



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

January 26, 2023

**DR. CLARITA M. SANGCAL**

Executive Director

National Meat Inspection Service

Bai Compound Visayas Ave, Vasra Diliman, Quezon City

ATTENTION: Ms. Jannilyn S. Villaflores  
PBB Focal Person

Dear Executive Director Sangcal:

We regret to inform you that the National Meat Inspection Service (NMIS) is **ineligible** for the grant of the FY 2021 Performance-Based Bonus (PBB), as the agency obtained **55 points** for the PBB Criteria and Conditions as provided in Section 4.0 of the AO25 Inter-Agency Task Force Memorandum Circular No. 2021-1; and the agency was found non-compliant in three (3) of the Agency Accountabilities under Section 5.0. The FY 2021 Final Eligibility Assessment is attached for your reference.

To complete the PBB process, may we remind your office to publish the **FY 2021 Agency Scorecard** on your website or official publication.

We wish to reiterate the responsibility of the Head of the Agency and the Performance Management Team to communicate the information to your employees, as well as to address comments and concerns they may raise.

We hope for your continued participation and support of the PBB implementation. Thank you very much.

Sincerely yours,

**ACHILLES GERARD C. BRAVO**

Assistant Secretary, DBM and  
Chair, AO25 IATF TWG



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# **FY 2021 PERFORMANCE-BASED BONUS FINAL ELIGIBILITY ASSESSMENT**

## **NATIONAL MEAT INSPECTION SERVICE**



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**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
<b>TOTAL SCORE</b>		<b>MAXIMUM = 100 POINTS</b>				

TABLE 2: RATING SCALE FOR PERFORMANCE RESULTS				
1	2	3	4	5
Met <b>less than 80%</b> of performance indicators of the Congress-approved performance targets for FY 2021; <b>deficiencies due to controllable factors</b>	Met <b>less than 80%</b> of performance indicators of the Congress-approved performance targets for FY 2021; <b>deficiencies due to uncontrollable factors</b>	Met <b>at least 80%</b> of performance indicators of the Congress-approved performance targets for FY 2021; <b>deficiencies due to controllable factors</b>	Met <b>at least 80%</b> of performance indicators of the Congress-approved performance targets for FY 2021; <b>deficiencies due to uncontrollable factors</b>	Met <b>each one</b> of the Congress-approved performance targets for FY 2021 (all performance indicators)

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

TABLE 4: RATING SCALE FOR FINANCIAL RESULTS				
1	2	3	4	5
<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

TABLE 5: RATING SCALE FOR CITIZEN/CLIENT SATISFACTION RESULTS				
1	2	3	4	5
<b>No submission/Did not conduct CCSS</b>	<b>Low satisfaction rate</b> with unresolved #8888/CCB complaints	<b>Average to high satisfaction rate</b> with unresolved #8888/CCB complaints	<b>Average satisfaction rate</b> with 100% #8888/CCB complaints resolved	<b>High satisfaction rate</b> with 100% #8888/CCB complaints resolved

## FINAL ELIGIBILITY ASSESSMENT FOR FY 2021 PERFORMANCE-BASED BONUS

### NATIONAL MEAT INSPECTION SERVICE

**Overall Assessment:** The National Meat Inspection Service (NMIS) achieved **55 points** and is **not eligible** for the grant of FY 2021 PBB.

