



Boy Scouts of the Philippines

National Office

181 Natividad Almeda-Lopez St., Ermita, 1000 Manila

PO Box 1378, Manila CPO, Philippines

E-mail: bsp@scouts.org.ph

Website : www.scouts.org.ph

Tels. (632) 528 0555 * 527 8317 to 20 * Telefax: (632) 528 0577

02 November 2022

NATIONAL OFFICE MEMORANDUM Number 71 series of 2022

TO : Regional Scout Directors

SUBJECT : 2022 Regional Year-End Performance Review (RYEPR)


Pursuant to the NEB-approved Performance Evaluation Scorecard (PES) for 2022 and, consistent with the last stage of the Strategic Performance Management System (SPMS) Cycle of BSP, all Regional Scout Directors are required to conduct the 2022 Regional Year-End Performance Review (RYEPR) from 28 November 2022 to 02 December 2022 to review the accomplishments of Local Council Scout Executives in their region vis-à-vis their agreed Individual Performance Commitment and Review (IPCR) and the Division Performance Commitment and Review (DPCR) of the Regional Offices in accordance with the success indicators as outlined in the 2022 PES.

The RYEPR aims for active participation of women and men who are Local Council Scout Executives in the BSP to:

1. Review the 3rd and 4th quarter accomplishments of LC Scout Executives and RO staff vis-à-vis DPCR of the Regional Offices; and
2. Prepare recommendations to resolve issues that affect the membership recruitment and participation of girls, boys, women, and men in the implementation of the Program for the Senior Scout and Rover Scout sections.

The consolidated third and fourth Quarter Accomplishment Reports of Local Council Scout Executives vis-à-vis their IPCR and the accomplished DPCR of the RSDs must be submitted in soft copy using the attached PES Monitoring Form to the HRMO not later than **Wednesday, 07 December 2022** attention: Frederick E. Bonifacio @ bsp.hrmo@scouts.org.ph for consolidation.

For information, guidance and compliance.


DIOSDADO M. SAN ANTONIO
Officer-In-Charge
Office of the Secretary General

Cc: Office of the National President
Office of the Secretary General
Office of the Deputy Secretary General
Directors/Head of Offices
Central Records
File

Attachment: Approved 2022 RYEPR Activity Design
PES Quarterly Monitoring Report
AD.FBA/feb



BOY SCOUTS OF THE PHILIPPINES
National Office, Manila

ACTIVITY DESIGN

TITLE OF THE EVENT : **2022 REGIONAL YEAR-END PERFORMANCE REVIEW (RYEPR)**

IMPLEMENTING GROUP : Administration Division and Regional Offices

DATE : 28 November to 02 December 2022

RATIONALE

The Regional Year-End Performance Review (RYEPR) is part of the NEB-Approved Programs, Projects and Activities (PPAs) for calendar year 2022.

The RYEPR is a two-day activity aligned with the last stage of the Strategic Performance Management System (SPMS) Cycle of BSP. Women and men officials and employees in the regional offices and the Local Councils shall gather to review and evaluate the accomplishments of the Local Councils (LCs) vis-a-vis their Individual Performance Commitment and Review (IPCR) and the Division Performance Commitment and Review (DPCR) of the ROs in accordance with the success indicators outlined in the BSP Performance Evaluation Scorecard (PES).

All Local Councils are the provider of frontline services of the BSP. It is imperative therefore that the various initiatives indicated in the Performance Evaluation Scorecard for 2022 which are implemented by the ROs and the LCs contribute to the achievement of the targets set forth in the PES for 2022.

Among the topics for discussion and which shall be given priority for inclusion in the PES for 2023 are the challenges and innovative strategies in the new normal (Post COVID-19 Pandemic), best practices of Local Councils in the administration of PPAs, recruitment and active participation of Unit Leaders and girl members enrolled in the Program of Senior Scouting (SS) and Rover Scouting (RS), Unit Leader and Trainers training and conferences.

DATE, VENUE AND PARTICIPANTS

The 2-day RYEPR shall be conducted on any day from 28 November 2022 to 02 December 2022 by the Regional Offices, participated RO staff and Local Council Scout Executives.

