



Center for Governance

(Center)

[2024] PROJECT ACCOMPLISHMENT REPORT

I. Project Information

Project Code	CSGZU
Project Title	Harmonization of National Government Performance Monitoring, Information and Reporting System (2024)
Project Start	January 1, 2024
Project End	December 31, 2024
Project Price	PHP 28,895,000.00
Client Organization	Department of Budget and Management (DBM) - GAA

II. Project Team

Project Manager	Maria Rosario A. Ablan
Team Members	Ramir L. Fundimera, Nicole Marie M. Chantengco-Tamayo, Nadine Victoria D G. Malapira, Jeanne Paula A. Galamay, Jesset D. Marcelo, Rani Shannon T. Ulbata-urbino, Pauline I. Delgado, Jeannine L. Tan, Beatrice Mae C. Santillan, Gerdino G. Badayos, Rouen Gail C. Pineda, Andrea Daine C. Montalban, Gianne Karla M. Gaoiran, Carolyn Bautista, Melonie J. Tejol, Donna Lita, Kristine Joy Agustin, Ludivina T. Capistrano, Mark Ericson Valerio, Camille Rose Pajarillo
Supervising Fellow	Imelda C. Caluen/Magdalena L. Mendoza
Consultants/ Resource Persons	

III. Project Details

Project Description	In line with the Government's commitment to accountability and effective governance and in an effort to further rationalize the compensation and pay system, Administrative Order 25 issued in December 2011 sought to harmonize, unify, streamline, and simplify all existing monitoring and reporting requirements of the oversight agencies through an integrated Results-Based Performance Management System (RBPMS). In view of their relatively developed state and wide use for budgeting and planning, the Organizational Performance Indicator Framework (OPIF) and the Results Matrix (RM) of the Philippine Development Plan are the underlying frameworks for the RBPMS. As provided in AO 25, the RBPMS was used as the basis for determining entitlement to performance-based allowances, incentives, or compensation of personnel in view of the transparency it afforded to the agency scorecard. To build the foundations of a performance culture in government, EO No. 80 issued on July 20, 2012, adopted the Performance-Based Incentive System which consists of the Productivity Enhancement Incentive (PEI) and the Performance-Based Bonus (PBB). EO No. 201 issued on February 19, 2016, on the Modification of the Salary Schedule for Civilian Government Personnel, provided that the compensation and position classification be revised or updated to strengthen the PBIS in
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Project Objective	To heighten public accountability and transparency, promote greater collaboration among agencies, and ensure accessible and convenient delivery of services to the Filipino people, the RBPMS along with its incentive component – the PBIS will aim not only to promote Good Governance practices, link budget with outcomes and outputs, strengthen performance management and monitoring in the government but also speed up the streamlining of agency front line services.
Focus Area	Productivity Driven Development
Project Type	Technical Assistance
Project Beneficiary	Public Sector
Regional Coverage	Nationwide

IV. Project Accomplishments

Key Activities Implemented

1. Coordinated assessments and evaluation of agency performance with Validating Agencies
2. Provided support to agencies in improving compliance with RBPMS, and PBB-related concerns through email, phone, and F2F meetings.
3. Provided assistance to the AO25 IATF in the conduct of meetings, data gathering, and preparation of reports.
4. Maintained the RBPMS PBB Website
5. Conducted orientation and technical assistance on PBB guidelines for agencies.

Major Outputs	1. Draft Guidelines for FY 2024 PBB 2. Issuance of FY 2022 Final Eligibility Assessments to agencies 3. Resolution of Complaints for FY 2023 PBB 4. Drafted FY 2023 Final Eligibility Assessments to agencies 5. Conduct of Workshop Orientation on FY 2023 PBB Guidelines 6. Technical Secretariat Support to the EO61 TWG
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Project Impact	The implementation of HNGPMIRS had a transformative impact on government performance, accountability, and compensation systems. With the RBPMS, agencies became more transparent and accountable, ensuring that performance monitoring was streamlined and aligned with national development priorities. The shift to a performance-based incentive system, motivated government personnel to meet performance targets and deliver tangible results. Overall, these reforms improved efficiency, enhanced transparency, and built a stronger culture of accountability in government service while ensuring that personnel were adequately rewarded based on performance.
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Lessons Learned

In the middle of the year, Executive Order No. 61 was issued, suspending the AO 25 and the RBPMS. Despite this suspension, the project continued, as the DAP remained the Technical Secretariat designated by the Department of Budget and Management (DBM) to oversee the implementation of the PBB. Initially perceived as a risk, the issuance of EO 61 presented an opportunity to reassess the implementation of both the RBPMS and PBB. This led the project team to recognize the importance of strengthening awareness of performance management among government agencies. Additionally, it underscored the need for a more robust advocacy and awareness campaign on the RBPMS to engage stakeholders effectively. The team also identified the need to enhance documentation and reporting processes to ensure clearer and more systematic tracking of performance data. Furthermore, the 12 years of agency performance data should be leveraged and transformed into actionable insights to improve awareness of performance monitoring and accountability.

V. Attachments

- Summary of Evaluation for Course and Resource Person (for training program) – NA
- Photo Documentation of Meetings with Agencies

Prepared by:

Maria Rosario A. Ablan
Officer-In-Charge/ Program Director
Harmonization of the National Government
Performance Monitoring, Information and
Reporting Systems

Noted / Approved by:

Imelda C. Caluen
Acting Vice-President,
Center for Governance

Notes:

1. Project details on Section I-III can be generated thru PMIS based on PMs Inputs.
2. Project Managers are required to accomplish Section IV & provide Section V to reflect results of project implementation
3. Project Managers can update/adjust the pre-filled sections(I-III) based on actual data