



Office of the President of the Philippines
GOVERNANCE COMMISSION
 FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS
 3/F, Citibank Center, 8741 Paseo De Roxas, Makati City, Philippines 1226

D.T.R. NO. 22-2640
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 MAY 03 2016
 Dr. Wilma
 PHIL-FISHERIES DEVT. AUTHORITY
RECORDS-GSD-ASD

02 May 2016

HON. PROCESO J. ALCALA

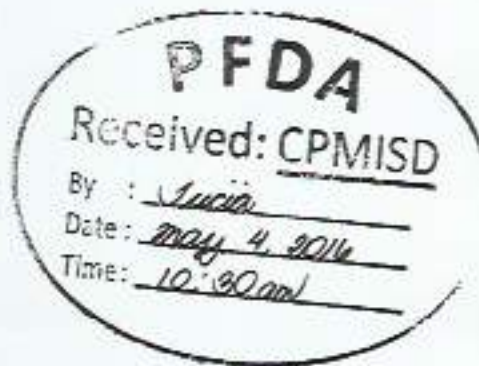
DA Secretary and Chairman

HON. PATRICK JOSEPH A. JAVIER

General Manager (GM)

PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)

PCA Annex Bldg., PCA Compound,
 Elliptical Road, Diliman, Quezon City



RE: PFDA BUSINESS UNIT (BU) GRADE

Dear Secretary Alcala and GM Javier,

This refers to your letter dated 20 January 2016,¹ submitting the documentary requirements for the Business Unit (BU) Scoping in line with the proposed Compensation and Position Classification System (CPCS).

The **PHILIPPINE FISHERIES DEVELOPMENT AUTHORITY (PFDA)** shall be classified by its overall size based on the average grade on the following three (3) factors:

- (a) *Company Financials;*
- (b) *Number of Full-Time Equivalent (FTE) Employees; and*
- (c) *Geographical Scope and Business Complexity.*

Based on the foregoing, this is to certify that the **PFDA** has been classified as a **Grade 18 GOCC**. Annex A presents the detailed evaluation in determining the PFDA's classification. The BU Grade shall serve as basis for the job leveling process of the GOCC.

FOR YOUR INFORMATION AND GUIDANCE.

Very truly yours,

BY AUTHORITY OF THE COMMISSION

CESAR L. VILLANUEVA
Chairman

MA. ANGELA E. IGNACIO
Commissioner

RAINIER B. BUTALID
Commissioner

¹ Officially received by the Governance Commission on 21 January 2016.



CPCS BUSINESS UNIT GRADE CERTIFICATION
PHILIPPINE FISHERIES DEVELOPMENT
AUTHORITY

OVERALL SIZE		
<i>Average grade¹ based on Company Financials, Number of Full-Time Equivalent (FTE) Employees, and Business Complexity</i>		
<i>Audited Financials</i>	Grade	Range (P Billion)
2012 P 552,615,893	16	< 3
2013 638,217,593	17	3.0 - 6.5
2014 654,132,147	18	6.5 - 22.0
<u>AVERAGE P 614,988,544</u>	19	22.0 - 43.5
<p>The Company Financials were computed based on the average Total Revenues (Operating Income + Other Income).</p> <p>For this criterion, PFDA scores a Grade 16 based on CPCS range.</p>	20	43.5 - 87.5
	21	87.5 - 218
	22	218 - 545
<i>Number of FTE Employees</i>	Grade	Range
<p>PFDA consists of 57 organizational units and 780 authorized plantilla positions. As of 18 January 2016, PFDA has 581 filled positions.</p> <p>For GOCCs that are reorganized under GCG or DBM thru Executive Order No. 366, the FTE shall be based on filled positions.</p> <p>Under this criterion, PFDA scores a Grade 19.</p>	16	≤ 89
	17	90 - 240
	18	241 - 620
	19	621 - 1,600
	20	1,601 - 4,100
	21	4,101-10,600



Business Complexity²	Grade	Description <i>Social Services, Revenue-Generation, Regulatory</i>
PFDA functions involve Revenue-Generation and Social Services. For <u>Revenue-Generation Activity</u> , PFDA's income consists of fees collected from users of port complexes and facility, lease of ice plants and cold storages and sale of ice, as well as royalties from products produced from the lease of NFPC and municipal fish port facilities and interest on placement in time deposits. For <u>Social Services</u> , PFDA is vested with power and responsibility to promote the development of the fishing industry and improve the efficiency in marketing and distribution of fish and fishery/aquatic products through the establishment and operation of fish port complexes throughout the country. Thus, based on the foregoing, PFDA scores a Grade 18 for this criterion.	16	1 activity OR 2 activities but no full control
	17	
	18	2 activities OR 3 activities but no full control
	19	
	20	All 3 activities with full control
AVERAGE		17.67

FINAL BU GRADE	<u>18</u>
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APPROVED:

CHAIRMAN CESAR L. VILLANUEVA

² Notes to Financial Statements in PFDA's 2014 Annual Audit Report (www.coa.gov.ph) and Executive Order No. 772, s. 1982, Amending Presidential Decree No. 977 Creating the Philippine Fish Marketing