



PRESIDENTIAL COMMISSION ON GOOD GOVERNMENT



# YEAR-END REPORT

PCGG  
**2024**

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## **MISSION**

As an anti-corruption agency, the PCGG recovers ill-gotten wealth of former President Ferdinand E. Marcos, Sr., his family and cronies, and other public officials, investigates graft and corruption cases of public officials and institutes measures to prevent graft and corruption in the future.

## **VISION**

By 2028, PCGG is recognized as a permanent anti-corruption agency of the government and as a champion in the recovery of ill-gotten wealth of all public officials.

## Core Values

Integrity **(I)** - committed to uphold strong moral principles and honesty.

Meritocracy **(M)** - committed to hire, promote and reward people based on performance.

Professionalism **(P)** - pledged to perform and discharge duties with the highest degree of excellence.

Accountability **(A)** - accountable for all actions, processes, and the results being produced.

Co-ownership **(C)** - work as a collective contributing individual input, to achieve shared goals.

Transparency **(T)** - perform functions with openness to information, processes, and to the principals, beneficiaries, partners and other stakeholders.

## MESSAGE FROM THE CHAIRPERSON

*The Presidential Commission on Good Government (PCGG) is sui generis—revolutionary in its creation, unique in its mandate, and resolute in its purpose. Amidst varied public perception, the agency remains firm in delivering its mission, not for recognition, but out of a commitment to integrity. It is with pride that I present the culmination of a memorable year: the PCGG’s 2024 Year-End Report. This report reflects the diligence, dedication, and hard work of the people who carry out our mission each day.*

*When I stepped into the role of PCGG Chairperson in April 2024, I was met with novel challenges. However, I had the blessing of building on the strong foundation laid by previous administrations and the support of our staff. I witnessed firsthand the agency’s tenacity and commitment to fulfilling its critical mission, as well as its expertise and competence and potential to evolve into something greater. For this reason, I am inspired and determined to pursue our vision of becoming a permanent anti-corruption institution, one dedicated to recovering ill-gotten wealth from all public officials, restoring them to the public coffers, enhancing transparency, and institutionalizing good governance.*

*In 2024, we made important strides, performing services beyond expectations. This is reflected in our satisfaction ratings from both internal and external stakeholders, a 266% cash recovery realization rate, and a 99% budget utilization rate. We strategically managed recovered and surrendered assets of the Republic, facilitating successful sales and property transfers. Beyond financial gains, we created social impact by exploring the disposition of assets to support national initiatives such as housing, pursuing advantageous legal resolutions—e.g. a compromise agreement that led to the surrender of valuable assets—, and reinforcing our commitment to social responsibility.*

*Strengthening from within, we examined and refined internal procedures, built institutional capacity, and advanced digitization initiatives. We also enhanced operational efficiency by expanding our team, streamlining recruitment, providing strategic training, and nurturing professional growth. As affirmed by recertifications from reputable institutions, we upheld quality standards and remained committed to transparency. At times unfolding behind the scenes, our work and its results are not always visible, loud, or celebrated, yet its purpose and impact remain vital and enduring. We carry on with conviction, knowing that our mission is not just about figures but about protecting the public interest with quiet excellence. Each action we take is an opportunity to redefine public service and inspire trust—not because it serves us or because it is easy, but because it is necessary and right.*



**JUSTICE MELCHOR Q.C. SADANG (Ret.)**  
PCGG Chairperson

## EXECUTIVE SUMMARY

Since its inception in 1986, the Presidential Commission on Good Government (PCGG) has played a vital role in recovering ill-gotten wealth and the concomitant obligation to remit all collections to the Bureau of Treasury (BTr). However, its key efforts span a range of activities aimed at asset recovery, legal accountability, and promoting good governance. For 2024, the PCGG key efforts include:

### 1. Asset Management Initiatives

- *Asset Management Operations:* The PCGG focused on managing records related to recovered and surrendered assets. This included maintaining asset profiles, monitoring property statuses, and facilitating the transfer of assets to appropriate government agencies. These initiatives support the actual disposition of surrendered assets such as properties, bonds, etc., to help fund social programs and projects that could benefit the Filipino people.

### 2. Operational Enhancements

- *Staffing and Capacity Building:* The PCGG continued to enhance its human resource capabilities. In 2024, the Commission filled numerous positions aiming to strengthen its operational efficiency and effectiveness. The agency also ensured that appropriate trainings are provided to its manpower.
- *Collaboration with Government Agencies:* The PCGG maintained active collaborations with other government entities, particularly in asset management and legal enforcement, to ensure its operations run smoothly. For instance, it works with the Department of Justice (DOJ) and the Office of the Ombudsman on legal cases involving recovered wealth, among others.
- *Digitalization Efforts:* The PCGG adopted innovative technologies, including digital databases and public records, to enable a better oversight and more efficient management of assets under its custody as well as its own resources.

These efforts in 2024 underscore the PCGG's ongoing commitment to asset management, transparency, and the promotion of good governance in the Philippines.

For FY 2024, the PCGG continues to carry out its mandates through the fulfilment of its strategic objectives under the following dimensions: (a) *Customer Perspective*; (b) *Financial Perspective*; (c) *Internal Business Process*; and (d) *Learning and Innovation*, as outlined in its Strategy Map.

Each of these four dimensions is essential for maintaining the effectiveness, credibility, and sustainability of the Commission in its goals. A well-synergized approach across these dimensions enhances the PCGG's influence to bolster wider national initiatives in combating corruption and upholding justice.

## **I. CUSTOMER PERSPECTIVE**

This dimension focuses on regaining public trust by ensuring accountability, transparency, and ethical governance in recovering ill-gotten wealth and promoting anti-corruption initiatives.

### **A. Client Satisfaction**

The Commission regards feedback and client satisfaction at the forefront of service delivery, whether for internal or external services. With this and pursuant to Memorandum Circular No. 2022-05 by the Anti-Red Tape Authority (ARTA), the PCGG implements its Client Satisfaction Measurement (CSM) in all services declared in the Citizen's Charter.

In 2024, a total of 1,582 client respondents participated in the Client Satisfaction Survey, with 67.64% from internal clients and 32.36% from external clients. The Executive Office, which includes services provided by the Message Center, Press and Information Office, and Lobby, received the most external respondents, totaling 184 individuals, or 35.94%. On the internal service side, the Finance and Administration Department collected the most responses, with 712 internal clients (66.54%) completing the survey. These services were provided by various offices, including Cash and Budget, Collection, Accounting, Administrative Services, and Human Resource Development.

Both internal and external services achieved remarkable satisfaction levels, with external services earning an Outstanding Satisfaction rating of 100%, and internal services closely following with a rating of 99.99%.

In addition to CSM, the PCGG received its performance report from the Civil Service Commission's Contact Center ng Bayan, which highlighted that no

negative feedback was received regarding the PCGG's service delivery from January to December 2024.

Moving forward, the Feedback and Communications Committee (FCC) of the Commission is working to streamline the process of measuring client satisfaction by reviewing its existing tools and policies. The goal is to incorporate effective data management systems and generate quarterly reports to utilize client satisfaction data for improving services and resolving grievances.

This commitment to client satisfaction reflects the PCGG's dedication to improving service delivery and maintaining high standards in all aspects of its operations.

