



Republic of the Philippines
Bureau Of Corrections
NATIONAL HEADQUARTERS

NBP Reservation, Muntinlupa City, Philippines, 1776
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<p>COMPLETE STAFF WORK</p> <p>DIRECTORATE FOR PLANNING AND MANAGEMENT</p> <p>ROUTING FORM</p>	DATE: 06 MARCH 2025	DPM-CSW-RF No. 2025-03-002
	URGENT <input checked="" type="checkbox"/>	NORMAL <input type="checkbox"/>
	SUBJECT: POSTING OF FY 2023 PBB AGENCY SCORECARD	

TO: C, ICTD	FROM: D, DPM & PBB FOCAL PERSON	Date: 06 MARCH 2025
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Amplifying Remarks:

Reference: Reference: Electronic Mail from AO25 Secretariat dated 06 March 2025 re FY 2023 PBB Eligibility

In compliance with the above-mentioned reference (hereto attached) and in order to complete the Performance-Based Bonus (PBB) process, forwarding herewith is the Bureau of Corrections' FY 2023 PBB Agency Scorecard, for posting on the BuCor Website.

For immediate compliance. Thank you.

	SIGNATURE
	NAME: MS. MARIA CIELO O. MONSALUD
	DESIGNATION: Director, Directorate for Planning and Management

2. TO:	FROM:	Date:
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Amplifying Remarks:

	SIGNATURE
	NAME:
	DESIGNATION:

3. TO:	FROM:	Date:
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Amplifying Remarks:

	SIGNATURE
	NAME:
	DESIGNATION:

APPROVED / DISAPPROVED

RANK/NAME: _____

DESIGNATION: _____



BUREAU OF CORRECTIONS

<p>ELIGIBLE</p> <p>Eligible personnel of BUCOR are entitled to 45.5% of monthly basic salary</p>	<p>PERFORMANCE RESULTS</p> <p>Achieved 71.43% (5 out of 7) Congress-approved performance targets for FY 2023.</p>	<p>PROCESS RESULTS</p> <p>Achieved substantial improvements to ease transaction in internal service.</p>	<p>FINANCIAL RESULTS</p> <p>Achieved 95.72% Disbursement BUR.</p>	<p>CITIZEN/CLIENT SATISFACTION RESULTS</p> <p>Achieved 100% resolution and 94.48% compliance of #8888 complaints; and 100% resolution and compliance of CCB complaints.</p>
<p>14</p> <p>TOTAL SCORE</p>	<p>3</p> <p>SCORE</p>	<p>2</p> <p>SCORE</p>	<p>5</p> <p>SCORE</p>	<p>4</p> <p>SCORE</p>
<p>70</p> <p>TOTAL POINTS</p>	<p>15</p> <p>POINTS</p>	<p>10</p> <p>POINTS</p>	<p>25</p> <p>POINTS</p>	<p>20</p> <p>POINTS</p>

AGENCY ACCOUNTABILITY REQUIREMENTS

<p>Transparency Seal</p> <p>COMPLIANT</p>	<p>PhilGEPS Posting</p> <p>NON-COMPLIANT</p>	<p>Sustained Compliance to Audit Findings</p> <p>COMPLIANT</p>	<p>Client Satisfaction Measurement</p> <p>NON-COMPLIANT</p>	<p>Committee on Anti-Red Tape</p> <p>NON-COMPLIANT</p>
<p>FY 2023 APP Non-CSE</p> <p>COMPLIANT</p>	<p>FY 2024 Indicative APP Non-CSE</p> <p>COMPLIANT</p>	<p>FY 2024 APP-CSE</p> <p>COMPLIANT</p>	<p>FY 2022 APCPI</p> <p>COMPLIANT</p>	<p>Early Procurement Activities</p> <p>NON-COMPLIANT</p>
<p>ISO-QMS Certification</p> <p>COMPLIANT</p>	<p>SALN Review and Compliance Procedure</p> <p>COMPLIANT</p>	<p>Report on Digitization</p> <p>COMPLIANT</p>	<p>Compliance with Freedom of Information</p> <p>COMPLIANT</p>	<p>Compliance with National Competition Policy</p> <p>NOT APPLICABLE</p>





REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF BUDGET AND MANAGEMENT
GENERAL SOLANO STREET, SAN MIGUEL, MANILA

21 January 2025

GENERAL GREGORIO PIO P. CATAPANG JR.

