIENTAL STATE UNIVERSITY



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FY 2022 PERFORMANCE-BASED BONUS ELIGIBILITY CRITERIA AND CONDITIONS
per the AO25 Memorandum Circular (MC) No. 2022-1

To be eligible for the FY 2022 PBB, the agency must attain a total score of at least 70 points

TABLE 1: FY 2022 PBB SCORING SYSTEM						
CRITERIA AND CONDITIONS	WEIGHT	PERFORMANCE RATING				
		1	2	3	4	5
Performance Results	5	5 points	10 points	15 points	20 points	25 points
Process Results	5	5 points	10 points	15 points	20 points	25 points
Financial Results	5	5 points	10 points	15 points	20 points	25 points
Citizen/Client Satisfaction Results	5	5 points	10 points	15 points	20 points	25 points

TABLE 2: RATING SCALE FOR PERFORMANCE RESULTS				
1	2	3	4	5
Met less than 80% of performance indicators of the Congress-approved performance targets for FY 2022; deficiencies due to controllable factors	Met less than 80% of performance indicators of the Congress-approved performance targets for FY 2022; deficiencies due to uncontrollable factors	Met at least 80% of performance indicators of the Congress-approved performance targets for FY 2022; deficiencies due to controllable factors	Met at least 80% of performance indicators of the Congress-approved performance targets for FY 2022; deficiencies due to uncontrollable factors	Met each one of the Congress-approved performance targets for FY 2022 (all performance indicators)

TABLE 3: RATING SCALE FOR PROCESS RESULTS				
1	2	3	4	5
No substantial improvement in ease of transaction in both external core and internal services	Achieved substantial improvement in ease transaction in internal service	Achieved substantial improvement to ease transaction in external service	Achieved substantial improvements to ease transaction in external but non priority core service and internal service	Achieved substantial improvements to ease transaction in priority core service (external) and internal service

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

TABLE 5: RATING SCALE FOR CITIZEN/CLIENT SATISFACTION RESULTS				
1	2	3	4	5
No submission/Did not conduct CCSS	Average satisfaction rate with unresolved complaints and at least 30% compliance rate to #8888 and CCB	More than average rate with unresolved complaints and at least 50% compliance rate to #8888 and CCB	High satisfaction rate with 100% complaints resolved and at least 80% compliance rate to #8888 and CCB	High satisfaction rate with 100% complaints resolved and compliance rate to #8888 and CCB

FINAL ELIGIBILITY ASSESSMENT FOR FY 2022 PERFORMANCE-BASED BONUS

NEGROS ORIENTAL STATE UNIVERSITY

Overall Assessment: The Negros Oriental State University (NorSU) is **not eligible** for the grant of FY 2022 PBB.

A. Physical Accomplishments			
Criteria	Score	Points	Remarks
<p>1. Performance Result</p> <p>Achieved 41.18% (7 out of 17) of the Congress-approved performance targets for FY 2022; failure to meet the targets for 10 indicators are due to controllable factors.</p>	1	5	<p>The NorSU did not meet ten (10) performance indicators:</p> <ol style="list-style-type: none"> MFO1:Higher Education Program PI3:Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs. The actual accomplishment was 52.05% of the targeted 72.47%. MFO2:Advanced Education Program PI1:Percentage of graduate school faculty engaged in research work applied in - pursuing advanced research degree program (Ph.D). The actual accomplishment was 1.85% of the targeted 4%. MFO2:Advanced Education Program PI2:Percentage of graduate school faculty engaged in research work applied in - actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, social science research). The actual accomplishment was 38.89% of the targeted 60%. MFO2:Advanced Education Program PI3:Percentage of graduate school faculty engaged in research work applied in - producing technologies for commercialization or livelihood improvement. The actual accomplishment was 0% of the targeted 8%. MFO2:Advanced Education Program PI5: Percentage of graduate students enrolled in research degree programs. The actual accomplishment was 95.20% of the targeted 99.45%. MFO3:Research Program PI1:Number of research outputs in the last three years utilized by the industry or by other beneficiaries. The actual accomplishment was 1 of the targeted 4. MFO3:Research Program PI2:Number of research outputs completed within the year. The actual accomplishment was 35 of the targeted 38. MFO3:Research Program PI3:Percentage of research outputs published in internationally-refereed or

