



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

FY 2021 PERFORMANCE-BASED BONUS FINAL ELIGIBILITY ASSESSMENT

NEGROS ORIENTAL STATE UNIVERSITY

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
TOTAL SCORE	MAXIMUM = 100 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 2021; deficiencies due to controllable factors	Met less than 80% of performance indicators of the Congress-approved performance targets for FY 2021; deficiencies due to uncontrollable factors	Met at least 80% of performance indicators of the Congress-approved performance targets for FY 2021; deficiencies due to controllable factors	Met at least 80% of performance indicators of the Congress-approved performance targets for FY 2021; deficiencies due to uncontrollable factors	Met each one of the Congress-approved performance targets for FY 2021 (all performance indicators)

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

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	Low satisfaction rate with unresolved #8888/CCB complaints	Average to high satisfaction rate with unresolved #8888/CCB complaints	Average satisfaction rate with 100% #8888/CCB complaints resolved	High satisfaction rate with 100% #8888/CCB complaints resolved

FINAL ELIGIBILITY ASSESSMENT FOR FY 2021 PERFORMANCE-BASED BONUS

NEGROS ORIENTAL STATE UNIVERSITY

Overall Assessment: The Negros Oriental State University (NorSU) achieved **45 points** and is **not eligible** for the grant of FY 2021 PBB.

A. Physical Accomplishments

Criteria	Score	Points	Remarks
<p>1. Performance Results</p> <p>Achieved 52.94% (9 out of 17) of the Congress-approved performance targets for FY 2021; failure to meet the targets for 8 indicators are due to controllable factors.</p>	1	5	<p>The NorSU did not meet eight (8) 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 0% of the targeted 72.47% (or 0% rate of accomplishment). MFO2:Advanced Education Program PI2:Percentage of graduate school faculty engaged in research work actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research, social science research). The actual accomplishment was 31.71% of the targeted 60% (or 53% rate of accomplishment). MFO2:Advanced Education Program PI3:Percentage of graduate school faculty engaged in research work producing technologies for commercialization or livelihood improvement. The actual accomplishment was 2.44% of the targeted 8% (or 30% rate of accomplishment). MFO2:Advanced Education Program PI4:Percentage of graduate school faculty engaged in research work whose research work resulted in an extension program. The actual accomplishment was 1.22% of the targeted 8% (or 15% rate of accomplishment). MFO3:Research Program PI1:Number of research outputs in the last three years utilized by the industry or other beneficiaries. The actual accomplishment was 0 of the targeted 4 researches (or 0% rate of accomplishment). MFO3:Research Program PI2:Number of research outputs completed within the year. The actual accomplishment was 27 of the targeted 38 researches (or 71% rate of accomplishment). MFO3:Research Program PI3:Percentage of research outputs published in internationally-refereed or CHED recognized journals within the year. The actual accomplishment was 13.79% of the targeted 65% (or 21% rate of accomplishment).

A. Physical Accomplishments			
Criteria	Score	Points	Remarks
			<p>8. MFO4:Technical Advisory Extension Program P11:Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension services. The actual accomplishment was 23 of the targeted 28 partnerships (or 82% rate of accomplishment).</p> <p>The Commission on Higher Education (CHED) considered the non-attainment of the targets for eight (8) indicators to be due to controllable factors based on the CHED report dated January 25, 2023.</p>
<p>2. Process Results</p> <p>Achieved ISO certification or its equivalent certification for less than 80% of frontline services.</p>	3	15	<p>The NorSU provided an ISO 9001:2015 certification for the design and development of research community extension services and tertiary education for Bachelor of Science in Criminology, Bachelor in Secondary Education, Bachelor in Elementary Education, including key support services, certified by the GCL International, valid until May 27, 2022.</p> <p>The SUC's ISO QMS certification only covers 3 out of 4 Major Final Outputs (MFOs) - higher education, research, and technical advisory extension programs. The CHED noted that the NorSU did not include graduate education and most programs (undergraduate and graduate education).</p>
<p>3. Financial Results</p> <p>Achieved an average of 27% Disbursements and Earmarked Income BUR</p>	2	10	<p>The actual accomplishment of the NorSU for Disbursements and Earmarked Income Budget Utilization Rate (BUR) was 27% based on the Department of Budget and Management - Region 7 report dated May 18, 2022.</p>
<p>4. Citizen/Client Satisfaction Results</p> <p>Achieved a 2.83 overall satisfaction rating, with 80% resolution of #8888 complaints and 100% resolution of CCB complaints.</p>	3	15	<p>The NorSU resolved all complaints (1 out of 1) received 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 (CSC) report dated February 24, 2022.</p> <p>The agency was able to resolve 4 out of 5 (80% resolution rate) complaints received through the #8888 platform for the period of January 1, 2021, to December 31, 2021, based on the Office of the President (OP) report dated December 21, 2022.</p> <p>In addition, the NorSU reported an overall satisfaction rating of 2.83 using a 3-point Likert Scale. The NorSU is advised to observe the procedures for conducting the Citizen/Client Satisfaction Survey (CCSS) pursuant to Annex 5 of the AO 25 MC 2021-1.</p>
Total	9	45	

B. Agency Accountabilities	Compliance Status
• Transparency Seal	Compliant
• Freedom of Information	Non-Compliant
• Updating of Citizen's Charter	Non-Compliant

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<ul style="list-style-type: none"> • Compliance to Audit Findings 	Non-Compliant
<ul style="list-style-type: none"> • Posting of Agency Review and Compliance Procedure (ARCP) of SALN 	Compliant
<ul style="list-style-type: none"> • PhilGEPS Posting 	Non-Compliant
<ul style="list-style-type: none"> • Submission of FY 2022 Annual Procurement Plan-Common Use Supplies and Equipment (APP-CSE) 	Compliant
<ul style="list-style-type: none"> • Submission of FY 2021 Non-Common Use Supplies and Equipment (APP non-CSE) 	Non-Compliant
<ul style="list-style-type: none"> • Posting of Indicative FY 2022 APP non-CSE 	Compliant
<ul style="list-style-type: none"> • Submission of FY 2020 Agency Procurement Compliance and Performance Indicators (APCPI) 	Non-Compliant
<ul style="list-style-type: none"> • Undertaking of Early Procurement Activities (EPA) covering FY 2022 Procurement Projects 	Non-Compliant

C. Eligibility of Delivery Units and Individuals/Rates
<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>