#### A. Physical Accomplishments

Criteria	Score	Points	Remarks
<b>1. Performance Results</b>  Achieved 30% (3 out of 10) of the Congress-approved performance targets for FY 2021; deficiencies due to <b>uncontrollable factors</b>	2	10	<p>The NMIS did not meet seven (7) performance indicators:</p> <ol style="list-style-type: none"> <li>1. Percentage of existing meat establishments conforming to national and international standards for handling safe and quality meat;</li> <li>2. Percentage increase in the number of meat establishments monitored and/or inspected with reports issued;</li> <li>3. Percentage increase in the number of transport vehicles monitored and/or inspected with reports issued;</li> <li>4. Number of Hazard Analysis and Critical Control Points (HACCP) certified with meat establishments monitored and/or inspected with reports issued;</li> <li>5. Percentage increase in the number of beneficiary Local Government Unit (LGU) meat facilities that are compliant to national standards and are properly operated and maintained;</li> <li>6. Percentage of highly urbanized LGUs capable of performing meat inspection services; and</li> <li>7. Number of LGU Meat Inspectors to perform meat inspection service.</li> </ol> <p>The NMIS explained that the non-attainment of the targets was due to the outbreak of animal diseases and the COVID-19 pandemic. In addition, the strict process of selecting the LGU recipients and the lack of development of the Local Meat Inspection System resulted in delays and discontinuance of projects.</p> <p>Based on the Department of Budget and Management-Budget and Management Bureau (DBM-BMB)-E, the justifications provided for the non-attainment of the performance targets were considered to be due to <b>uncontrollable factors</b> based on the DBM-BMB-E Agency Performance Review (APR) report dated April 6, 2022.</p> <p>The NMIS is advised to prepare a catch-up plan to improve its performance in the succeeding years and to continuously implement tighter linkage between strategic and operational planning and budgeting to meet the agency's physical and financial targets for the period.</p>



<b>A. Physical Accomplishments</b>			
<b>Criteria</b>	<b>Score</b>	<b>Points</b>	<b>Remarks</b>
<b>2. Process Results</b>  No submission of Form A	1	5	The NMIS did not submit evidence to ease transaction of frontline services covering all government-to-citizens (G2C), government-to-businesses (G2B), and government-to-government (G2G) transactions.
<b>3. Financial Results</b>  Achieved 80% Disbursement BUR	5	25	The actual accomplishment of the NMIS for Disbursement Budget Utilization Rate (BUR) was 80%, based on the DBM-BMB-E APR report dated April 6, 2022.  The NMIS is reminded to sustain the application of the Common Fund System to optimize the use of the available cash allocations provided that mandatory items are fully funded.
<b>4. Citizen/Client Satisfaction Results</b>  Achieved a "Satisfactory to Very Satisfactory" client satisfaction rate; 50% resolution of #8888 complaints and 100% resolution of CCB complaints	3	15	The NMIS achieved 50% (3 out of 6) resolution rate of the 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.  The agency was also able to resolve the one (1) complaint 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.  The agency only provided a table of the Client Satisfaction Feedback (CSF) results without any analysis. The NMIS is advised to observe the procedures for reporting the results of its Citizen/Client Satisfaction Survey (CCSS) pursuant to Annex 4 of the AO 25 MC 2021-1.  The NMIS is advised to use the information gathered from its client feedback mechanism to improve its services to the transacting public.
<b>Total</b>	<b>11</b>	<b>55</b>	

<b>B. Agency Accountabilities</b>	<b>Compliance Status</b>
• Transparency Seal	Non-compliant
• Freedom of Information	Non-compliant
• Updating of Citizen's Charter	Compliant
• Compliance to Audit Findings	Compliant
• Posting of Agency Review and Compliance Procedure (ARCP) of SALN	Compliant
• PhilGEPS Posting	Non-compliant
• Submission of FY 2022 Annual Procurement Plan-Common Use Supplies and Equipment (APP-CSE)	Compliant
• Submission of FY 2021 Non-Common Use Supplies and Equipment (APP non-CSE)	Compliant
• Posting of Indicative FY 2022 APP non-CSE	Compliant

B. Agency Accountabilities	Compliance Status
<ul style="list-style-type: none"> <li>Submission of FY 2020 Agency Procurement Compliance and Performance Indicators (APCPI)</li> </ul>	Compliant
<ul style="list-style-type: none"> <li>Undertaking of Early Procurement Activities (EPA) covering FY 2022 Procurement Projects</li> </ul>	Compliant

### C. Eligibility of Delivery Units and Individuals/Rates

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.

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.

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.

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.