



**NEA BOARD OF ADMINISTRATORS
REFERENDUM NO. 36**

RB Resolution No. 2022-124

**REQUEST FOR REFERENDUM FOR THE CY 2023 PERFORMANCE
EVALUATION SYSTEM (PES) REQUIREMENTS**

Pursuant to Section 4(s) of the Presidential Decree (P.D.) No. 269, as amended; Section 5 of Republic Act (R.A.) No. 10531 or the *Powers, Functions and Privileges of the National Electrification Administration*, the NEA is authorized and empowered to exercise such powers and do such things as may be necessary to carry out the business and purposes for which the NEA was established, or which from time to time may be declared by the Board of Administrators as necessary, useful, incidental or auxiliary to accomplish such purposes; and Section 5 of P.D. No. 269, all of the powers of the NEA shall be vested in and exercised by the Board of Administrators;

WHEREAS, the Management, in its Memorandum to the Board of Administrators dated 16 August 2022, earnestly requested for the Referendum for the CY 2023 Performance Evaluation System (PES) Requirements;

WHEREAS, the minutiae of the request are stated hereunder:

I. Background

The Governance Commission for GOCCs (GCG) issued a Performance Evaluation System (PES) for the GOCC Sector that provided the framework for setting the organizational targets. The achievements of such targets shall serve as basis for the following:

- a) Determining the grant of Performance-Based Bonus (PBB) and
- b) Performance-Based Incentives (PBI);
- c) Determining whether Appointive Directors are eligible for re-appointment; and
- d) Ascertain whether a GOCC should be reorganized, merged, streamlined, abolished or privatized.



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Accordingly, the following are the required PES documents for submission to GCG not later than the last working day of August:

1. Strategy Map (PES Form 1)
2. Proposed Performance Scorecard (PES Forms 2 and 2a)
3. Measure Profile (PES Form 2b)
4. Briefer on the rationale of the CY 2023 targets
5. Corporate Operating Budget (COB) for CY 2023 as submitted to DBM

As one of the globally accepted corporate governance practices and in accordance with the requirements of the Corporate Governance Scorecard (CGS), the Board undertakes the annual review of the Strategy Map including the Vision and Mission as well as the corresponding strategies for its attainment.

In the past, the Board approved the adoption of NEA's Strategy Map. After further review, it has been determined that the Strategy Map is still relevant at this time.

The Performance Scorecard and Measure Profile translates the Strategic Objectives in the Strategy Map into critical success indicators while the Briefer discusses in detail the committed performance targets for the year.

II. Actions Requested

In consideration of the foregoing, we respectfully request the approval of the NEA Board of Administrators through Referendum the following:

1. Review and Approval of CY 2023 PES requirements including the Strategy Map and Proposed Performance Scorecard and its submission to the GCG



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2. Approval to grant full authority to the Administrator or the Compliance Officer to negotiate with GCG in behalf of the Board on matters relating to the CY 2023 PES

WHEREAS, after discussion and deliberation, the Board of Administrators agreed to approve the request through a Board referendum;

NOW, THEREFORE, BE IT RESOLVED, that the NEA Board of Administrators, approves, as it hereby approves, the Request for Referendum for the CY 2023 Performance Evaluation System (PES) Requirements:

1. Review and Approval of CY 2023 Performance Evaluation System (PES) requirements including the Strategy Map and Proposed Performance Scorecard and its submission to the Governance Commission for GOCCs (GCG); and
2. Approval to grant full authority to the Administrator or the Compliance Officer to negotiate with GCG in behalf of the Board on matters relating to the CY 2023 PES.

Issued this 17th day of August 2022, at Quezon City, Philippines.


SEC. RAPHAEL P.M. LOTILLA
DOE Secretary and Chairman


EMMANUEL P. JUANEZA
Member and Administrator


AGUSTIN L. MADDATU
Member



NATIONAL ELECTRIFICATION ADMINISTRATION
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ATTY. ALIPIO CIRILO V. BADELLES
Member


RENE M. GONZALES
Member