AIMS AND OBJECTIVES

The activity aims for active participation of women and men who are Local Council Scout Executives in the BSP to:

1. Review the 3rd and 4th quarter accomplishments based on the IPCRs of RO staff and Local Council Scout Executives vis-a-vis the DPCR of the Regional Offices;

METHODOLOGY

The conduct of the Regional Year-End Performance Review shall be held in their respective offices via face-to-face meeting with plenary and break out group sessions. Minimum health standards and safety protocols shall be observed at all times. Regional Offices will be provided with subsidy of Php10,000.00 per region.

The accomplishments per IPCR shall be consolidated in the DPCR of the RO and submitted to NO through HRMO Frederick E. Bonifacio at bsp.hrmo@scouts.org.ph and to Ms. Arvina Vinuya at arvinasvinuya@scouts.org.ph not later than **Wednesday, 07 December 2022 in hard and soft copies.**

- a. ROs shall use the PES Monitoring Report -Quarterly Target Form (attached herewith) indicating the 3rd and 4th Quarter accomplishment of the DPCR.

EXPECTED OUTPUT

At the end of the activities, the women and men executives in the Local Councils and the Regional Office staff shall have:

1. Reviewed and presented their accomplished performance vis-a-vis their IPCRs consistent with the BSP PES for 2022; and
2. Consolidated the accomplishment of the RO vis-a-vis its approved DPCR.

3. Discussed and recommended solutions on issues that affect Scout membership and the participation of girls, women, and the LGBTQ+ community in the Scout Program; and
4. Finalized the 2023 PPAs and the 2023 Project Procurement Management Plan of the RO.

BUDGET

Every Regional Office shall be provided with subsidy of **P10,000** which shall cover cost of **supplies/materials and/or meals**. It is recommended that the RYEPR shall be conducted within the Regional Office/Camp Facility to minimize cost of accomodation and supplies. Attendance to the RYEPR shall be Official Business. Authorized travel expenses shall be chargeable against local funds subject to usual budgeting, accounting and audit requirements.

Each RO is provided a subsidy for the procurement of meals and supplies for the conduct of the RYEPR, viz:

| RO | Number of LCs | Subsidy |
|---------------------------------------|---------------|-----------------------|
| 1. Ilocos Regional Office | 6 | Php 10,000.00 |
| 2. Northeastern Luzon Regional Office | 13 | 10,000.00 |
| 3. Central Luzon Regional Office | 10 | 10,000.00 |
| 4. National Capital Regional Office | 16 | 10,000.00 |
| 5. Southern Tagalog Regional Office | 18 | 10,000.00 |
| 6. Bicol Regional Office | 10 | 10,000.00 |
| 7. Eastern Visayas Regional Office | 12 | 10,000.00 |
| 8. Western Visayas Regional Office | 7 | 10,000.00 |
| 9. Eastern Mindanao Regional Office | 21 | 10,000.00 |
| 10. Western Mindanao Regional Office | 12 | 10,000.00 |
| TOTAL | | Php 100,000.00 |


ATTACHMENTS:

1. Annex A – General Program of Activities
2. Annex B - List of Participants

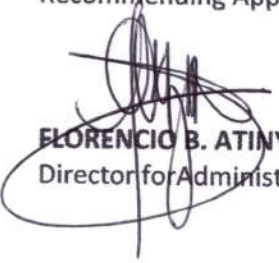
Prepared by:

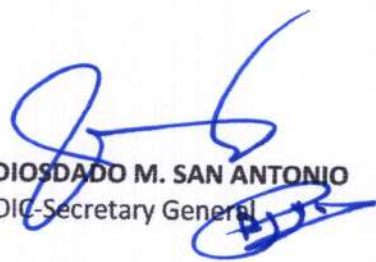

FREDERICK E. BONIFACIO
Project Officer

Funds Available:


ERMIN R. DELIM
Acting Budget Officer

Recommending Approval:


FLORENCIO B. ATINYAO
Director for Administration


DIOSDADO M. SAN ANTONIO
OIC-Secretary General

Approved by:


