



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

16 November 2023

**RICHARD E. BACHMANN**

Chairman

Philippine Sports Commission

Administration Building RMSC,

Pablo Ocampo Sr. St., Malate, Manila

**Attention: Dr. Lauro O. Domingo, Jr.**  
PBB Focal Person

Dear **Chairman Bachmann**:

We are pleased to inform you that the **Philippine Sports Commission (PSC)** is **eligible** for the grant of the FY 2022 Performance-Based Bonus (PBB), as the agency obtained **90 points** for the PBB Criteria and Conditions as provided in Section 4.0 of the AO25 Inter-Agency Task Force Memorandum Circular No. 2022-1. The FY 2022 Final Eligibility Assessment is attached for your reference.

Since the agency was found non-compliant in two (2) of the Agency Accountabilities under Section 5.0, it is important to note that the unit(s) primarily responsible for this non-compliance, including its head, will be excluded from receiving the FY 2022 PBB.

Furthermore, in order to qualify for the FY 2022 PBB, employees at the First, Second, and Third Levels are required to attain a performance rating of at least "Very Satisfactory." This rating should align with the agency's Strategic Performance Management System, which has been duly approved by the Civil Service Commission. Meanwhile, members of the Career Executive shall adopt the Career Executive Service Performance Evaluation System prescribed by the Career Executive Service Board.

In order to finalize the PBB process, we kindly request your office to publish the FY 2022 Agency Scorecard on your official website or publication. The agency has a thirty (30) working day window to submit Annex 10 (Form 1.0: Report on Ranking of Offices/Delivery Units) for the processing and subsequent release of your agency's FY 2022 PBB.



**Development Academy  
of the Philippines**

Technical Secretariat and Resource Institution

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

Very truly yours,



**ACHILLES GERARD C. BRAVO**  
Assistant Secretary, DBM and  
Chair, AO25 IATF TWG



---

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

---

# **FY 2022 PERFORMANCE-BASED BONUS FINAL ELIGIBILITY ASSESSMENT**

## **PHILIPPINE SPORTS COMMISSION**

**FY 2022 PERFORMANCE-BASED BONUS ELIGIBILITY CRITERIA AND CONDITIONS**  
per the AO 25 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

<b>TABLE 1: FY 2022 PBB SCORING SYSTEM</b>						
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

<b>TABLE 2: RATING SCALE FOR PERFORMANCE RESULTS</b>				
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)

<b>TABLE 3: RATING SCALE FOR PROCESS RESULTS</b>				
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

<b>TABLE 4: RATING SCALE FOR FINANCIAL RESULTS</b>				
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

<b>TABLE 5: RATING SCALE FOR CITIZEN/CLIENT SATISFACTION RESULTS</b>				
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**

**PHILIPPINE SPORTS COMMISSION**

**Overall Assessment:** The Philippine Sports Commission (PSC) achieved **90 points** and is **eligible** for the grant of FY 2022 PBB.

**A. Physical Accomplishments**

Criteria	Score	Points	Remarks
<p><b>1. Performance Results</b></p> <p>Achieved 83.33% (5 out of 6) of the Congress-approved performance targets for FY 2022; deficiency due to uncontrollable factor.</p>	4	20	<p>The PSC was not able to meet the “Number of grassroots athletes competing in the Philippine National Games and Batang Pinoy Games” performance target for FY 2022. The PSC explained that the non-attainment of the target is due to the lack of newly appointed PSC Senior Officials who will manage/undertake the implementation of the Philippine National Games.</p> <p>The Department of Budget and Management-Budget and Management Bureau (DBM-BMB)-B considered the non-attainment of the performance target to be due to <b>uncontrollable factor</b> based on the DBM-BMB-B Agency Performance Review (APR) report dated March 21, 2023.</p> <p>The PSC is advised to come up with catch-up plans to ensure that the unmet target in FY 2022 will be met in FY 2023.</p>
<p><b>2. Process Results</b></p> <p>Achieved substantial improvements to ease transaction in priority core service (external) and internal service.</p>	5	25	<p>The PSC reported in its Modified Form A the merger of the PSC Board Secretariat Preparation, Approval of Request for Financial Assistance, and the external service “Request for Financial Assistance in Relation to Sports Development.” The merger unified the processes and lessened the number of steps and turnaround time.</p> <p>Based on the Anti-Red Tape Authority (ARTA) report dated November 8, 2023, the PSC achieved substantial improvement in its external service.</p> <p>For its internal service, the PSC also reported that it decreased the number of steps and turnaround time for “Assessment and Endorsement of Programs, Projects, and Activities.” According to the PSC, the number of steps was reduced by 33% from six (6) steps in FY 2021 to four (4) in FY 2022, while the turnaround time was reduced from 2 hours and 5 minutes in FY 2021 to 1 hour and 40 minutes (20%) in FY 2022.</p> <p>Based on the Anti-Red Tape Authority (ARTA) report dated November 8, 2023, the PSC achieved substantial improvement in its internal service.</p> <p>Hence, there is <b>substantial improvement in both external and internal services</b> of the PSC.</p>

<b>A. Physical Accomplishments</b>			
<b>Criteria</b>	<b>Score</b>	<b>Points</b>	<b>Remarks</b>
<b>3. Financial Results</b>  Achieved 90.99% Disbursement BUR.	5	25	<p>The actual accomplishment of the PSC for Disbursement Budget Utilization Rate (BUR) was 90.99% based on the DBM BMB-B APR report dated March 21, 2023.</p> <p>The PSC is advised to implement tighter linkage between strategic and operational planning and budgeting, as well as promotion of better-designed, well-prepared, and "shovel-ready" programs and projects. Further, the agency must continue to sustain the application of Common Fund System to optimize the use of the available cash allocations provided that mandatory items are fully funded.</p>
<b>4. Citizen/Client Satisfaction Results</b>  Achieved 4.90 satisfaction rate; 100% resolution and 60% compliance rate of #8888 complaints; and no CCB complaints received.	4	20	<p>The PSC reported an overall client satisfaction rating of 4.90 and observed the procedures for conducting the Citizen/Client Satisfaction Survey (CCSS) pursuant to Annex 5 of the AO 25 MC 2022-1.</p> <p>The PSC achieved 100% (10 out of 10) resolution rate and 60% compliance rate of the complaints received through the #8888 platform for the period of January 1, 2022 to December 31, 2022, based on the OP report dated May 3, 2023.</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, 2022 to December 31, 2022, based on the Civil Service Commission (CSC) report dated June 15, 2023.</p>
<b>Total</b>	<b>18</b>	<b>90</b>	

<b>B. Agency Accountabilities</b>	<b>Compliance Status</b>
• Transparency Seal	Compliant
• Freedom of Information	Compliant
• Compliance to Audit Findings	Compliant
• Posting of Agency Review and Compliance Procedure (ARCP) of SALN	Compliant
• PhilGEPS Posting	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)	Compliant
• Posting of Indicative FY 2023 APP non-CSE	Compliant
• Submission of FY 2021 Agency Procurement Compliance and Performance Indicators (APCPI)	Non-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.