

Strategic Initiative 1

I. NAME OF PROGRAM:	National Government Career Executive Service Development Program (NGCESDP) – Public Management and Development Program (PMDP)
II. CONTACT PERSON/ PROGRAM TEAM HEAD:	Lead: PMDP: Ms. Nanette C. Caparros, Program Director
III. PROGRAM DESCRIPTION:	<p>The NGCESDP-PMDP is an intensive, purposive and continuing training program for incumbent executives and middle managers and their potential successors in the government bureaucracy. It aims to foster careerism in government and promote stability in the bureaucracy by producing a corps of development-oriented, competent, dedicated and honest officials within the medium term. This supports the government’s commitment to lift the nation from poverty through honest and effective governance and to transform the government from one that is self-serving to one that works for the welfare of the nation. The PMDP hopes to achieve the following:</p> <ul style="list-style-type: none"> • Develop a keen appreciation of the vital role government executives play in the overall development process; • Produce competent government leaders committed to the welfare of their constituents and the country’s progress; • Foster a spirit of kinship, mutual support and harmony among government leaders working for the common goal of a good life for all; • Deepen the bench of successors to the incumbent government office executives to ensure smooth transition in case of promotions or vacancies; and • Enhance the image of the Philippines government as an institution imbued with professionalism, integrity and honesty. <p>PMDP has two classes: the Middle Managers Class (MMC) and the Senior Executives Class (SEC), and is built around the three learning areas of Governance and Development, Strategic Public Management, and Public Efficacy and Leadership. The MMC is designed to have a 76-day residential training at the DAP Conference Center in Tagaytay and a 10-day learning-and-teaching sensing journey in a rural community. A Re-Entry Project from each participant is required for implementation upon their return to their agencies/cluster. On the other hand, the SEC has a 37-day residential training and a 5-day Sensing Journey, and a 5-day foreign study mission. A Capstone Paper, which can be a policy proposal or a management case is required from each participant.</p>

IV. PROGRAM MILESTONES:				
ACTIVITIES	TIMELINE		BUDGET	FUNDING SOURCE
	START	END		
Conduct classes for MMC 11	2016	2016	Based on approved budget from DBM	GAA
Conduct classes for MMC 12	2016	2016		
Conduct classes for MMC 13	2016	2017		
Conduct classes for SEC 5	2016	2016		
TOTAL				

V. MEASURES AFFECTED:

- Key government officials (Senior Executives and Middle Managers)
- Re-Entry Plans (REPs) and Action Plans & Projects (APPs) Success Rate

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A handwritten signature in blue ink, appearing to read 'TRYGVE A. BOLANTE', written over a horizontal line.

TRYGVE A. BOLANTE
Compliance Officer

Strategic Initiative 2

I. NAME OF PROGRAM: Center of Excellence in Public Sector Productivity (COE-PSP)

II. CONTACT PERSON/ PROGRAM TEAM HEAD: Lead: Ms. Magdalena L. Mendoza, Group Head, Programs

III. PROGRAM DESCRIPTION: The establishment of Centers of Excellence is a key strategy adopted by the Asian Productivity Organization (APO) to propagate best practices and further strengthen national productivity organization in areas where they possess unique strengths and expertise. To date, the APO has already designated three NPOs as COEs: 1) SPRING of Singapore as the COE on Business Excellence; 2) China Productivity Center as COE on Green Productivity, and 3) Philippines as the COE on Public Sector Productivity.

Among others, the Center of Excellence (COE) in Public Sector Productivity (PSP) aims to:

- A. Assist APO in advancing the public sector productivity movement in the Asia and the Pacific region;
- B. Help address common and critical issues on public sector productivity performance besetting the APO member countries;
- C. Foster cutting-edge research, facilitate training and knowledge-sharing, and support outreach to APO member countries in raising productivity of the public sector organizations in the region; and
- D. Serve as hub of a web of collaborators on innovation and productivity in the public sector.

The COE-PSP shall serve as a hub of a “web of collaborators” on innovation and productivity within and outside the Philippines. It has four (4) key components:

1. PSP Knowledge Center – a repository and online library of pertinent data, information, materials and references on public sector productivity. It will accumulate, codify and publicly disseminate PSP knowledge products derived from APO projects eg. Best Practice Manual, P&Q Tool Box, etc., contributions from NPOs, international publications on innovations and productivity in the public sector, database on local and international experts on PSP.
 2. PSP Capability Development Program – The PSP CapDev Program will design and offer a range of face-to-face or online training and other learning solutions to develop new competencies on productivity methods, tools and techniques as applied in the public sector. Within the medium term, it seeks to establish a critical mass of P&Q professionals that can render expert assistance and strategic advice on productivity improvement to public sector organizations of NPOs especially the Philippines.
 3. PSP Innovation Laboratory – The PSP Innovation Lab shall serve as avenue for the NPO and selected public sector organizations to stimulate strategic thinking and innovation, understand, experiment and obtain first-hand experience in applying new solutions to address critical public sector productivity issues, under the guidance of technical experts to be deputed by APO.
 4. PSP Research Program – PSP Research will initiate studies on public sector productivity such as identifying innovations for productivity including best practices, adaptation and
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examining effectiveness of P&Q tools, etc. In the medium to long term, the agenda could include expansion/updating the research on productivity measurement, investigation of counterproductive policies, and other studies to determine the PSP needs of APO member countries.