## B. Disposition and Preservation of Recovered and Surrendered Assets

### 1. The PCGG as Designated Disposition Entity

Pursuant to Executive Order No. 323, series of 2000, the Privatization Council (PrC) designated PCGG as a disposition entity for its recovered and surrendered assets. For CY 2024, the PCGG successfully disposed of the following assets through public auction and negotiated sale:

#### *Personal Property*

Asset	Approved Floor Price (PhP)	Result
<b>One (1) Class "A" share</b> in Makati Sports Club (MSCI) covered by Stock Certificate No. A-3077	1,600,000	Sold for PhP2,551,000 or 159.4% of the Floor Price during the public bidding on September 23, 2024.

#### *Real Property*

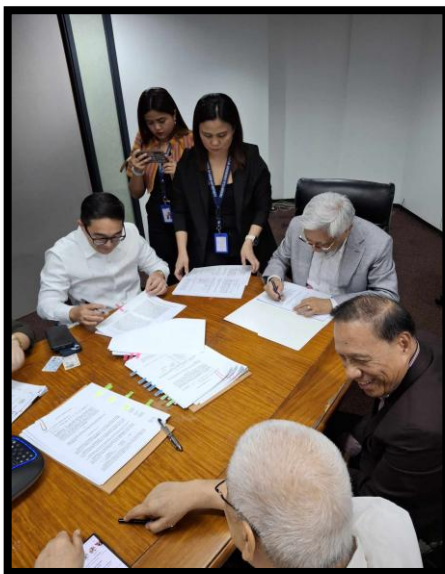
Asset	Approved Floor Price (PhP)	Result
<b>Tagaytay Property</b> consists of nine (9) TCTs with a total area of 2,335 sqm. located in Brgy. Francisco, Tagaytay City, classified as residential.	15,177,500	Sold for PhP18,081,000 or 119% of the Floor Price by way of negotiated sale on September 23, 2024, after a failed public bidding.



The PCGG, together with other designated disposition entities, has proposed to the PrC new provisions in the Disposition Guidelines which aim to improve the disposition process. One of these is the immediate conduct of negotiated sales after a failed bidding, if there is one (1) bidder present. This process improvement does not only expedite the process, but more importantly, prevents loss of opportunity.

The PCGG and other disposition entities, likewise, introduced in the new Disposition Guidelines the participation of real estate practitioners in the disposition of government assets, subject to certain conditions.

This innovation will complement and strengthen the government's privatization efforts.



*Figure 1. Execution of the Deed of Sale of the Tagaytay Property and MSCI Share on February 17, 2025. Atty. Jose Raulito Paras (left), buyer of both assets, and Chairperson Sadang (right), representing PCGG, signing the Deed of Sale*

In support of the government's housing program to provide affordable dwelling units to qualified informal settlers families (ISF), especially those living in urban areas, the PCGG explored the disposition of its assets occupied by ISF through the Community Mortgage Program (CMP), or direct sale or Joint Venture with the Local Government Units (LGU) where the assets are located.



Figure 2. BREDCO property in Bacolod City occupied by ISF (above left); meeting with ISF organizations in BREDCO, in September 2024 (above right).



Figure 3. Meeting with Bacolod City officials in September 2024 (above).

## 2. Monitoring of Surrendered Corporations

The PCGG supervises the IRC Group of Companies, a group of corporations surrendered by Jose Y. Campos to PCGG in 1986. In CY 2024, Mid-Pasig Land Development Corporation (MPLDC), remitted Php50 million to PCGG, generating additional funds for the national government.

*Figure 4. Turn-over of MPLDC cheque to PCGG on January 27, 2025 representing its remittance to PCGG for CY 2024 in the amount of Php50 million. Present during the turn-over of the cheque were members of the MPLDC Board and members of the Commission (right).*



On 15 May 2024, Independent Realty Corporation (IRC), Performance Investment Corporation (PIC), and Fairmont Realty Corporation (FREI), surrendered corporations under the IRC Group, assigned their shares of stock in various corporations to PCGG, totaling 298,822,988 shares with estimated value of Php11.5 million. These shares will be disposed of by PCGG after approval by the PrC.

### 3. Preservation of Surrendered/Recovered Assets Pending Their Disposition

In line with its duty to preserve surrendered and recovered assets pending their disposition, PCGG conducted inspection, relocation survey, and preservation activities on the following recovered properties:

- a) *BBC-Naga Property in Naga City*
- b) *BREDCO Property in Bacolod City*
- c) *Puerto Galera Property in Puerto Galera, Oriental Mindoro*
- d) *Kingswood Property in Caloocan City*
- e) *Tagaytay Property in Tagaytay City*
- f) *Alfonso Lim Property in Laurel, Batangas*
- g) *Alfonso Lim Property in Angono, Rizal*





Figure 5. Inspection of the BBC-Naga Property in April 2024 (above left); meeting with ISF occupying the property at the Brgy. Mabolo Barangay Hall, Naga City, in April 2024 (above right).



Figure 6. Perimeter fencing of the Puerto Galera Property in Puerto Galera, Oriental Mindoro in April 2024 (above).



Figure 7. Perimeter fencing of the Kingswood Property in Caloocan City, September 2024 (left).



Figure 8. Placing of “For Sale” signage



Figure 9. Relocation survey and installation of cylindrical concrete markers on the recovered Alfonso Lim Property in Laurel, Batangas, October 2024 (below).

