

REPUBLIC OF THE PHILIPPINES  
HOUSE OF REPRESENTATIVES  
Quezon City

EIGHTEENTH CONGRESS  
First Regular Session  
3841

House Bill No. \_\_\_\_\_



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Introduced by **MAGDALO Party-List Representative**  
**HON. MANUEL DG. CABOCHAN III**

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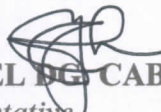
**EXPLANATORY NOTE**

In today's environment, to remain viable and stay ahead, organizations must continually scour their operations for opportunities to improve. Executives today expect continual improvement – real and lasting improvements that creates public satisfaction, improve public service effectiveness and internal process efficiencies. Improvements that are realized by bottom line results.

Achieving excellence is the result of high performance throughout the entire organization. Leaders at all levels of an organization must relentlessly pursue the performance edge; those actions that will propel the organization to the next level of internal and external performance.

The state cannot legislate excellence, but can expect it, support it and acknowledge it when it occurs. It is in this light that this bill seeks to create a process that will oversee the journey to excellence and will encourage the most vital aspects of the Philippine government to be managed at a world-class level.

In view of the foregoing, the passage of this bill is earnestly sought.

  
**MANUEL DG. CABOCHAN III**  
*Representative*  
Magdalo Para sa Pilipino Party-List

REPUBLIC OF THE PHILIPPINES  
HOUSE OF REPRESENTATIVES  
Quezon City

EIGHTEENTH CONGRESS  
First Regular Session

House Bill No. 3841

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Introduced by **MAGDALO Party-List Representative**  
**HON. MANUEL DG. CABOCHAN III**

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**AN ACT**  
**PROMOTING GOVERNMENT AGENCY PERFORMANCE EXCELLENCE**

*Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:*

1       **SECTION 1.** 1) The Committee on Performance Excellence (which shall henceforth  
2 be called 'Committee') is established. The committee shall consist of eleven (11) members,  
3 appointed as follows:

4  
5           a) The Speaker of the House of Representatives shall appoint two (2) members of  
6 the House of Representatives;

7  
8           b) The President of the Senate shall appoint two (2) members of the Senate;

9  
10          c) The President of the Philippines shall appoint four (4) employees of the  
11 executive department; and

12  
13          d) The President shall appoint three (3) public members who have demonstrated  
14 LO experience in the practice of continuous improvement in business.  
15

16       2) (a) Except as otherwise provided in Section (1)(2)(b), the term of office of each  
17 member is four (4) years, but a member serves at the pleasure of the appointing authority.  
18 Before the expiration of the term of a member, the appointing authority shall appoint a  
19 successor whose term begins on July 1 next following. If there is a vacancy for any cause, the  
20 appointing authority shall make an appointment to become immediately effective for the  
21 unexpired term.

22  
23       (b) If a legislative member of the committee ceases to be a legislator, the legislator's  
24 position on the committee becomes vacant. If an executive department member of the  
25 committee ceases to be an employee of the executive department, the member's position on  
26 the committee becomes vacant.

27  
28       3) The committee shall select one of its members as chairperson and another as vice  
29 chairperson. The committee may determine the duties and powers of the officers, as well as  
30 the terms of office of the officers.



1           4) A majority of the members of the committee constitutes a quorum for the  
2 transaction of business.

3  
4           5) The committee shall meet at least once every calendar quarter at a place, day and  
5 hour determined by the committee. The committee may also meet at other times and places  
6 specified by the call of the chairperson or of a majority of the members of the committee.

7  
8           6) When the committee has selected a government agency (which shall henceforth be  
9 called 'Agency') for a performance excellence initiative, the committee may appoint as ex-  
10 officio members of the committee the director and all other employees of the agency for the  
11 purposes of planning and initial implementation of the initiative.

12  
13           **SEC. 2.** The mission of the Committee on Performance Excellence is to assist  
14 agencies in reaching performance excellence by engaging in performance excellence  
15 initiatives with individual agencies.

16  
17           1) (a) The committee shall focus on the following areas that define performance:

- 18                   1) Customer and market focus  
19  
20                   2) Human resources  
21  
22                   3) Leadership  
23  
24                   4) Measurement, analysis and knowledge management  
25  
26                   5) Process management  
27  
28                   6) Results  
29  
30                   7) Strategic planning  
31

32  
33           (b) The committee may focus on other areas that define performance and may  
34 give different weights to different areas described in this section, according to the  
35 needs of the particular agency that is a partner in a particular initiative.

