

PHILIPPINE DEPOSIT INSURANCE CORPORATION  
PERFORMANCE EVALUATION SYSTEM 2022 - 2023

Component					Baseline Target 2021	Target	
Strategic Objective (SO)/Strategic Measure (SM)	Formula	Weight	Rating System	2022		2023	
<b>SO 1. Contribute to confidence in the financial system through public awareness and financial literacy on deposit insurance to promote financial inclusion</b>							
SM 1	Level of public awareness on deposit insurance	Actual accomplishment	5	All or nothing	Establishment of baseline data	100% implementation of programs on public awareness	Increase level of public awareness from 2021 baseline
<b>Sub-total</b>			<b>5</b>				
<b>SO 2. Maintain DIF to adequately cover deposit insurance costs</b>							
SM 2	Adequate Capital against Deposit Insurance Costs	12-month average DIF / 12-month average EID <sup>1</sup>	15	All or nothing	5.50%	minimum of 5.5% <sup>2</sup>	minimum of 5.5% <sup>2</sup>
<b>Sub-total</b>			<b>15</b>				
<b>SO 3. Enhance client experience in PDIC services</b>							
SM 3	Percentage of Satisfied Customers	No. of respondents who gave rating of at least satisfactory / Total number of survey respondents	10	(Actual/Target) x Weight 0% = If less than 80%	90%	90%	90%
<b>Sub-total</b>			<b>10</b>				
<b>SO 4 Settle valid deposits/claims of depositors in closed banks within applicable processing time <sup>3</sup></b>							
SM 4	Settlement of Valid Deposits Promptly within Applicable Turn-Around-Time (TAT in line with EODB) - For Accounts with Less than or Equal to P100,000 Balances	Number of valid deposits paid within TAT / Total number of valid deposits for Accounts with Less than or Equal to P100,000 balances	10	(Actual / Target) x Weight	100% of claims settled within TAT <sup>4</sup> with new TAT under "New Normal"	100% of claims settled within TAT <sup>4</sup> with new TAT under "New Normal"	100% of claims settled within TAT <sup>4</sup> with new TAT under "New Normal"

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SM 5	Settlement of Valid Claims Promptly within Applicable Turn-Around-Time (TAT in line with EODB) - For Accounts with More than P100,000 Balances	Number of valid claims settled within TAT / Total number of valid claims filed during field operations claims settlement (FOCS)	10	(Actual / Target) x Weight	100% of claims settled within TAT <sup>4</sup>  with new TAT, reckoning time and formula under "New Normal"	100% of claims settled within TAT <sup>4</sup>  with new TAT, reckoning time and formula under "New Normal"	100% of claims settled within TAT <sup>4</sup>  with new TAT, reckoning time and formula under "New Normal"
<b>SO 5. Distribute assets to creditors and terminate liquidation of closed banks</b>							
SM 6	Asset Distribution Plans (ADP) of closed banks filed with the Liquidation Court	Actual Accomplishment	20	(Actual / Target) x Weight	16	43	43
<b>SO 6. Contribute to financial stability by ensuring financial crisis preparedness</b>							
SM 7	Readiness Level for Participation in the Conduct of Financial Crisis Simulation	Actual Accomplishment	5	(Actual/Target) x Weight	Board-approved Plans on Takeover and Claims Settlement Operations (CSO)	Conduct/Report on internal simulation exercise of the integrated Crisis Management Plan	Conduct/Report on external simulation exercise of the integrated Crisis Management Plan
<b>Sub-total</b>			<b>45</b>				

Component					Baseline Target 2021	Target	
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<b>SO 7. Recruit, build up and retain motivated and competent workforce</b>							
SM 8	Percentage of filled up positions in the Corporate plantilla	Actual Accomplishment	5	(Actual / Target) x Weight	--	85% of available plantilla positions (to be finalized based on approved OSSP)	90% of available plantilla positions (to be finalized based on approved OSSP)
SM 9	Percentage of Employees Meeting Required Competencies	Competency Baseline current year <sup>5</sup> - Competency Baseline previous year	5	All or Nothing	Improvement on the Competency of the Organization based on the 2020 year-end assessment	Improvement on the Competency of the Organization based on the 2021 year-end assessment <sup>6</sup>	Improvement on the Competency of the Organization based on the 2022 year-end assessment
<b>SO 8. Build a responsive organization equipped with the necessary ICT and other systems to support operations</b>							
SM 10	Implementation of Information System Strategic Plan (ISSP)	Actual Accomplishment	10	All or Nothing per target ICT and information system	100% implementation of internal information and communication technology (ICT) and information systems projects based on the timeline provided in the ISSP <sup>7</sup>	100% implementation of internal information and communication technology (ICT) and information systems projects based on the timeline provided in the ISSP <sup>7</sup>	100% implementation of internal information and communication technology (ICT) and information systems projects based on the timeline provided in the ISSP <sup>7</sup>

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Strategic Objective (SO)/Strategic Measure (SM)		Formula	Weight	Rating System		2022	2023
SM 11	ISO Certification	Actual Accomplishment	5	All or nothing	Maintain ISO Certification for Assessment of Member Banks (AMB), Claims Settlement Operations (CSO), Loans Management (LM), Real Property Disposal (RPD) and Bank Examination (BE)  or  Corporate Certification	Maintain ISO Certification for Assessment of Member Banks (AMB), Claims Settlement Operations (CSO), Loans Management (LM), Real Property Disposal (RPD), Bank Examination (BE)  or  Corporate Certification	Maintain ISO Certification for Assessment of Member Banks (AMB), Claims Settlement Operations (CSO), Loans Management (LM) and Real Property Disposal (RPD), Bank Examination (BE)  or  Corporate Certification
<b>Sub-total</b>			<b>25</b>				
<b>TOTAL</b>			<b>100</b>				

1- Capturing the period from January to December

2 - Ratio of DIF to estimated insured deposits (EID) – minimum of 5.50% (based on the current Maximum Deposit Insurance Coverage (MDIC) of P500,000; If any MDIC increase is legislated within the year, the resulting DIF/EID, which may fall below 5.5%, shall be considered on target.

3 - A valid claim is considered settled when it is paid or dispatched to the Philippine Postal Corporation (PPC), or offset with an obligation, or in excess of the maximum deposit insurance coverage. Valid claims refer to claims for deposit accounts examined to be legitimate and eligible for deposit insurance. For depositors with valid deposit balances of Php 100,000 and below, filing of claim is waived for those with updated and complete mailing address, who have no obligations with the closed bank, and have not maintained the account under the name of business entity. All other depositors have to file deposit insurance claims with complete supporting evidences/documents acceptable to PDIC.

4 - Applicable processing time based on compliance with Republic Act No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

5 - The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\frac{\sum_{b=1}^B \left[ \frac{\sum_{a=1}^A (\text{Actual Competency})}{A} \right]}{B}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled

6- Reassessment should cover all employees assessed in 2021 and new hires in 2022.

7 - Excludes the time from failed bidding to the resumption of bidding.