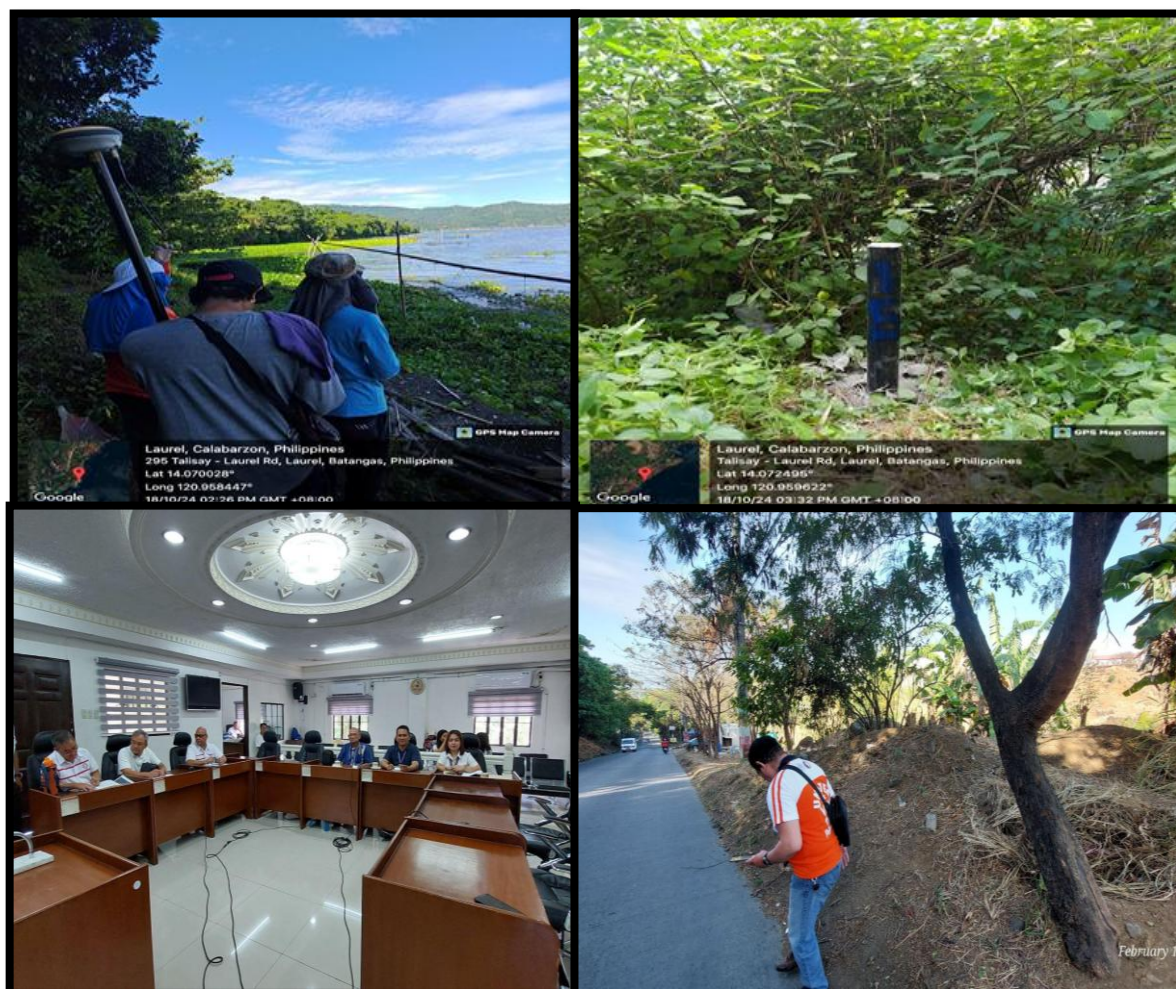


Figure 10. Meeting with Angono municipal government officials in connection with its offer to acquire the Alfonso Lim property, February 2024 (above left); inspection of Alfonso Lim property in Angono, Rizal, February 2024 (above right).

In October 2024, PCGG successfully transferred in the name of the Republic of the Philippines the four (4) titles of Alfonso Lim properties located in Brgy. Mahabang Parang and Brgy. San Isidro, Angono, Rizal that were previously registered in the name of the Rizal Provincial Government by virtue of its foreclosure of the said properties in March 2010 due to real property tax delinquency.

With the transfer of these titles, the national government now owns all six (6) Alfonso Lim properties in Angono, Rizal, including the two (2) titles transferred in the name of the Republic in January 2023. The consolidation of ownership

of the Republic over these properties has eliminated another legal obstacle in the disposition of these properties.

## C. Assets Management

### 1. 2024 CARP Collections

The PCGG remitted an amount of **₱528,832.81** to the Bureau of the Treasury (BTr) collected from the Land Bank of the Philippines (LBP). The said remittance is from the CARP proceeds from the Land Transfer Claims located in the Province of Biliran in the account of Investment Unlimited Inc. (IUI), a surrendered corporation, pursuant to the Compromise Agreement between Jose Y. Campos, Jr. and the Republic of the Philippines.

### 2. Reconveyance

The following are the Alfonso Lim properties located in Angono, Rizal reconveyed in favor of the Republic of the Philippines:

SITES	TCT NOS.	LOT/SURVEY PLAN NOS.	AREA (SQ.M.)	MARKET VALUE
1	068-2024010238	Lot8-C-9, Psd-21493	54,829	₱175,767,000.00
2	068-2024010236	Lot8-C-51, Psd-21493	50,342	₱158,757,000.00
3	068-2024010235	Lot8-C-53, Psd-21493	50,213	₱213,323,000.00
4	068-2024010237	Lot8-C-49, Psd-21493	50,468	₱133,947,000.00
TOTAL			205,852	₱681,794,000.00

### 3. Monitoring and Preservation of Properties

#### a. Roman A. Cruz, Jr. properties

Pursuant to the Compromise Agreement between the Republic of the Philippines and Heirs of Roman A. Cruz, Jr., real properties were surrendered in favor of the Republic. As such, the PCGG conducted a relocation survey and appraisal on the following properties, in preparation for their disposal and privatization:

TCT NO.	LOCATION	AREA (SQ.M.)	VALUATION
T-36310	Baguio City	1,500.00	₱31,500,000.00
T-36311	Baguio City	2,028.00	₱42,588,000.00
T-57183	Antipolo City	360.00	₱4,680,000.00
T-361357	Antipolo City	1,913.00	₱16,834,000.00
CCT 1095	Baguio City	111.00	₱13,320,000.00
CCT 1096	Baguio City	177.00	₱21,240,000.00
<b>TOTAL</b>		<b>6,089.00</b>	<b>₱130,162,000.00</b>

#### b. Claveria, Cagayan properties

The PCGG also secured the following recovered properties, registered under Taggat Industries, Inc., located at Claveria, Cagayan through posting security personnel and enclosing its perimeter area to prevent Informal Settler Families (ISFs) from occupying them.

TCT NO.	LOT NO.	MARKET VALUE/SQ.M.	AREA (SQ.M.)	MARKET VALUE
OCT O - 1106(S)	1090	900.00	8,158.00	₱7,342,200.00
OCT O - 1107(S)	1110	700.00	81,008.00	₱56,705,600.00
OCT O - 1111(S)	1011-A	1,600.00	60,000.00	₱96,000,000.00
OCT O - 1112(S)	200003	1,000.00	20,000.00	₱20,000,000.00
<b>TOTAL</b>			<b>169,166.00</b>	<b>₱180,047,800.00</b>



Figure 11. Law enforcement assistance from LGU Cagayan for the preservation and monitoring of sequestered assets (right)



Figure 12. Courtesy Call to Mayor Lucille Angelus Guillen - Yapo of the Local Government Unit (LGU) Claveria in Cagayan (left)

Figure 13. Actual conduct of fencing activities for the properties in Claveria, Cagayan.





