



**Accomplishment Report
Nomination and Remuneration/Compensation Committee
CY 2025**

One of the primary responsibilities of the Nomination and Remuneration/Compensation Committee is to oversee the effective implementation of recruitment, selection, and promotion processes within the Agency.

The Committee directed its attention to the statistics indicating that employee resignations and retirement continue to outnumber new hires. Given the urgent need for personnel in Branch Offices and the clear directive of the Committee, the Management studied how to dispense with Agency requirements that are not mandated by the Civil Service Commission (CSC).

The Committee also instructed the processing of the Agency's accreditation under the CSC PRIME-HRM. In October 2025, an assessment was conducted and the target accreditation date was set on January 2026. The PRIME-HRM Level 2 accreditation is expected to streamline processes by reducing the verification requirements and enable online submission of appointments.

The Committee took note of the significant amount of time it takes for an appointment to be issued given the numerous applications received for published positions. It was discussed that several selection committees be created to aid the Personnel Selection Board in expediting deliberations. The publication of positions was also expanded to other platforms to attract more qualified candidates across the nation.

Given that the last rationalization program was implemented over a decade ago, the Administrative Sector solicited and consolidated proposals for a new staffing pattern and an updated organizational structure. The project focused on how to ensure that personnel complement and structure are sufficient and responsive to the demands of the Agency's expanding programs, while maintaining efficiency in the delivery of services.

OFFICE OF THE BOARD SECRETARY