A. Physical Accomplishments

Criteria	Score	Points	Remarks
			<p>CHED recognized journals within the year. The actual accomplishment was 20.45% of the targeted 65%.</p> <p>9. MFO4:Technical Advisory Extension Program PI1:Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension services. The actual accomplishment was 26% of the targeted 28%.</p> <p>10. MFO3:Technical Advisory Extension Program PI4:Number of extension programs organized and supported consistent with the SUC's mandated and priority programs. The actual accomplishment was 20% of the targeted 19%.</p> <p>The Commission on Higher Education (CHED) considered the non-attainment of the ten (10) targets to be due to controllable factors based on the CHED report dated October 24, 2023.</p>
2. Process Results	-	-	The NorSU did not submit evidence and/or documentation of substantial improvements in ease of transaction in both external and internal services.
3. Financial Results Achieved an average of 42% Disbursements and Earmarked Income BUR.	3	15	The actual accomplishment of the NorSU for Disbursements and Earmarked Income Budget Utilization Rate (BUR) was 42% based on the validation report from the Department of Budget and Management - Region 7 dated June 05, 2023.
4. Citizen/Client Satisfaction Results No Citizen/Client Satisfaction Results; 67% resolution and 0% compliance of #8888 complaints; 100% resolution and compliance of CCB complaints.	1	5	<p>The NorSU did not submit a Citizen/Client Satisfaction Survey (CCSS) Report (Annex 5) pursuant to the AO25 MC 2022-1.</p> <p>The NorSU achieved 67% (10 out of 15) resolution and 0% compliance rate of the complaints received through the #8888 platform for the period of January 1, 2022 to December 31, 2022 based on the Office of the President (OP) report dated May 3, 2023.</p> <p>In addition, the agency achieved 100% (2 out of 2) resolution and 100% compliance rate of the complaints received through the Contact Center ng Bayan (CCB) platform for the period of January 1, 2022 to December 31, 2022 based on the Civil Service Commission (CSC) report dated June 15, 2023.</p>

B. Agency Accountabilities	Compliance Status
• Transparency Seal	Compliant
• Freedom of Information	Non-Compliant
• Compliance to Audit Findings	Non-Compliant
• Posting of Agency Review and Compliance Procedure (ARCP) of SALN	Compliant
• PhilGEPS Posting	Non-Compliant
• Submission of FY 2023 Annual Procurement Plan-Common Use Supplies and Equipment (APP-CSE)	Compliant
• Submission of FY 2022 APP Non-Common Use Supplies and Equipment (APP non-CSE)	Non-Compliant
• Posting of Indicative FY 2023 APP non-CSE	Compliant
• Submission of FY 2021 Agency Procurement Compliance and Performance Indicators (APCPI)	Compliant
• Undertaking of Early Procurement Activities (EPA) covering FY 2023 Procurement Projects	Non-Compliant
• Designation of the Agency's Committee on Anti-Red Tape (CART)	Compliant
• Compliance with the National Competition Policy (NCP)	Not applicable

C. Eligibility of Delivery Units and Individuals/Rates

To be eligible for the FY 2022 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 2022-1 with a performance rating of below 4 will be isolated from the grant of the FY 2022 PBB.

The unit/s most responsible (including its head) for the non-compliance with the Agency Accountabilities provided in Section 5.0 of MC 2022-1 will also be isolated from the grant of the FY 2022 PBB.

To be eligible for FY 2022 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 2022-01.

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Date: February 27, 2024