DALE B. CORVERA
National President

2022 REGIONAL YEAR-END PERFORMANCE REVIEW

RO : _____

Venue : _____

Date : _____

GENERAL PROGRAM OF ACTIVITIES

| TIME | DAY 1 | DAY 2 |
|--------|---|--|
| OD | | |
| ATTIRE | Smart Casual | Smart Casual |
| 0800H | <ul style="list-style-type: none">• Arrival and settle in• Opening Program• Presentation of LC Quarterly Accomplishment Reports (3rd and 4th Quarter of 2022) (20 mins. per LC) | <ul style="list-style-type: none">• Sharing of Local Council challenges, innovative strategies and best practices in:<ul style="list-style-type: none">-LC Administration and Finance-Youth Program Implementation-Training of Unit Leaders-Training of Leaders of Adults-Training of Trainers-Better World Framework |
| 0900H | | |
| 1000H | | |
| 1100H | | |
| 1200H | B R O T H E R H O O D L U N C H | |
| 1300H | Continuation... | <ul style="list-style-type: none">• Program and AIS Training Review: Issues that affected LC implementation of YP and Training of Adults In Scouting• Closing Program |
| 1400H | <ul style="list-style-type: none">• Presentation of Local Council Quarterly Accomplishment Reports (3rd and 4th Quarter of 2022) (20 mins. per LC) | |
| 1500H | | |
| 1600H | | |
| 1700H | | |



- 14 QUEZON CITY
- 15 NAVOTAS
- 16 PASIG

MERINO, ANTONIO C.
DATOS, ADRELINE M.
PARRA, JOVENDO S.

SOUTHERN TAGALOG REGION

Regional Scout Director

- 1 Antipolo City
- 2 Batangas
- 3 Batangas City
- 4 Calamba City
- 5 Cavite and Cavite City
- 6 Laguna
- 7 Lipa City
- 8 Lucena
- 9 Marinduque
- 10 Occidental Mindoro
- 11 Oriental Mindoro
- 12 Puerto Princesa City/Palawan
- 13 Quezon
- 14 Rizal
- 15 Romblon
- 16 San Pablo City
- 17 Santa Rosa City

PANGILINAN, RODOLFO C.

GADON, ERIC G.
BALEROS, EDGAR ALLAN H.
ALEA, GUILBERTO B.
DE LEON, PAUL RYAN P.
HERRADURA, WALRY E.
MANICAD, CECILIA A.
OLIVA, ALJON O.
MANGA, EMMANUEL R.
NEPOMUCENO, ROMELITO M.
FALLER, RIZALDE R.
POMEREJOS, BABYLYN M.
CARALIPIO, RONNIE G.
AVILLED, JOEL R.
CARITATIVO, AGAPITO M.
MACHON, NOEL JOSEPH M.
DE VERA, VICTORIA C.
DONA, ALLAN GEOFFREY D.

BICOL REGION

Regional Scout Director

- 1 Camarines Norte
- 2 Camarines Sur
- 3 Catanduanes
- 4 Iriga City
- 5 Legazpi
- 6 Ligao City Associate
- 7 Masbate
- 8 Mayon (Albay)
- 9 Naga
- 10 Sorsogon

BESENIO, ENRIQUE H.

NAVARRA, PEDRO B.
BESENIO, MARIA CONCEPCION R.
LONOSA, LINDA V.
SAN JOAQUIN, ALVIN P.
REYES, ANTONIO R.
DELA TORRE, MARK ANTHONY D.
MAGGAY, DOMINGO B.
LLADOC, ROSIE P.
SURON, ERNANI B.
BONOS, NICANOR R.

EASTERN VISAYAS REGION

Regional Scout Director

- 1 Biliran
- 2 Bohol
- 3 Calbayog City
- 4 Cebu
- 5 Eastern Samar
- 6 Leyte
- 7 Negros Or/Siq.
- 8 Northern Samar
- 9 Ormoc City
- 10 Samar
- 11 Southern Leyte
- 12 Tacloban City

QUICHO, SALVIO B.

ROMAGOS, JOHN ANTHONY D.
ANGOY, HERMES T.
PACHO, CRISANTO T.
ILLUSTRISIMO, CRISLIN K.
JOCOSOL, JOVENTINO JR. G.
NICER, MARVIN M.
FERRAREN, QUEEN MARIE T.
ORENDAIN, JOEL A.
JANDOC, JONNELL M.
RODRIGUEZ, ARLITA M.
ROA, CHRISTOPHER F.
DULOSA, JAIME DENNIS V.

WESTERN VISAYAS REGION

Regional Scout Director

- 1 Aklan
- 2 Antique
- 3 Bacolod City

INDOMA, MICHAEL A.

PAMATI-AN, ALEX JR. B.
BANGCAYA, DOMINIC P.
SUGARON, GARY D.

- 4 Capiz
- 5 Guimaras
- 6 Iloilo
- 7 Negros Occ.