#### D. Case with Favorable Decision

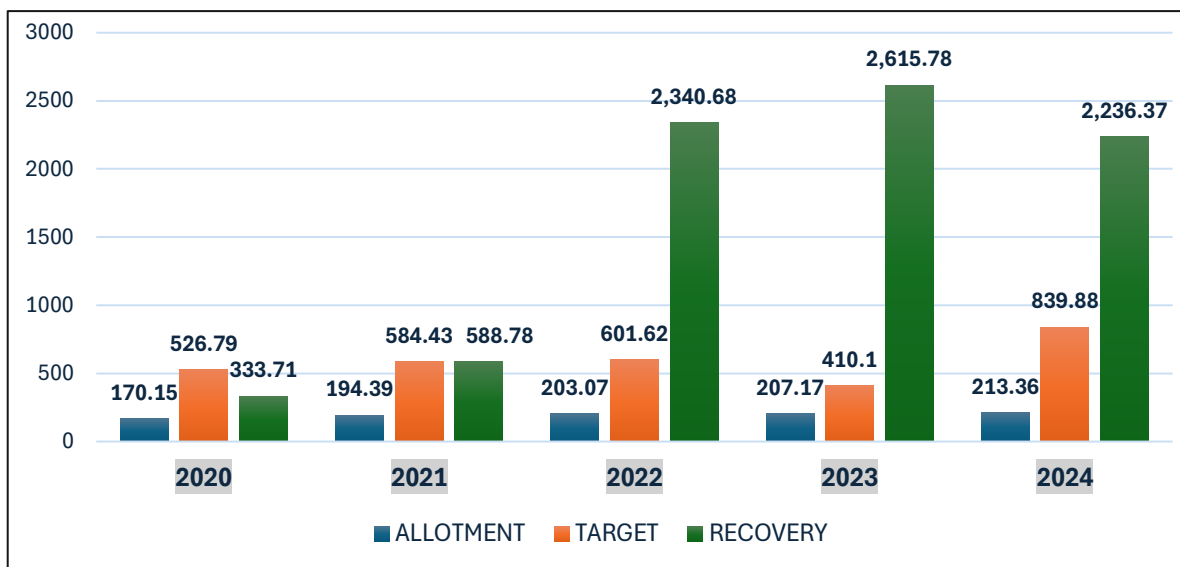
<b>CASE NO.:</b>	<b>Civil Case No. 0006; Civil Case No. 0014; Civil Case No. 0034-A</b>
<b>TITLE:</b>	<i>Republic of the Philippines v. Roman A. Cruz Jr. represented by the Heirs of Roman A. Cruz Jr. et. al.; Republic of the Philippines v. Trinidad Diaz-Enriquez et.al.; Republic of the Philippines v. Roberto S. Benedicto et. al. wherein Roman A. Cruz Jr. is a defendant in the aforesaid cases.</i>
<b>NATURE OF CASE:</b>	<p>The Sandiganbayan has approved a compromise agreement signed between the Presidential Commission on Good Government (PCGG) and heirs of the late Government Service Insurance System president Roman Cruz, in Civil Case No. 0006, 0014, 0034-A. An eight-page resolution of the anti-graft court's Second Division dated Nov. 19, 2024 granted the joint motion from both parties seeking approval of the deal in which the government agreed to drop all pending court actions relative to Cruz' actions.</p> <p>In return, the defendant's heirs ceded in favor of the government several real estate assets, shares of stocks and the contents of an escrow account. These were two units in Europa Condominium Villas on Legarda Road in Camp Sioco and two parcels of land located on Leonard Wood Road, Barangay Outlook Drive all in Baguio City; residential lots in Golden Hills Subdivision and in Snra. De la Paz Subdivision both in Antipolo City; shares of stocks in PLDT covered by stock certificate Nos. 39442 and 39443; and cash held in an escrow account at the Bureau of Treasury kept in trust for Europa Condominium amounting to some P1.1 million as of Aug. 31, 2024.</p>
<b>DATE FILED:</b>	<b>21 July 1987</b>

## II. FINANCIAL PERSPECTIVE

This dimension ensures efficient management of recovered assets, proper allocation of resources, and financial sustainability to support the Commission's operations.

### A. Cash Recoveries

Figure 14. PCGG's 5 Year Period of Performance Report



For 2024, the PCGG contributed a total of **₱2.24 billion** to the Bureau of the Treasury (BTr), surpassing its Major Final Output (MFO) target of **₱839 million**, resulting in a **266% realization rate**.

The PCGG's recovery for 2024 came from the following sources:

SOURCES	AMOUNT
Proceeds from Bataan Shipyard & Engineering Co., Inc. (BASECO)	<b>₱15,000,000.00</b>
Proceeds from Mid-Pasig Land Development Corp. (MPLDC)	<b>₱50,000,000.00</b>
Proceeds from matured bonds of Investment Unlimited, Inc. (Agrarian Reform 10 Year Bond)	<b>₱528,832.81</b>
SMC Dividends - Coconut Farmers & Industry Trust Fund / (R.A. No. 11524)	<b>₱29,018,155.95</b>
Cash Dividend - Eastern Telecommunication Philippines, Inc. (ETPI)	<b>₱76,446,826.45</b>
Interest Earnings from various accounts	<b>₱2,060,898,692.20</b>
Rental Income from Galleria De Magallanes Condominium and Tacloban Properties	<b>₱2,418,740.83</b>
10% Bond on Sale of Makati Sports Club Share and Tagaytay Properties	<b>₱2,063,200.00</b>

## B. Budget Utilization

The PCGG maintained its budget disbursement efficiency in 2024, achieving a Budget Utilization Rate (BUR) of 99%, the same rate as in 2023.

