



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

August 23, 2021

MARIA TERESITA D. LACSAMANA-CANCIO

Executive Director

National Conciliation and Mediation Board

4th - 6th Flrs., Arcadia Bldg., 860 Quezon Ave. Quezon City

ATTENTION: OIC-Director Edithliane P. Tadeo
PBB Focal Person

Dear Executive Director Lacsamana-Cancio:

We affirm the **National Conciliation and Mediation Board (NCMB)** for complying with the FY 2019 Performance-Based Bonus (PBB) requirements and qualifying for the grant of the bonus. The summary of the final IATF assessment result is attached.

More than the incentive, we hope that the PBB has significantly contributed to your agency's organizational and employee performance, leading to concrete and visible improvements in the delivery of goods and services to the public.

To complete the PBB process, may we remind your office to publish the agency **FY 2019 Agency Scorecard** in your website or official publication. Kindly coordinate with the AO 25 Technical Secretariat for the finalization of the said report cards.

We understand that the COVID-19 pandemic is a huge challenge to all of us. Most government agencies, state universities, and colleges played catch-up to prevent the virus's exponential spread. Despite the situation, we encouraged agencies to continue efforts in maximizing the agency's digital capabilities, develop online systems, and/or transform its critical services from manual to contactless transactions for faster and more efficient public service delivery.

Again, we commend the NCMB management and staff and wish you are all safe.

Thank you very much for your usual support.

Sincerely yours,

KIM ROBERT C. DE LEON

OIC-Undersecretary, DBM

Chairperson, AO25 IATF and AO25 Technical Working Group



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National Conciliation and Mediation Board (NCMB)	
Eligibility Requirements	Final Assessment
2019 Good Governance Conditions	
1. Transparency Seal	• Compliant
2. PhilGEPS Posting	• Compliant
2019 Physical Target	
3. Streamlining and Process Improvement of Agency Services	<p>Met the streamlining and process improvement requirement for FY 2019 PBB.</p> <ul style="list-style-type: none"> • The NCMB reported streamlining efforts for seven (7) critical services as declared in its Citizen's Charter. <ol style="list-style-type: none"> 1. Case Handling of Notice of Strike/Lockout (Regional Branches) 2. Case Handling of Preventive Mediation (Regional Branches) 3. Case Handling of Request for Assistance (Central Office and Regional Branches) 4. Facilitation and Handling of Voluntary Arbitration Case (Regional Branches) 5. Processing of Voluntary Arbitration Subsidy (Regional Branches) 6. Collection of Collective Bargaining Agreement Registration Fee (Central Office and Regional Branches) 7. Issuance of Certificate of No Pending Case (Central Office and Regional Branches) • The NCMB is encouraged to digitalize its processes, develop online systems, and transform critical services from manual to contactless transactions for faster and more efficient public service delivery. • The NCMB is also encouraged to periodically revisit and update its Citizen's Charter to reflect revisions and changes in the process. This will help maintain and improve its services and enable the agency to perform its mandates effectively.
2019 STO and GASS Requirements	
4. QMS Requirement	• Compliant
5. Submission of FY 2019 APP non-CSE	• Compliant
6. Posting of Indicative FY 2020 APP non-CSE	• Compliant
7. Submission of FY 2020 APP-CSE	• Compliant



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Eligibility Requirements	Final Assessment
8. The undertaking of Early Procurement for at least 50% of goods and services	<ul style="list-style-type: none"> Compliant
9. Submission of FY 2018 APCPI	<ul style="list-style-type: none"> Compliant
10. Submission of Financial Reports	<ul style="list-style-type: none"> Compliant
11. Compliance with at least 30% of Prior Years' Audit Recommendations	<ul style="list-style-type: none"> Compliant
12. Budget Utilization Rate (BUR)	<ul style="list-style-type: none"> Did not meet the 100% targets for Obligations and Disbursements BUR under GASS. Actual accomplishments were 98.12% and 93.72%, respectively. The DBM BMB-B considered the justifications provided by the NCMB for not meeting its targets for the Obligations and Disbursements BUR to be due to uncontrollable factors based on the DBM BMB-B report dated 9/29/2020.
2019 Other Cross-Cutting Requirements	
13. Posting of Agency Review and Compliance Procedure of Statement and Financial Disclosure	<ul style="list-style-type: none"> Compliant
14. FOI Compliance	<ul style="list-style-type: none"> Compliant
15. Posting of Agency's System of Ranking Delivery Units	<ul style="list-style-type: none"> Compliant
OVERALL ASSESSMENT	<ul style="list-style-type: none"> Based on the results of validation, the NCMB is eligible for the grant of FY 2019 PBB.



NATIONAL CONCILIATION AND MEDIATION BOARD

FY 2019 PBB Status

The National Conciliation and Mediation Board shall be responsible for the formulation of policies, development of plans and programs, and setting of standards, procedures and guidelines relative to the promotion of conciliation and mediation of labor disputes; administration of the voluntary arbitration program; promotion of other cooperative, non-adversarial, and voluntary modes of labor dispute settlement; and facilitation of labor-management cooperation through joint mechanisms for information sharing, effective communication and consultation and group problem-solving.

STREAMLINING AND PROCESS IMPROVEMENT		Compliant	GOOD GOVERNANCE CONDITIONS				
			Transparency Seal		Compliant		
SUPPORT TO OPERATIONS			PhilGEPS Posting		Compliant		
ISO 9001:2015 Certification of QMS		Compliant					
GENERAL ADMINISTRATION AND SUPPORT SERVICES							
PFM reporting requirements to COA and DBM		Other Cross-Cutting Requirements					
COA Financial Reports		Compliant	SALN Review and Compliance Procedure		Compliant		
Sustained Compliance to prior years' AAR		Compliant	Compliance with FOI Program		Compliant		
			Agency's System of Rating and Ranking		Compliant		
PROCUREMENT REQUIREMENTS		BUDGET UTILIZATION RATE					
			2015	2016	2017	2018	2019
FY 2019 APP-NON CSE		Compliant	Obligations BUR				
Indicative FY 2020 APP NON-CSE		Compliant					
FY 2020 APP-CSE		Compliant	Disbursement BUR				
FY 2018 APCPI Results		Compliant					
Undertaking of Early Procurement		Compliant	94%	99%	90%	97%	98%
			91%	99%	97%	98%	94%

Handwritten signature or mark.