

# Private sector help sought to draw up performance measures for government agencies - NEDA

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MANILA - The Aquino administration is seeking private-sector help in coming up with performance measures on government agencies, the National Economic Development Authority said on Thursday.

NEDA Director-General and Socioeconomic Planning Secretary Arsenio Balisacan told reporters that the government must craft a set of standards that can be used to grade workers and agencies by the end of this year.

He said this is a prerequisite to implementing a performance-based incentive system.

"This is a work in progress. This would prevent corruption because it gives incentives because sometimes good efforts are not rewarded, bad efforts are not punished. This just encourages people to do good work to follow good governance practices," Balisacan said at the sidelines of conference by the Asian Institute of Management.

During his 3rd State of the Nation Address on Monday, President Benigno Aquino III said state employees could have their salaries increased based on their performance, to be at par with their private sector counterparts.

Balisacan said the government needs to consult the private sector regarding the scheme of rewards and incentives because this system is already ingrained in its culture.

Guillermo Luz of the National Competitiveness Council said the private sector is willing to participate in setting up the performance indicators for government agencies.

"The way the indicators work is they have to go agency by agency, not generic to all agencies. The method I have proposed is using a balance score card system in NCC, with 12 government agencies plus many LGUs. You get the strategic plan and you tie the strategic plan to specific deliverable targets," Luz said.

Citing the Department of Public Works and Highways, Luz said the agency has physical targets such as number of kilometers of roads paved, qualitative targets in terms of road surface and international roughness index, as well as other targets such as ISO ratings of regional offices.

"Those targets that they have set, they have multi-sectoral advisory boards composed of citizens who review the targets and performance. We can see the targets but we cannot evaluate the workers because they do not work for us. But at least there is a basis for evaluating their workers, which DPWH Sec. [Rogelio] Singson planned to do," Luz said.

To institutionalize the targets, Luz recommends that private individuals sit in advisory boards of government agencies to help map out these criteria.

This would be tied up with the existing harmonization of the NCC balance score card-Organizational Performance Indicator Framework of the Aquino administration.

"What's happening is as we are working with the harmonization. The President asked the task force to accelerate the performance-based bonus system, which require indicators. Before the full harmonization, the indicators must be set as basis for the incentives," Luz said.

The question of whether this could be implemented beyond 2016 still hangs however. Barring legislation, government agencies must work with this new system on top of the existing rewards and punishment scheme such as the Lateral Attrition Law of the Bureaus of Internal Revenue and of Customs.

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