Through the programmatic approach, applicable P&Q techniques, and easy access to international experts and resources on productivity, the COE on PSP will help address the priority sector issues identified under the KRA on Good Governance and Anti-Corruption such as: 1) high cost of doing business with government, 2) poor delivery of public goods and services, 3) loss and waste of public resources, 4) weak management structure and systems, 5) low productivity of employees, among others. During the Roundtable Discussion with National Agencies on July 23, 2015, the establishment of a Future Center for the for the Public Sector to provide a laboratory for simulation, experimentation of new approaches as well as a venue for strategic thinking on contemporary and emerging productivity issues and problems faced by the public sector. The APO Workshop on Needs Assessment on PSP held in the Philippines on December 8-10, 2015 solidified the priority directions of the COE deriving inputs from public sector agencies, both local and international.

IV. PROGRAM MILESTONES:				
ACTIVITIES	TIMELINE		BUDGET	FUNDING SOURCE
	START	END		
1. High-level benchmarking mission of Philippine officials to selected COEs	2016	2020	Based on approved budget from DBM	GAA
2. Strengthening of the Philippines NPO to advance level of expertise	2016	2020		
3. Establishment of the PSP Knowledge Center	2016	2020		
4. Development and pilot implementation of course on Development of Productivity Specialists for the public sector	2016	2020		
5. Demonstration project on public service value chain/deputation of experts	2016	2020		
6. Activation of PSP Innovation Laboratory	2016	2020		
7. Formulation of PSP Research Agenda and conduct of pioneer researches	2016	2020		
8. Monitoring and Evaluation	2016	2020		
TOTAL				

V. MEASURES AFFECTED:

- Number of key government officials (Senior Executives and Middle Managers) capacitated
- Percentage of client government offices with ISO 9001 certifiable QMS
- Participation Rate of National Government Agencies in RBPMS/PBIS Implementation
- Number of programs implemented in collaboration with key agencies and stakeholders
- Quality Management System (QMS) Conformance Rate

Noted by:

TRYGVE A. BOLANTE
Compliance Officer

Strategic Initiative 3

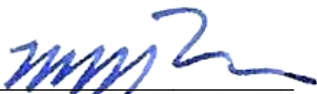
I. NAME OF PROGRAM:	Harmonization of National Government Performance Monitoring, Information and Reporting System (Phase V)
II. CONTACT PERSON/ PROGRAM TEAM HEAD:	Lead: Ms. Maria Rosario Ablan, Program Manager, AO 25 Task Force Secretariat
III. PROGRAM DESCRIPTION:	<p>President Aquino issued Administrative Order No. 25 creating an Inter-Agency Task Force composed of the Office of the Executive Secretary, Department of Budget and Management, National Economic Development Authority, Department of Finance and the Presidential Management Staff, to harmonize, unify, streamline and simplify all existing monitoring and reporting requirements and processes of government agencies mandated to exercise broad oversight of government agencies' performance relative to the National Leadership's Agenda, the Philippine Development Plan (PDP), agency mandates, commitments and targets.</p> <p>The program aims to: (1) establish a unified and integrated Results-based Performance Management System framework as basis for monitoring, evaluating and reporting performance of all departments and agencies within the Executive Branch of government, (2) use the RBPMS as basis for determining entitlement to performance based allowances, incentives or compensation of government personnel, and (3) design a government executive information system (GEIS) for easy access to accurate and latest whole-of-government, sectoral, MFOs/ organizational performance information.</p> <p>With the issuance of Executive Order No. 80 s. 2012, the IATF formulated and issued the implementing guidelines for the adoption of a Performance-based Incentive System (PBIS) that will motivate higher performance and greater accountability in the public sector and ensure the accomplishment of commitments and targets under the five (5) Key Result Areas (KRAs) laid down in EO No. 43 s. 2011 and the PDP 2011-2016. Unlike previous incentive systems that were generally characterized by across-the-board bonuses given uniformly to all civil servants, the PBIS expressly links rewards to agency and individual performance.</p> <p>The DAP serves as the Secretariat of the Task Force to provide administrative and technical support in the implementation of the RBPMS and PBIS.</p> <p>Since its establishment, the IATF through its Technical Working Group (TWG) and Secretariat has succeeded in issuing and executing policies for the PBIS cycles. The enhanced Performance-Based Bonus (PBB) will be implemented starting 2017. Thus, the work of the AO25 is expected to continue with additional responsibilities to deliver. Enhanced and expanded activities of the project include additional activities pertaining to the provision of mentoring, coaching and/or technical assistance services as well as conduct of research studies, to enable agencies to address performance gaps/deficiencies, and successfully implement and comply with RBPMS and PBIS requirements.</p>

IV. PROGRAM MILESTONES:				
ACTIVITIES	TIMELINE		BUDGET	FUNDING SOURCE
	START	END		
Implementation of PBIS	2015	2019	Based on approved budget from DBM	GAA
Management of RBPMS Website and Database	2015	2019		
Implementation of IATF Activities	2015	2019		
Research and Planning	2017	2019		
Outreach and Change Management	2017	2019		
TOTAL				

V. MEASURES AFFECTED:

- Participation Rate of National Government Agencies in RBPMS/PBIS Implementation

Noted by:



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