Director General
Bureau of Corrections
New Bilibid Prison Reservation, Muntinlupa City

Attention: Director Maria Cielo O. Monsalud
PBB Focal Person

Dear **Director General Catapang**:

We are pleased to inform you that the **Bureau of Corrections (BuCor)** is eligible for the grant of the FY 2023 Performance-Based Bonus (PBB), as the agency obtained **70 points** for the PBB Criteria and Conditions as provided in Section 4.0 of the AO25 Inter-Agency Task Force Memorandum Circular No. 2023-1. The FY 2023 Final Eligibility Assessment is attached for your reference.

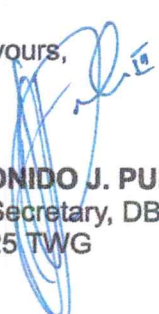
However, since the agency achieved a performance rating of below 4 in two (2) out of four (4) PBB Criteria and Conditions, and was found non-compliant in four (4) of the Agency Accountabilities under Section 5.0, the units primarily responsible for these non-compliances, including its head, should be excluded from receiving the FY 2023 PBB.

Furthermore, in order to qualify for the FY 2023 PBB, first, second, and third level employees are required to attain a performance rating of at least "Very Satisfactory" based on the agency's Strategic Performance Management System duly approved by the Civil Service Commission; and the Career Executive Service Performance Evaluation System prescribed by the Career Executive Service Board.

To finalize the PBB process, we kindly request to publish the **FY 2023 Agency Scorecard** in your official website or publication. The agency is given **thirty (30) working days**, upon the receipt of this letter, to submit **Annex 10 (Form 1.0: Report on Ranking of Offices/Delivery Units)** to facilitate the processing and subsequent release of your agency's FY 2023 PBB.

We thank the BuCor management and staff for its continued participation and support to the PBB implementation.

Very truly yours,


ATTY. LEONIDO J. PULIDO III
Assistant Secretary, DBM and
Chair, AO25 TWG



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

FY 2023 PERFORMANCE-BASED BONUS FINAL ELIGIBILITY ASSESSMENT

BUREAU OF CORRECTIONS

FY 2023 PERFORMANCE-BASED BONUS ELIGIBILITY CRITERIA AND CONDITIONS
per the AO25 Memorandum Circular (MC) No. 2023-1

To be eligible for the FY 2023 PBB, the agency must attain a total score of at least 70 points

TABLE 1: FY 2023 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 below 50% of performance indicators of the Congress-approved performance targets for FY 2023	Met 50% to less than 70% of performance indicators of the Congress-approved performance targets for FY 2023	Met 70% to less than 80% of performance indicators of the Congress-approved performance targets for FY 2023	Met 80% to less than 100% of performance indicators of the Congress-approved performance targets for FY 2023	Met each one or 100% of the Congress-approved performance targets for FY 2023 (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 improvements to ease transactions in internal service	Achieved substantial improvements to ease transactions in external service only	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
Below 40% Disbursements BUR	40%-55% Disbursements BUR	55%-70% Disbursements BUR	70%-85% Disbursements BUR	85%-100% Disbursements BUR

TABLE 5: RATING SCALE FOR CITIZEN/CLIENT SATISFACTION RESULTS				
1	2	3	4	5
0% resolution and compliance rate to #8888/CCB complaints	At least 1% resolution and compliance rate to #8888/CCB complaints	At least 50% resolution and compliance rate to #8888/CCB complaints	At least 75% resolution and compliance rate if there are more than 250 tickets to #8888/CCB complaints At least 80% resolution and compliance rate for 250 or less tickets to #8888/CCB complaints	100% resolution and compliance to #8888/CCB complaints

FINAL ELIGIBILITY ASSESSMENT FOR FY 2023 PERFORMANCE-BASED BONUS

BUREAU OF CORRECTIONS

Overall Assessment: The Bureau of Corrections (BuCor) achieved **70 points** and is **eligible** for the grant of FY 2023 PBB.

