



PERFORMANCE AGREEMENT

This Performance Agreement has been executed pursuant to the **PERFORMANCE EVALUATION SYSTEM FOR THE GOCC SECTOR (GCG MC No. 2013-02)** between the –

GOVERNANCE COMMISSION FOR GOCCs (GCG)

- and -

DEVELOPMENT ACADEMY OF THE PHILIPPINES (DAP)

WITNESSETH: THAT –

The Parties agree to the following terms:

1. **Period.** – This Agreement shall be effective for a period of two (2) calendar years beginning from the execution of this Agreement and ending on 31 December 2014.
2. **Charter Statement and OPIF Logframe.** – DAP's Charter Statement and OPIF Logframe for the Period specified in Section 1 hereof, shall be as follows:

Mandate:

1. Foster and support developmental forces at work in the nation's economy through selective human resources development programs, research, data-collection and information services, to the end that optimization of wealth may be achieved in a manner congruent with the maximization of public security and welfare;
2. Promote, carry on and conduct scientific, interdisciplinary and policy-oriented research, education, training, consultancy and publication in the board fields of economics, public administration and political sciences, generally involving the study, determination, interpretation and publication of economic, political and social facts and principles bearing upon development problems of local, national and international significance; and
3. Discharge a regional role in initiating and catalyzing exchange of ideas and expertise on development activities in the region of Asia and the Far East.

Vision:

An internationally recognized public institution producing Topnotch Public Managers as well as Strategic and Innovative Research in public sector effectivity and enhancing national productivity.

Mission:

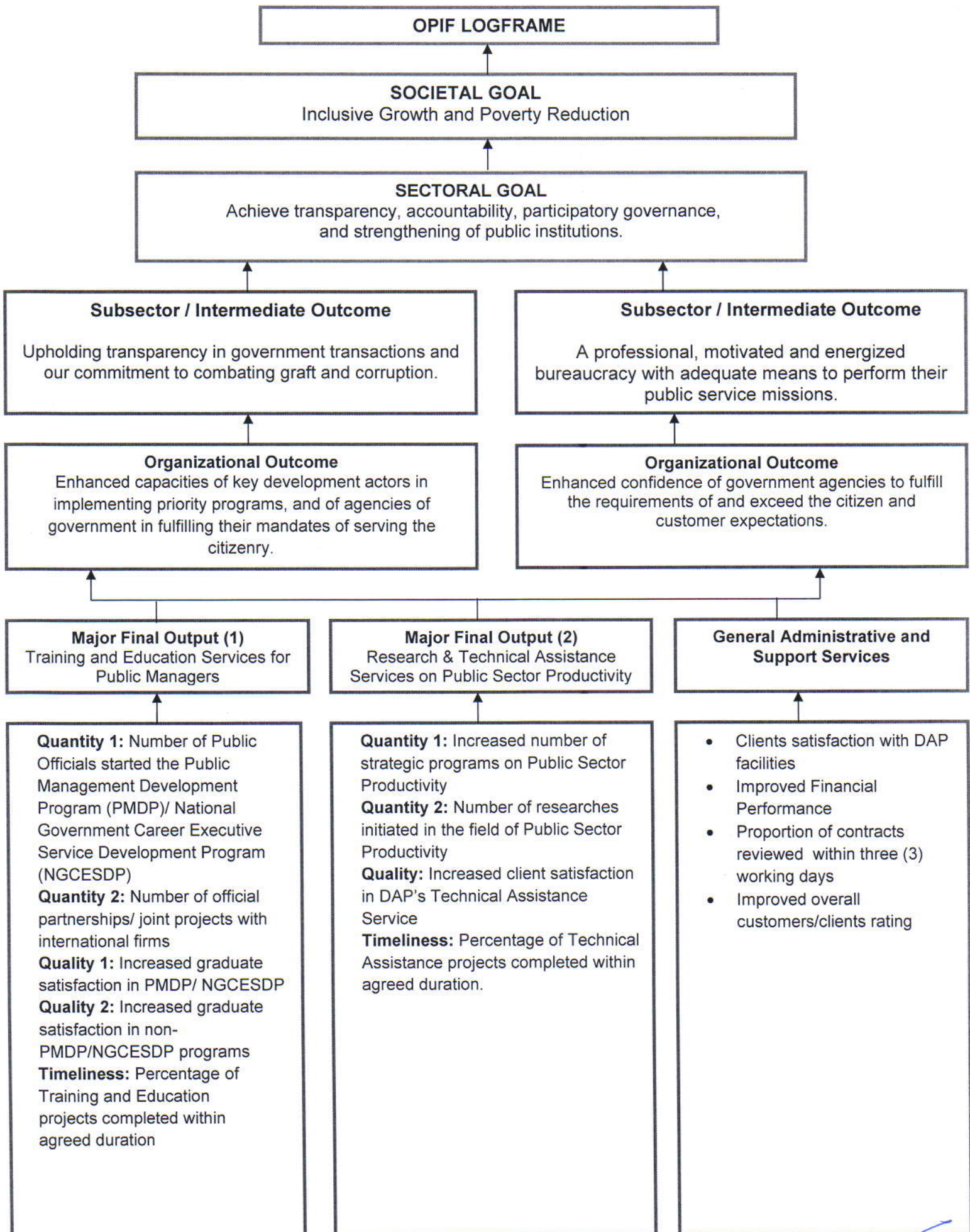
The DAP shall develop transformative leaders, innovative ideas, and synergistic solutions to make the public sector more effective and efficient.