ESTRELLAN, RODIL F.
 PENALBER, KILLEN B.
 DUMDUMAYA, ERIC U.
 MAGUAD, ROBERTO P.

EASTERN MINDANAO REGION

Regional Scout Director

- 1 AGUSAN
- 2 AGUSAN SUR
- 3 BUKIDNON
- 4 CAGAYAN DE ORO CITY
- 5 CAMIGUIN
- 6 COTABATO
- 7 DAVAO CITY
- 8 DAVAO DE ORO
- 9 DAVAO DEL NORTE
- 10 DAVAO ORIENTAL
- 11 DAVAO DEL SUR
- 12 GENERAL SANTOS CITY
- 13 MISAMIS ORIENTAL
- 14 SIARGAO
- 15 SARANGANI
- 16 SOUTH COTABATO
- 17 SULTAN KUDARAT
- 18 SURIGAO NORTE
- 19 SURIGAO DEL SUR
- 20 TAGUM CITY
- 21 BISLIG CITY ASSOCIATE COUNCIL

DELUTE, ARNEL C.

ESTRADA, CHERRY ANN
 ESTILLORE, ARLON E.
 BERSE, GLENDA PERLA A.
 RANARIO, HONIE A.
 UAYAN, ROEL E.
 PAGUICAN, CESAR Q.
 LOPEZ, DOMINADOR A.
 GUERTA, ALAN R.
 PAÑA, TEOFILO S.
 GAGABE, FERDINAND JR.
 DONGA, REIZIEL LE ANTHONY V.
 LUMANTA, RUBEN JR. H.
 AGBU, JAYE JOWELLE V.
 VILLACENIO, FERDINAND

 TOBEZA, JOHN F.
 DOLLENTE, ABAS S.
 GUMATO, JOSEFINA A.
 TORAL, DARIO D.
 MEDELLIN, ROSHELLE JOHN BENEDICT O.

WESTERN MINDANAO REGION

Regional Scout Director

- 1 Basilan
- 2 Iligan City
- 3 Lanao del Norte
- 4 LS-Marawi City
- 5 Mag.-Cotabato City
- 6 MG-Sulu
- 7 Misamis Occidental
- 8 Tawi-Tawi
- 9 Zamboanga City
- 10 ZanDiDap
- 11 ZS-Pagadian City
- 12 Zamboanga Sibugay

PELEGLORIO, CECILA T.

DELA RAMA, GOMERALDO P.
 ARENO, EDEKR B.
 SAYRE, ARIEL V.
 DAUD, MANDIA A.
 BERNARDO, ERNESTO M.
 KADONG, ALFAD M.
 PARAGUYA, SARAH M.
 WAGAS, MOH.BASHIER J.
 ALEJABO, JOSELITO I.
 GARBONERA, ROY G.
 ELUUNADO, MANNY C.
 OLEHAGARIO, ROBERT ANDREW P.



