



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

**LEVY B. ARAGO JR.**

President

Mindoro State University

Alcate, Victoria, Oriental Mindoro

Attention: **Ms. Joelene C. Leynes**  
PBB Focal Person

Dear **President Arago**:

We regret to inform you that the **Mindoro State University (MinSU)** is **not eligible** for the grant of the Performance-Based Bonus (PBB) for Fiscal Year 2022. The MinSU 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 MinSU 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 MinSU 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**

## **MINDORO STATE UNIVERSITY**



**development academy  
of the philippines**

Technical Secretariat and Resource Institution



**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

<b>TABLE 1: FY 2022 PBB SCORING SYSTEM</b>						
<b>CRITERIA AND CONDITIONS</b>	<b>WEIGHT</b>	<b>PERFORMANCE RATING</b>				
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
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>				
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Met <b>less than 80%</b> of performance indicators of the Congress-approved performance targets for FY 2022; <b>deficiencies due to controllable factors</b>	Met <b>less than 80%</b> of performance indicators of the Congress-approved performance targets for FY 2022; <b>deficiencies due to uncontrollable factors</b>	Met <b>at least 80%</b> of performance indicators of the Congress-approved performance targets for FY 2022; <b>deficiencies due to controllable factors</b>	Met <b>at least 80%</b> of performance indicators of the Congress-approved performance targets for FY 2022; <b>deficiencies due to uncontrollable factors</b>	Met <b>each one</b> of the Congress-approved performance targets for FY 2022 (all performance indicators)

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

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

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



# FINAL ELIGIBILITY ASSESSMENT FOR FY 2022 PERFORMANCE-BASED BONUS

## MINDORO STATE UNIVERSITY

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

### A. Physical Accomplishments

Criteria	Score	Points	Remarks
<b>1. Performance Results</b>  Achieved 0% (11 out of 11) of the Congress-approved performance targets for FY 2022; failure to meet the targets for 11 deficiencies are due to <b>controllable factors</b> .	1	5	<p>The MinSU did not meet <b>four (4) out of eleven (11) performance indicators</b>.</p> <ol style="list-style-type: none"> <li><b>MFO1:Higher Education Program: PI3:Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs.</b> The actual accomplishment was 94.31% of the targeted 100%.</li> <li><b>MFO1:Higher Education Program PI4:Percentage of undergraduate programs with accreditation.</b> The actual accomplishment was 71.43% of the targeted 82.14%.</li> <li><b>MFO3:Research Program PI1:Number of research outputs in the last three years utilized by the industry or by other beneficiaries.</b> The actual accomplishment was 5 of the targeted 10.</li> <li><b>MFO3:Research Program PI2:Number of research outputs completed within the year.</b> The actual accomplishment was 55 of the targeted 58.</li> </ol> <p>For the remaining <b>seven (7) performance indicators</b>, the CHED noted that while MinSU reported these in the submitted Form A1 as meeting or exceeding the FY 2022 performance targets, in the absence of supporting evidence, the following were not considered as accomplishments:</p> <ol style="list-style-type: none"> <li><b>MFO1:Higher Education Program PI1:Percentage of first-time licensure exam-takers that passed the licensure exams.</b> The reported actual accomplishment was 67.60% of the targeted 52.17%.</li> <li><b>MFO1:Higher Education Program PI2:Percentage of graduates (2 years prior) that are employed.</b> The actual accomplishment was 80.21% of the targeted 80.04%.</li> <li><b>MFO3:Research Program PI3:Percentage of research outputs presented in national, regional, and international fora within the year.</b> The actual accomplishment was 233.96% of the targeted 0.9623%.</li> </ol>

A. Physical Accomplishments			
Criteria	Score	Points	Remarks
			<p>4. <b>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.</b> The actual accomplishment was 41 of the targeted 10.</p> <p>5. <b>MFO4:Technical Advisory Extension Program PI2:Number of trainees weighted by the length of training.</b> The actual accomplishment was 20,461 of the targeted 16,220.</p> <p>6. <b>MFO4:Technical Advisory Extension Program PI3:Number of extension programs organized and supported consistent with the SUC's mandated and priority programs.</b> The actual accomplishment was 38 of the targeted 12.</p> <p>7. <b>MFO4:Technical Advisory Extension Program PI4:Percentage of beneficiaries who rate the training course/s and advisory services as satisfactory or higher in terms of quality and relevance.</b> The actual accomplishment was 133.85% of the targeted 86.30%.</p> <p>The Commission on Higher Education (CHED) considered the non-attainment of the <b>eleven (11)</b> targets to be due to <b>controllable factors</b> based on the CHED report dated September 7, 2023.</p>
<b>8. Process Results</b>	-	-	The MinSU did not submit evidence and/or documentation of substantial improvements in ease of transaction in both external core and internal services.
<b>9. Financial Results</b> Achieved an average of 52% Disbursements and Earmarked Income BUR.	4	20	The actual accomplishment of the MinSU for Disbursements and Earmarked Income Budget Utilization Rate (BUR) was 52% based on the validation report from the Department of Budget and Management - Region 4B report dated April 5, 2023.
<b>10. Citizen/Client Satisfaction Results</b>  No Citizen/Client Satisfaction Results; with no complaints received the #8888 and CCB platform.	1	5	<p>The MinSU did not submit a Citizen/Client Satisfaction Survey (CCSS) Report (Annex 5) pursuant to the AO25 MC 2022-1.</p> <p>The MinSU did not receive any complaints 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>Similarly, the agency also 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>



**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.