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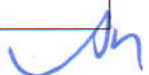
3. **Measurement of Performance.** – Based on DAP's Interim Performance Scorecard, attached hereto as **Annex A**, the evaluation of DAP's performance for 2013-2014 shall be based on the following Measures/ Performance Indicators and Annual Targets, to wit:

Performance Measures				Targets	
Description	Formula	Weight		2013	2014
		2013	2014		
MFO 1: TRAINING AND EDUCATION SERVICES FOR PUBLIC MANAGERS					
Quantity 1: Number of Public Officials started Public Management Development Program (PMDP)/ National Government Career Executive Service (NGCESDP)	Actual number of public officials started training and education programs.	10%	10%	140	210
Quantity 2: Number of official partnerships/ joint projects with international firms	Partnerships/ joint projects actually concluded within the year	15%	15%	1 GRIPS of Japan	2
Quality 1: Increased graduate satisfaction in PMDP/ NGCESDP programs	Percentage of DAP's training programs rated 4.5 or higher in a 5 point scale by clients	10%	10%	88%	90%
Quality 2: Increased graduate satisfaction in non-PMDP/NGCESDP programs	Percentage of DAP's training programs rated 4.5 or higher in a 5 point scale by clients	10%	10%	86%	90%
Timeliness: Percentage of Training and Education projects completed within agreed duration		0%	0%	100%	100%
Subtotal of weights:		45%	45%		
MFO 2: RESEARCH AND TECHNICAL ASSISTANCE SERVICES ON PUBLIC SECTOR PRODUCTIVITY					
Quantity 1: Cumulative number of strategic programs on Public Sector Productivity	Cumulative number of strategic programs on Public Sector Productivity	15%	15%	7	11
Quantity 2: Number of research initiated in the field of public sector productivity	Actual number of research/policy papers formally submitted to the Board	15%	15%	1	3
Quality: Increased client satisfaction in DAP's Technical Assistance Service	Percentage of DAP's Technical Assistance rated 4.0 or higher in a 5-point scale by clients	15%	15%	88%	90%
Timeliness: Percentage of Technical assistance projects completed within agreed duration				90%	94%
Subtotal of weights:		45%	45%		

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GENERAL ADMINISTRATIVE AND SUPPORT SERVICES					
Clients satisfaction with DAP facilities	Percentage of clients satisfied with facilities	5%	5%	90%	94%
Improved Financial Performance	Growth Rate of Net Income (Year to Year)	5%	5%	35%	35%
Proportion of contracts reviewed within three (3) working days	Actual number of contracts reviewed	0%	0%	88%	90%
Improved overall customers/clients rating	Percentage of customers/clients rating services as excellent	0%	0%	90%	92%
Subtotal of Weights:		10%	10%		
TOTAL OF WEIGHTS:		100%	100%		

It is understood that the GOCC must achieve a weighted-average of at least 90% to be eligible to grant any Performance-Based Bonus (PBB).

4. **Strategic Initiatives.** – DAP hereby commits to undertake the following key programs and/or projects identified as having a significant impact on its Interim Performance Scorecard attached hereto as **Annex B**, to wit:
- (a) Strategic Initiative 1: Asset Development Program;
 - (b) Strategic Initiative 2 : Management Information Systems Development; and
 - (c) Strategic Initiative 3: Strategic Research Capability Development.