| SOCIAL IMPACT | Component | | | | | | | Quarterly Target and Actual Accomplishment | | | | | | | |
|------------------|--|-------------------|--|--|--------|--------------------|------------------------|--|-----------------------|----------------------|-----------------------|----------------------|-----------------------|----------------------|-----------------------|
| | Strategic Objective | Strategic Measure | Objective/Measure | Formula | Weight | Rating System | Annual 2022 | 1st Quarter | Actual Accomplishment | 2nd Quarter | Actual Accomplishment | 3rd Quarter | Actual Accomplishment | 4th Quarter | Actual Accomplishment |
| | SO 1 Scouts Helping Create Better Communities | | | | | | | | | | | | | | |
| | | SM 1 | Percentage of Local Councils that Integrated Community Service in their Activities | Σ Number of Local Councils with Integrated Community Service | 10% | Actual over Target | 100% (124 LCs) | 20% | 5% (6 LCs) | 20% | 46% (57 LCs) | 30% | | 30% | |
| | | | | Σ Total Number of Local Councils | | Actual over Target | | | | | | | | | |
| | | SM 2 | Number of Trees Planted By the Scouts & Adults | Absolute Number | 10% | Actual over Target | 1,519,111 | 290,000 | 140,444 | 290,000 | 44,920 | 470,000 | | 470,000 | |
| | Sub-Total | | | | 20% | | | | | | | | | | |
| | SO 2 Appropriate Recognition Conferred to Scouts and Adults in Scouting | | | | | | | | | | | | | | |
| | | SM 3 | Percentage of Scouts Advanced to the Next Higher Rank | Σ Number of Scouts Advanced to the next higher rank | 10% | Actual over Target | 20% | 5% | 4.93% (27,953) | 5% | 2.97% (18,868) | 5% | | 5% | |
| | | | | Total Number of Scouts Less KID Scouts | | | | | | | | | | | |
| Sub-Total | | | | 10% | | | | | | | | | | | |
| STAKEHOLDERS | SO 3 Introduced Scouting to More Young People; Peace, Environment, and Development Education | | | | | | | | | | | | | | |
| | | SM 4 | Membership Growth | Absolute Number | 20% | Actual over Target | 1,519,111 | 290,000 | 120,732 | 290,000 | 247,109 | 470,000 | | 470,000 | |
| | | SM 5 | Percentage of Satisfied Customers | Σ No. of Satisfied Respondents Σ No. of Respondents | 5% | Actual over Target | 90% | 0% | - | 0% | - | 0% | | 90% | |
| | Sub-Total | | | | 25% | | | | | | | | | | |
| | SO 4 Enable Adults in Scouting (AIS) to be Competent Leaders of Scouts | | | | | | | | | | | | | | |
| INTERNAL PROCESS | | SM 6 | Number of Adults in Scouting (AIS) trained in: | | | | | | | | | | | | |
| | | 6a | Basic Training Course | Absolute Number | 10% | Actual over Target | 5,250 | 1,312 | 57 | 1,314 | 1,951 | 1,312 | | 1,312 | |
| | | 6b | Advanced Training Course | Absolute Number | 5% | Actual over Target | 1,600 | 400 | 65 | 400 | 375 | 400 | | 400 | |
| | | 6c | Training Courses for National Trainers | Absolute Number | 5% | | CML - 300 CMT - 100 | CML - 75 CMT - 25 | CML - 80 CMT - 0 | CML - 75 CMT - 25 | CML - 26 CMT - 0 | CML - 75 CMT - 25 | CML - CMT - | CML - 75 CMT - 25 | CML - CMT - |
| | Sub-Total | | | | 20% | | | | | | | | | | |

| Component | | | | | | | | Quarterly Target and Actual Accomplishment | | | | | | | |
|---------------------|---|-------------------|---|---|--------|--------------------|-----------------------------------|--|-----------------------|-----------------------------------|-----------------------|--|-----------------------|--|-----------------------|
| LEARNING AND GROWTH | Strategic Objective | Strategic Measure | Objective/Measure | Formula | Weight | Rating System | Annual 2022 | 1st Quarter | Actual Accomplishment | 2nd Quarter | Actual Accomplishment | 3rd Quarter | Actual Accomplishment | 4th Quarter | Actual Accomplishment |
| | SO 5 Development of Business Enhancement Systems | | | | | | | | | | | | | | |
| | | SM 7 | Compliance to Quality Standards | Actual Accomplishment | 2.5% | All or Nothing | ISO 9001:2015 Certification | Approved Activity Design | Nothing | Procurement of Consultant | Nothing | QMS Installed | | QMS Implemented | |
| | | SM 8 | Percentage of Employees with Required Competencies Met | No. of Employees with Required Competencies Met / Total Employees | 2.5% | Actual over Target | NEB-Approved Competency Framework | Development of Competency Framework | On Going | NEB Approved Competency Framework | On Going | Printing and Publication of Competency Framework | | Implementation of Competency Framework | |
| | Sub-Total | | | | 5% | | | | | | | | | | |
| | SO 6 Sustainable Revenue Streams for Organizational Stability | | | | | | | | | | | | | | |
| FINAN | | SM 9 | Revenue Generated from Sources Other Than Membership Fees | Actual Amount | 15% | Actual over Target | 208,667,400 | 47,654,144 | 32,258,031 | 47,654,144 | 42,460,680 | 56,679,556 | | 56,679,556 | |
| | | SM 10 | Budget Utilization Rate | Total Actual Disbursement Approved COB for CO and MOOE | 5% | Actual over Target | 90% | 10% | 9.18% | 10% | 19.94% | 40% | | 30% | |
| | Sub-Total | | | | 20% | | | | | | | | | | |
| | Total | | | | 100% | | | | | | | | | | |