A. Physical Accomplishments

Criteria	Score	Points	Remarks
<p>1. Performance Results</p> <p>Achieved 71.43% (5 out of 7) Congress-approved performance targets for FY 2023.</p>	3	15	<p>The BuCor did not achieve the targets for two (2) performance targets for FY 2023 based on the Department of Budget and Management - Budget Management Bureau (DBM-BMB)-D Agency Performance Review (APR) report dated March 18, 2024:</p> <ol style="list-style-type: none"> 1. Congestion rate in national prisons; and 2. Prison violence incidents as a percentage of average daily inmate population. <p>The DBM-BMB-D noted in the BuCor APR report that the non-attainment of the congestion rate was due to the continuous increase in inmate population, due to the increase in the number of convictions by the courts to serve sentences in national prisons, and the lack of newly constructed facilities contributed to the high congestion rate specifically for national penitentiaries. Otherwise stated, congestion in prison continued since the admission rate is greater than the release rate, which is beyond the control of the BuCor.</p>
<p>2. Process Results</p> <p>Achieved substantial improvements to ease transactions in internal service.</p>	2	10	<p>Based on the Anti-Red Tape Authority (ARTA) validation report dated August 29, 2024, the Means of Verification (MOV) submitted by the BuCor, specifically its Citizen's Charter and Transaction Logs, failed to substantiate improvement in processing time, number of steps, costs, and number of requirements for the nominated external service "Persons Deprived of Liberty (PDL) Permanent Visitor's Pass."</p> <p>For its nominated internal service, "Information and Communications Technology (ICT) Support Services," the BuCor was able to demonstrate a 16.22% (from 37 minutes to 31 minutes) reduction in the processing time and a 69.44% (from 612 to 1,037) increase in the volume of transactions processed.</p> <p>Hence, consistent with the FY 2023 PBB Guidelines and ARTA Internal Validation Guidelines, the BuCor achieved substantial improvements to ease transactions in its nominated internal service only.</p>
<p>3. Financial Results</p> <p>Achieved 95.72% Disbursement BUR.</p>	5	25	<p>The actual accomplishment of the BuCor for Disbursement Budget Utilization Rate (BUR) was 95.72% based on the DBM BMB-D APR report dated March 18, 2024.</p>

			The agency is advised to evaluate and closely monitor the procurement and delivery of services. In addition, frequent coordination with suppliers or contractors
4. Citizen/Client Satisfaction Results			The BuCor achieved 100% (145 out of 145) resolution and 94.48% (137 out of 145) compliance rate of the complaints received through the #8888 platform for the period of January 1, 2023 to December 31, 2023, based on the Office of the President (OP) report dated May 15, 2024.
Achieved 100% resolution and 94.48% compliance rate for #8888 complaints; and 100% resolution and compliance rate for CCB complaints.	4	20	In addition, the agency achieved 100% resolution (1 out of 1) and compliance rate of the complaints received through the Contact Center ng Bayan (CCB) platform for the period of January 1, 2023 to December 31, 2023, based on the Civil Service Commission (CSC) report dated February 12, 2024.
Total	14	70	

B. Agency Accountabilities	Compliance Status
• 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	Non-compliant
• Submission of FY 2024 Annual Procurement Plan-Common Use Supplies and Equipment (APP-CSE)	Compliant
• Submission of FY 2023 APP Non-Common Use Supplies and Equipment (APP non-CSE)	Compliant
• Posting of Indicative FY 2024 APP non-CSE	Compliant
• Submission of Results of FY 2022 Agency Procurement Compliance and Performance Indicators (APCPI) System	Compliant
• Undertaking of Early Procurement Activities (EPA) covering FY 2024 Procurement Projects	Non-compliant
• Designation of the Agency's Committee on Anti-Red Tape (CART)	Non-compliant
• Compliance with the National Competition Policy (NCP)	Not Applicable
• Continuing ISO-QMS Certification or equivalent certification of at least one (1) critical frontline service or core process	Compliant
• Administered Client Satisfaction Measurement (CSM)	Non-compliant
• Report on the digitalization initiatives or digital transformation of external and internal services	Compliant

C. Eligibility of Delivery Units and Individuals/Rates

To be eligible for the FY 2023 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 No. 2023-1 with a performance rating of below 4 will be isolated from the grant of the FY 2023 PBB.

The unit/s most responsible (including its head) for the non-compliance with the Agency Accountabilities provided in Section 5.0 of MC No. 2023-1 will also be isolated from the grant of the FY 2023 PBB.

To be eligible for FY 2023 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 No. 2023-1.

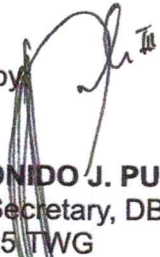
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Date: 21 January 2025