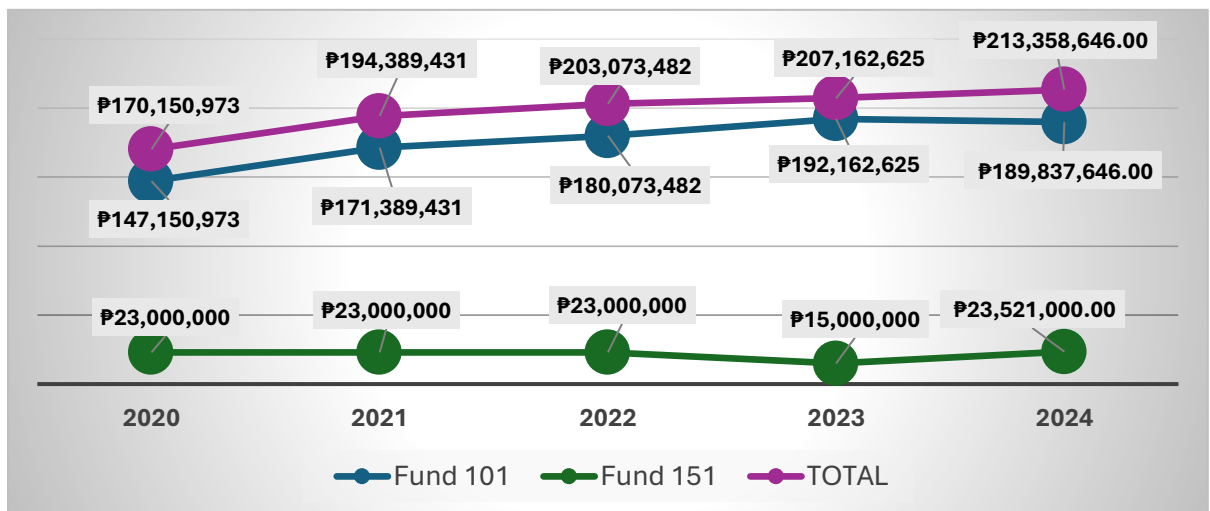


Figure 15. PCGG's 5-Year Budgetary Allotment

Figure 16. PCGG's 5-Year Financial Performance

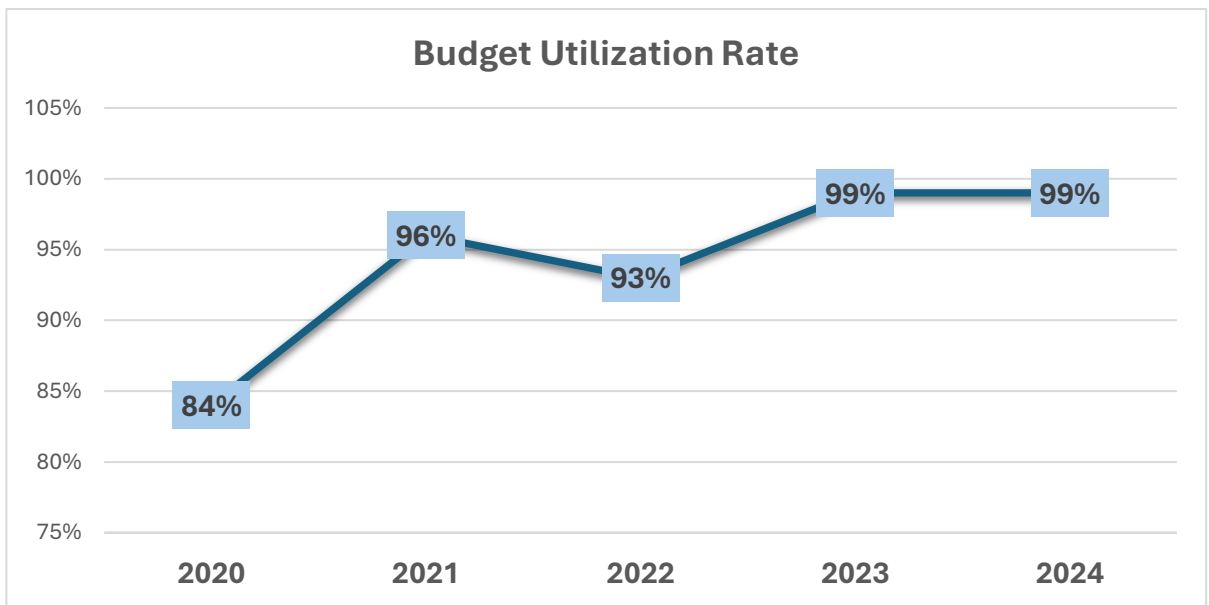
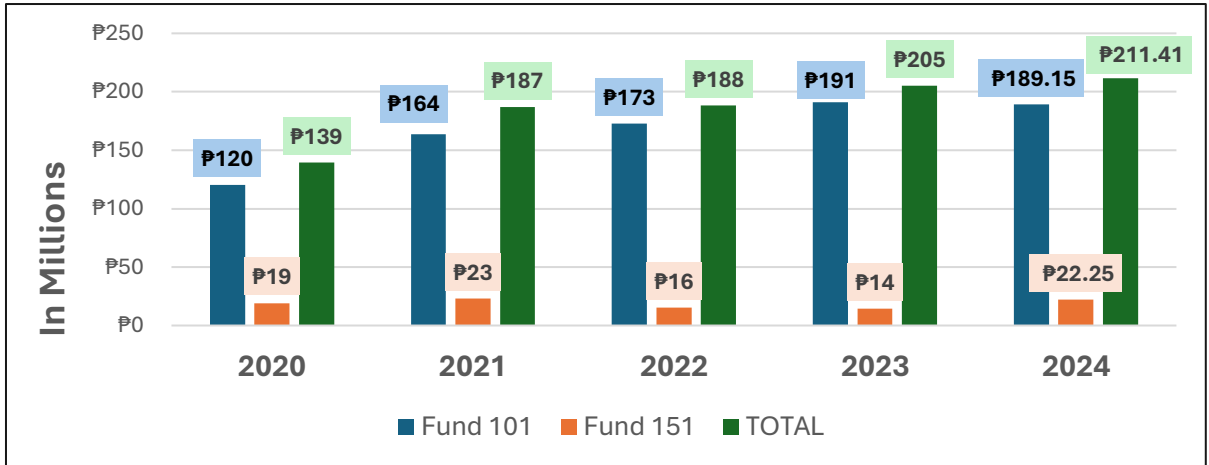


Figure 17. PCGG's 5-Year BUR

### C. Writeshop on PCGG 2025 Budget



To better equip PCGG staff with budget planning knowledge, skills, and tools, a Writeshop on 2025 Budget Preparation was conducted at the Lima Park Hotel, Lima Commercial Estate in Malvar, Batangas on 02-05 April 2024.

During the four-day training workshop, the participants were trained in the preparation of (a) Balance Scorecard; (b) Work and Financial Plan (WFP); and (c) Project Procurement Management Plan (PPMP) for the Commission's 2025 Budget. The participants were also able to identify and prioritize their respective Program/Activity/Projects (PAPs) for 2025. Similarly, the activity served as a platform to discuss and address budgetary issues and challenges, such as expansion of Fund 151. The four-day activity concluded with the presentation of outputs and adoption of ways forward to ensure budget optimization in the succeeding year.

### III. INTERNAL BUSINESS PROCESS

This dimension highlights the Commission's efforts and mechanisms to promote efficiency and effectiveness in its operations.

#### A. ISO Recertification

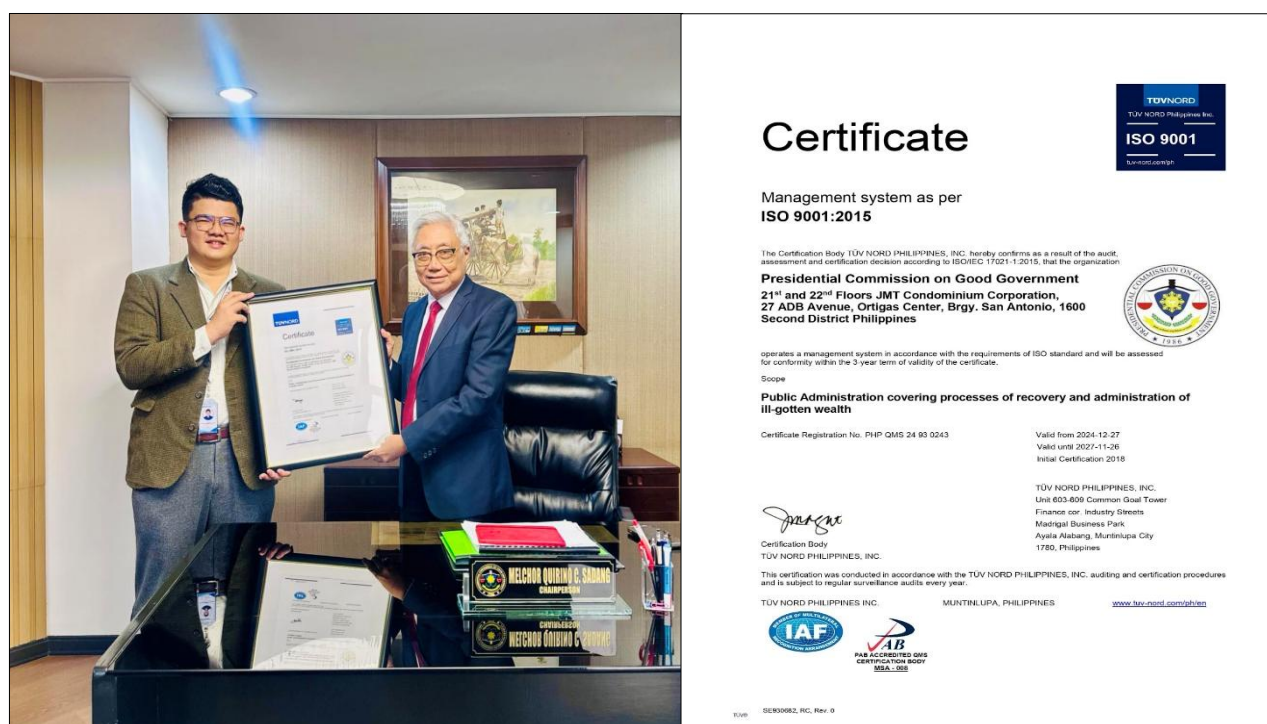


Figure 18. PCGG Chairperson received the ISO 9001:2015 Certification

Following the conduct of an external audit last 28 October 2024, the PCGG was recertified by its new certifying body, i.e., TÜV Nord. Notably, the ISO certification is a credential validating an organization's fulfilment of requirements in relation to quality process standards as defined by the International Standards Organization.