The Commitment herein includes obtaining all necessary approvals, if applicable, such as those for Major Development Projects under GCG MC No. 2013-03. DAP shall include updates on the foregoing Strategic Initiatives in its submission of Monitoring Reports to the GCG.

5. **Quarterly Submission of Performance Monitoring.** – DAP shall submit a quarterly monitoring report to the GCG within thirty (30) calendar days from the close of each quarter using the monitoring report attached hereto as **Annex C**.
6. **Good Governance Conditions.** – In addition to the covered portions of the Interim Performance Scorecard, the GOCC must fully comply with the Good Governance Conditions enumerated under GCG MC No. 2013-02, namely:

6.1. *Conditions common to National Government Agencies and GOCCs:*

- (a) Transparency Seal;
- (b) PhilGEPS Posting;
- (c) Cash Advance Liquidation;
- (d) Citizen's Charter or its equivalent;
- (e) Government Quality Management System Standards (GQMSS) pursuant to E.O. No. 605, s. 2007; and
- (f) Compliance with the submission and review requirements covering Statement of Assets, Liabilities and Networth (SALN);¹





¹ See CIVIL SERVICE COMMISSION MEMORANDUM CIRCULAR No. 3, s. 2013.

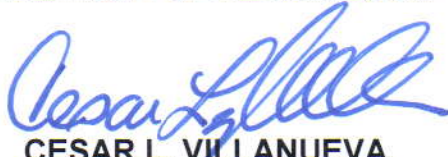
6.2. *Conditions specific to GOCCs covered by R.A. No. 10149:*

- (a) Satisfaction of all statutory liabilities, including the payment of all taxes due to the Government, and declaration and payment of all dividends to the State as of the end of the applicable calendar year, whenever applicable. Liabilities that are still under dispute and there has been no final and executory judgment/decision as of the date of the release of the PBB by the GOCC shall be excluded for the purpose of this provision.
 - (b) Submission and execution of concrete and time bound action plans for addressing Notices of Disallowances and Audit Observation Memoranda from the Commission on Audit (COA), if any.
 - (c) Adoption of a "*Manual of Corporate Governance*" pursuant to Section 42 of the **CODE OF CORPORATE GOVERNANCE FOR GOCCs (GCG MC No. 2012-07)** that is approved by GCG and uploaded on the GOCC's website.
 - (d) Compliance with posting on the GOCC's website the information enumerated under Section 43 of GCG MC No. 2012-07.
 - (e) Adoption of a **No GIFT POLICY** approved by the GCG and uploaded on the GOCC's website pursuant to Section 29 of GCG MC No. 2012-07.
7. DAP hereby undertakes to have its Interim Performance Scorecard rated by its customers and solicit feedback on how the same may be improved. DAP shall determine the most effective method for accomplishing the said purpose. Such information shall be reported to GCG together with the quarterly monitoring report. The rating shall not affect the performance indicators/measures in DAP's Interim Performance Scorecard, and shall be used solely as a reference by GCG and DAP during Performance Agreement Negotiations/Renegotiations.
8. Nothing herein shall be construed as limiting the authority of GCG to initiate renegotiations and/or revoke Performance Agreements in accordance with existing laws, rules and regulations.

DONE, this 25th day of November 2013 in Makati City, Philippines.

**GOVERNANCE COMMISSION FOR
GOVERNMENT-OWNED OR –
CONTROLLED CORPORATIONS**

BY AUTHORITY OF THE COMMISSION:



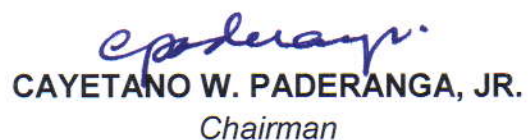
CESAR L. VILLANUEVA
Chairman

MA. ANGELA E. IGNACIO
Commissioner



RAINIER B. BUTALID
Commissioner

**DEVELOPMENT ACADEMY OF THE
PHILIPPINES**



CAYETANO W. PADERANGA, JR.
Chairman



ANTONIO D. KALAW, JR.
President



RAMON J.P. PAJE
Board Member

DEPARTMENT OF AGRICULTURE
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PROCESO J. ALCALA
Board Member



NIEVES L. OSORIO
Board Member