36  
37           (c) The committee shall help agencies develop or maintain methods for reaching and  
38 measuring performance excellence, including, but not limited to:

- 39  
40                   1) Setting long-range plans and short-term priorities;  
41  
42                   2) Developing performance measures that indicate how well an agency's  
43 systems are performing;  
44  
45                   3) Working with internal and external customers to identify possible  
46 improvements to LO the agency's systems;  
47  
48                   4) Identifying ways to make core processes operate better, faster and at less  
49 cost;  
50                   5) Creating mechanisms to develop the skills of all agency employees; and

1  
2 6) Showing measurable results for the investment that taxpayers have made.  
3

4 2) The committee shall identify those agencies and services that are most important  
5 to Filipinos and shall develop criteria for selecting particular agencies and a  
6 schedule for engaging in performance excellence initiatives with those agencies.  
7 The committee may determine how many and what initiatives it can engage in at  
8 any given time.  
9

10 3) As part of any performance excellence initiative, the committee shall support  
11 agency efforts to acquire the methods, tools and skills to achieve excellence in  
12 each performance area. The support may include, but need not be limited to:  
13

14 1) Assisting an agency in acquiring services from consultants, training  
15 organizations, universities, business executives and other appropriate  
16 entities.  
17

18 2) Advising an agency on how to gain support for financing performance  
19 excellence.  
20

21 3) Helping an agency to identify needs and obtain needed support.  
22

23 4) Working with an agency to ensure nationwide training and development  
24 programs that assist the agency in its pursuit of excellence.  
25

26 5) Acting as a sounding board and advocate to help an agency remove  
27 administrative barriers that prevent the agency from achieving  
28 performance excellence.  
29

30 **SEC. 3.** When the Committee on Performance Excellence has chosen an agency for  
31 participation in a performance excellence initiative:  
32

33 1) The committee, with any ex-officio members from the agency appointed as provided in  
34 Section (1)(6) of this Act, shall develop the framework of expectations for that particular  
35 agency, including but not limited to:  
36

37 a. Performance areas to be focused on in the initiative;  
38

39 b. An indication of what constitutes excellence for the agency in given performance  
40 areas; and  
41

42 c. An indication of how progress will be measured and of how much progress can  
43 reasonably be expected in a three-year period.  
44

45 2) Members of the committee shall spend time with agency employees learning about  
46 agency operations.

47 3) The committee shall meet regularly, on a schedule determined by the committee, to  
48 review the agency's progress toward excellence. Meetings shall include, but need not be



1 limited to, presentations by agency employees on overall progress and on progress in  
2 specific areas of performance that have been identified.  
3

4 4) The committee and the agency may use the review sessions to continuously refine  
5 and improve the methods used by the agency to achieve the goals of the performance  
6 excellence initiative.  
7

8 5) The committee and the agency shall work together to obtain independent third-  
9 party assessments of the agency's progress towards meeting the goals of the performance  
10 excellence initiative. The purpose of the assessment is to enable the agency and the  
11 committee to learn whether the goals and methods of the performance excellence  
12 initiative are appropriate or how they might be changed to better help the agency achieve  
13 excellence.  
14

15 6) The committee shall make periodic public reports on achievement of performance  
16 excellence. The reports shall be in a form and manner determined by the committee and  
17 may include, but need not be limited to, press releases. The reports shall be delivered to  
18 the Congress and made available to the general public.  
19

20 **SEC. 4.** The Commission on Audit (COA) shall provide administrative support to the  
21 Committee on Performance Excellence. The COA may obtain assistance from the Civil  
22 Service Commission (CSC) or any other agency necessary to fully support the activities of  
23 the committee.  
24

25 **SEC. 5.** Notwithstanding the term of office specified by Section 1 of this Act, of the  
26 members first appointed to the Committee on Performance Excellence:  
27

28 1) One executive department member and one public member shall each serve for a term  
29 ending July 1, 2015.  
30

31 2) One House member, one Senate member and one executive department member shall  
32 each serve for a term ending July 1, 2016.  
33

34 3) One executive department member and one public member shall each serve for a term  
35 ending July 1, 2016.  
36

37 4) One House member, one Senate member, one executive department member and one  
38 public member shall each serve for a term ending July 1, 2017.  
39

40 **SEC. 6.** Any laws, decrees, ordinances or rules and regulations which are inconsistent  
41 with or contrary to the provision of this Act is hereby amended or repealed.  
42

43 **SEC. 7.** This Act shall take effect fifteen (15) days after its complete publication in at  
44 least two (2) national newspapers of general circulation.

*Approved,*