Thus, it is commendable that the PCGG was able to maintain its management system in accordance with the ISO 9001:2015, for six consecutive years (from 2018-2024). This certification is a testament of the Commission's commitment towards consistently meeting client expectations while optimizing resources in delivering its services.

## B. 2023 FOI Compliance Certification



The PCGG has been certified fully compliant with the requirements of the Freedom of Information (FOI) Program for the year 2023. This achievement reflects PCGG's unwavering commitment to transparency and public trust.

The certification was issued by the Freedom of Information - Program Management Office (FOI-PMO) under the Presidential Communications Office (PCO), following a thorough validation process. It signifies that PCGG has adhered to the FOI requirements as set forth in Section 5(c) of Memorandum Circular No. 2023-1 s. 2023, issued by the Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems.

## C. Updating of PCGG Manual

The PCGG, through its Policies and Plans Division, conducted an annual review and revision of the agency's Policies and Procedures Manual (PPM).

The updating of the PCGG – PPM is a measure to ensure that the agency keeps abreast of changes and developments of the agency.



#### D. Formulation of PCGG GAD Strategic Plan



*Figure 19. Conduct of the three-day PCGG GAD Strategic Planning Workshop for the Commission's GAD Agenda (2025-2030), participated in by the PCGG GAD Technical Working Group (above)*

In line with strengthening their gender-mainstreaming efforts, the PCGG conducted its very first Gender and Development (GAD) Strategic Planning last 10-12 July 2024. With this, the newly reconstituted PCGG GAD Focal Point System (GFPS) was able to craft a six-year GAD Agenda (2025-2030).

The Commission's GAD Strategic Framework and Plan aims to address gender-related issues and concerns within the bounds of the agency's mandates and promote advocacy to those within reach of the agency. This will serve as the agency's backbone in crafting and executing its annual GAD Plan and Budget for the succeeding years in support of its mandate of fighting corruption and promoting good governance.



## E. Adoption of the DOJ Development Plan

*Figure 20. PCGG Chairperson Sadang gave his message of support to the adoption of the DOJ Development Plan on 29 November 2024 (right)*



*Figure 21. DOJ Officials and Heads of DOJ Attached Agencies and Departments (left)*

PCGG Chairperson Sadang, Research and Development Department (RDD) Director Alejandro F. Vivas II, and RDD - Policies and Plans Division Chief Stephen P. Tanchuling attended the DOJ-initiated activity which aimed to approve and adopt the DOJ Development Plan on 29 November 2024 at the DOJ Justice Hall Rooms 1 and 2. The said activity also acknowledged the significant contribution of all offices and individuals under the Department in the formulation of the DOJ Development Plan.

During the said event, Chairperson Sadang gave his message of support to the finalization and eventual adoption of the DOJ Development plan, which shall serve as a framework of the Department and its constituent/attached agencies in its organizational planning, reforms, innovations, and priorities.

## IV. LEARNING AND INNOVATION

This dimension emphasizes the continuous development of human resources, institutional capacity, and technological support to enhance the Commission's performance in achieving its Mission and Vision.

### A. Improvement of Internal Talents

#### 1. Manpower Complement

As of 31 December 2024, the PCGG has recorded a total of 200 personnel with the following manpower complement:

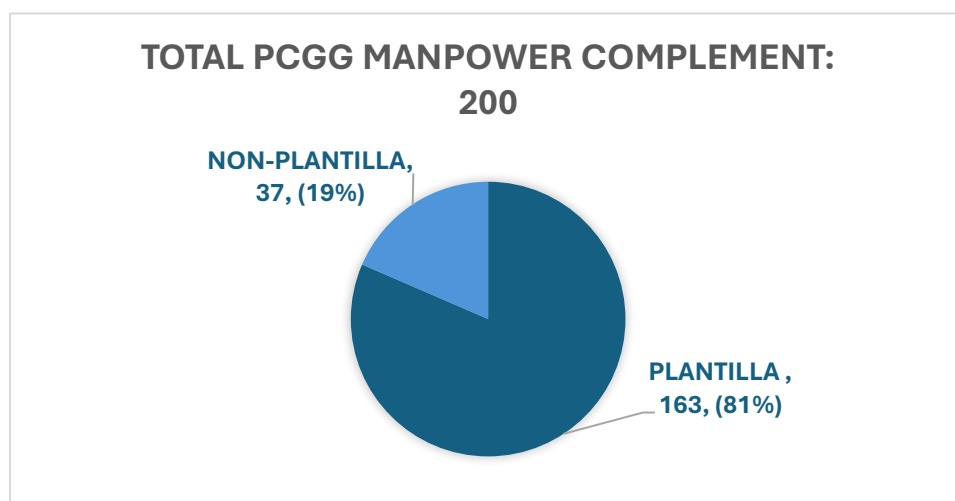


Figure 23. Breakdown of the 2024 PCGG Plantilla Personnel

Figure 22. 2024 PCGG Manpower Complement

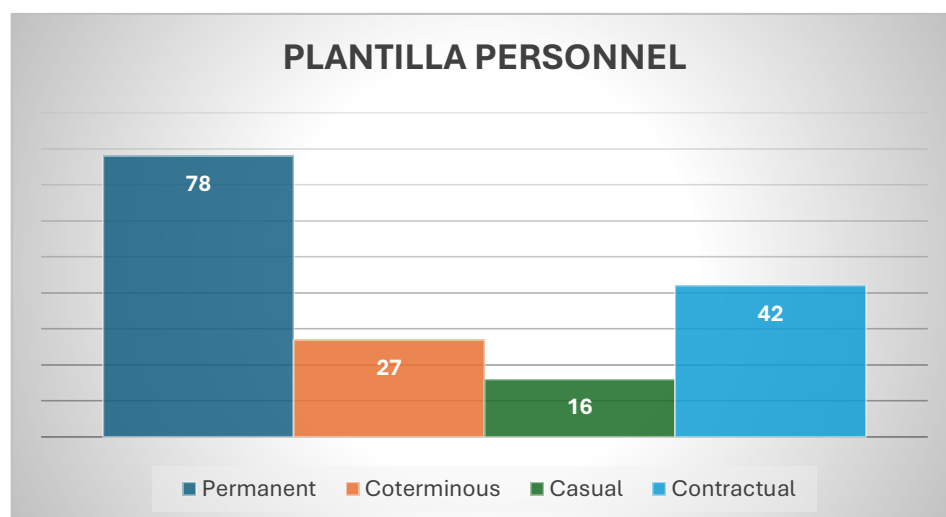
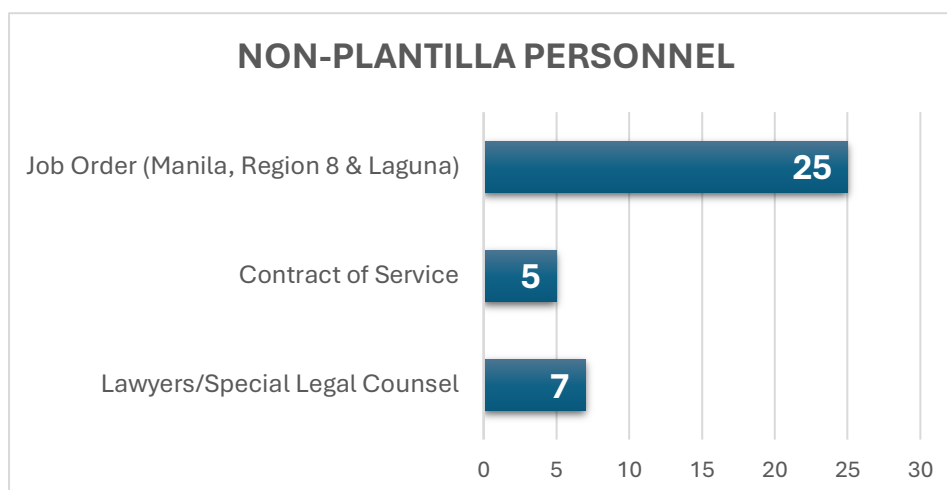


Figure 24. Breakdown of 2024 PCGG Non-Plantilla Personnel



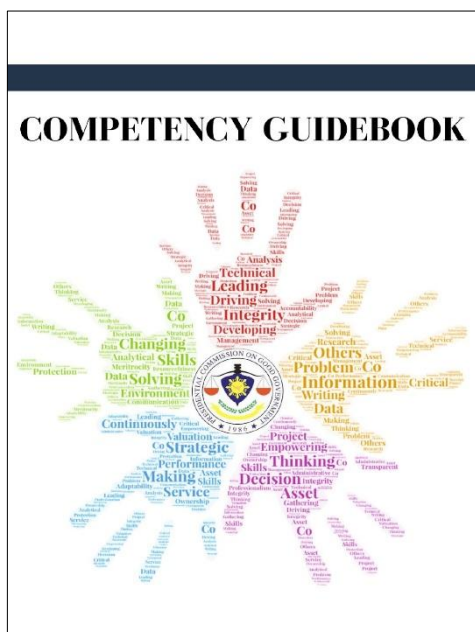
The number of manpower complement for 2024 is significantly higher than the previous year, which only totaled 184. The following factors contributed to the significant increase of manpower from FY2023 to FY2024:

- Appointment of new department heads that gave directives to fill-in vacant positions in their departments;
- Directives of the Commission to fill-in vacant coterminous positions;
- Technological advancements, i.e., Central Monitoring and Control System (CMCS) project, which created newly specialized roles; and
- Strict compliance to new regulations, which required the hiring of relevant candidates.

Similarly, the PCGG also adopted mechanisms to streamline its recruitment and selection process, as follows:

- Maximizing the use of digital documents;
- Automation of resume screening, scheduling interviews, and exchange of correspondence;
- Utilization of online application platforms, which centralized application and reduced paperwork; and
- Adoption of Online Interview, which reduced costs for both applicants and the Commission.

## 2. Competency Framework



In 2023, the PCGG adopted the CSC-competency framework to enhance its human resource management and development systems, and practices. Specifically, the competency framework defines the essential knowledge, skills, attitudes, and behaviors across the positions and levels within the agency that could help in attaining the PCGG's vision, mission, and goals.

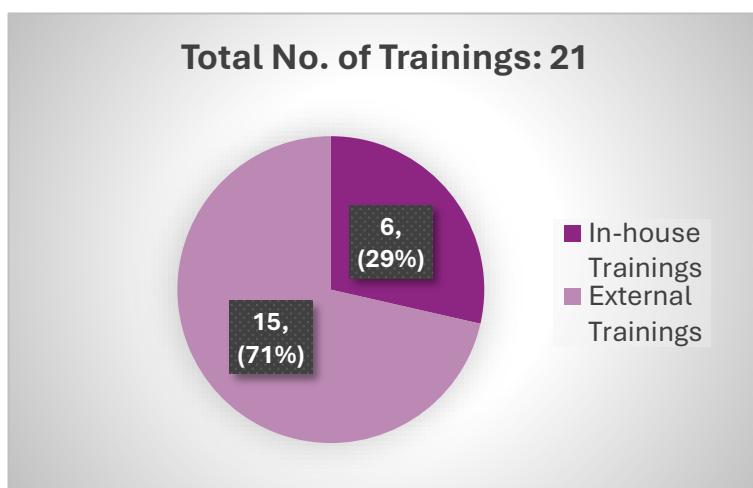
A year after, the following results were attained:

- Enhancement of the Competency Guidebook,
- Implementation of certain sections of the Competency Guidebook, such as administration of examination and the use of controlled forms,
- Integration of competencies in training implementation, and
- Preparation for Prime-HRM.

### 3. Trainings

With the integration of the Competency Framework in the PCGG Trainings, PCGG personnel were able to experience trainings that are tailored fit to their needs and functions.

For 2024, the PCGG provided a total of 21 trainings to its personnel with the following breakdown:



It is remarkable that the PCGG was able to conduct these despite budgetary cut allotted for trainings. The following trainings/workshops were notable since these were conducted as a response to statutory requirements and recent developments within the Commission:

**a. 8th ICAC Symposium entitled "*Charting A New Path to Combat Corruption*"**

*Figure 25. PCGG Chairperson Melchor Quirino C. Sadang, Commissioner Marco M. Bautista, and Commission Secretary Francis B. Joves attended the 8th International Commission Against Corruption (ICAC) Symposium on 22-24 May 2024.*



PCGG Chairperson Sadang, Commissioner Marco M. Bautista and Commission Secretary Francis B. Joves, together with over five hundred (500+) participants from one hundred eighty (180) organizations and sixty (60) jurisdictions all over the world, attended the 8th International Commission Against Corruption (ICAC) Symposium with the theme "*Charting a New Path to Combat Corruption*" last 22-24 May 2024 at the Hong Kong Convention and Exhibition Centre in Wan Chai, Hong Kong.



During these brief meetings, the parties imparted their respective best practices, experiences, and insights in combating corruption. Majority of the resource speakers also expressed that the main element of a good anti-corruption agency is independence.

Further, the plenary highlighted that institutionalizing agency policies, capacitating its people, adapting technological advancements, collaborating with other jurisdictions to share intelligence and information, establishing public-private partnerships, and emphasizing education over the youth for a corruption free environment are among the traits of an anti-corruption agency with strong commitment to fight against corruption.

The Commission believes that the best practices from foreign institutions, jurisdictions, organizations, and territories may be adapted by the national government.

#### **b. Mode of Dispute Resolution Training**



*Figure 26. The PCGG Alternative Dispute Resolution attended the Mode of Dispute Resolution in Negros Occidental.*

In relation to the Office for Alternative Dispute Resolution's (OADR) Memorandum Circular 2024-01 requiring the agencies to attend and participate in Alternative Dispute Resolution training programs, the PCGG ADR Committee participated in Mode of Dispute Resolution training held by Personnel Officers Association of the Philippines on 27-30 August 2024 at the Nature's Village Resort, Talisay City, Negros Occidental.

The training covers topics such as: (a) Understanding Dispute in the workplace, its impact and effects; (b) Mode of Dispute Resolution; (c) Managing Workplace

Dispute; (d) Dispute Resolution Mechanism in the workplace; and (e) Skills and Strategies for Dispute Resolution.

The participants were engaged in discussions, citing examples encountered in relation to dispute and resolutions, case analysis and role-playing activities. Said activities aimed to prepare and equip participants in handling dispute resolution within their respective offices.

#### **c. Mandatory Continuing Legal Education (MCLE) Lecture Series 73**

Eleven (11) PCGG lawyers attended the MCLE Lecture Series 73 at the One Shangri-La Place in Mandaluyong City on September 17, 26, 30 & October 1, 2024. This is part of the required continuing legal education set by the Integrated Bar of the Philippines (IBP) in keeping lawyers abreast with law and jurisprudence, maintain the ethics of the profession and enhance the standards of the practice of law.

This MCLE Lecture provided technical knowledge on various trial techniques and skills, updates on new jurisprudence in different aspects of the law, and updates on new amendatory laws related to current events and issues.

The said training is crucial for the enhancement of the PCGG lawyers' analytical skills and techniques for handling cases and complex issues of the Commission.

#### **d. Financial Statement Analysis Webinar**

An online Financial Statement and Analysis Seminar was conducted on September 7, 14, 21, and 28, 2024. The four-day seminar aimed to provide and enhance knowledge on: (a) analysis of balance sheets, income sheets, and cash flow statements; (b) identification of financial reporting issues applicable to specific statement accounts; (c) evaluation of the quality of corporation earnings; and (d) application of financial analysis tools for monitoring financial performance.

This online training provided an understanding on financial statements as well as on various financial ratios (liquidity ratios, profitability ratios and solvency ratios). This training is vital to one of the functions of the Commission in analyzing the financial status of the PCGG-supervised corporations.

#### e. Refresher Course on Auditing QMS based on ISO 19011

A two-day refresher course on Auditing Management System Based on ISO 19011 was conducted on 5-6 June 2024, which was attended by the PCGG Internal Audit Team Leaders and Members.

The participants had a hands-on experience in applying the ISO 19011 principles through the various group activities of the training, such as mock auditing.

The conduct of this refresher course is a necessary measure to ensure that the agency's risk management, governance, and internal control processes are operating efficiently and effectively. This would ultimately ensure maintaining the Commission's ISO certification.

#### f. Completed Staff Work Training

*Figure 27. Awarding of token of presentation to Mr. Bobby Jones V. Domdom for his invaluable inputs during the Completed Staff Work Training (below)*



*Figure 28. Participants presented their training output during the Conduct of Completed Staff Work Training (above)*



On 14-15 October 2024, an inhouse training course on Completed Staff Work (CSW) was conducted to equip select PCGG personnel with the principles, steps, and best practices for producing actionable, decision-ready recommendations.

Twenty-three (23) participants were introduced to CSW techniques that would ensure systematic problem and data-driven analysis as well as efficient decision-making which would ultimately foster organizational effectiveness.

The participants provided positive feedback of the training as essential skills to their organizational roles were introduced and inculcated.

## **B. Enhancement of ICT capabilities and resources**

### **1. Central Monitoring and Control System (CMCS)**



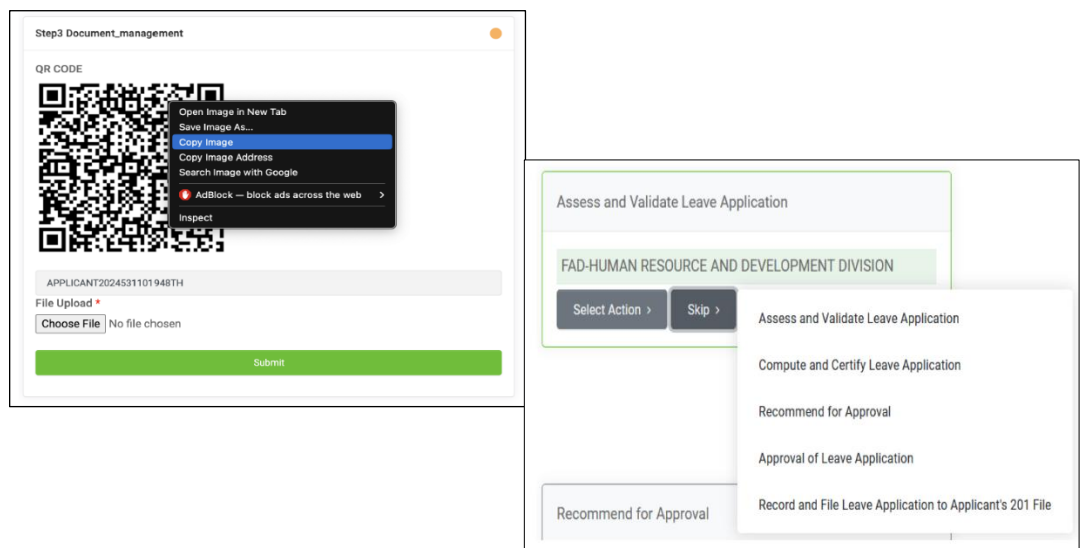
The CMCS is a user-friendly and zero-cost system maximizing the utilization of tools in the PCGG Google Workspace subscription. It aims to facilitate seamless access to information, streamline onboarding processes, and enhance overall awareness of agency operations.

The CMCS program automates processes by reducing manual work and eliminating redundancy. It provides real-time data that enables faster and well-informed decision-making. It also uses data analytics to show operation trends.

The Phase I databases of the program is steadily progressing toward full completion, with strong commitments to achieving key milestones by 2025.

The CMCS Technical Working Group is currently working on the concept for Phase II of the project, focusing on expanding database management and enhancing data analytics for better insights.

## 2. Document Management System (DMS)



The DMS aims to bring digitization and innovation to the Commission. In particular, the project digitizes document tracking by embedding QR codes to initiatory documents which shall be scanned by respective offices to update in real-time the status and whereabouts of the document being processed.

This shall eventually replace the manual recording of documents through logbooks that shall support the agency's streamlining efforts. With the end-goal of complete digitization of office procedures, the DMS is the first step towards this goal.

## Ways Forward

The PCGG's future lies in adapting to new challenges and evolving its role in accordance with its original mandate while also addressing emerging governance needs.

Given that the primary task of recovering ill-gotten wealth has largely been completed, the PCGG's role is shifting. From here on, the PCGG shall strengthen its efforts in ensuring that all recovered assets are accounted for, liquidated, or reallocated to government entities for public use.

Meanwhile, with its goal of becoming an anti-corruption agency, the PCGG shall persist in promoting transparency and good governance in the Philippines. This could be achieved through advocating for institutional reforms aimed at strengthening transparency, reducing corruption, and increasing public trust in the government.

Thus, while its role in recovering and managing ill-gotten wealth has been central to its work, the PCGG shall remain relevant as it gears towards promoting anti-corruption policies and mainstreaming good governance practices.



**PRESIDENTIAL COMMISSION ON GOOD GOVERNMENT**



# PCGG **2024**

## **YEAR-END REPORT**