

**Republic of the Philippines
Office of the President**

JHMC

JOHN HAY MANAGEMENT CORPORATION
a member of **The BCDA Group**

**NOMINATIONS, REMUNERATIONS AND
ORGANIZATIONAL DEVELOPMENT
COMMITTEE**

REPORT

CY 2014-2015

I. JHMC Board Nominations, Remunerations and Organizational Development Committee

The Nominations, Remunerations and Organizational Development Committee has six members, to wit:

Chairperson: Jamie Eloise M. Agbayani, M.D.

Members: Atty. Reynaldo U. Agranzamendez
Atty. Alexander L. Bangsoy
Ms. Catherine Mary R. Biazon
Ms. Gloria F. Peralta
Mr. Antonio H. Tengco

II. Committee Members' Qualification and Responsibilities:

The Committee shall consist of at least three (3) members of the Board.

The Committee shall be responsible for the following:

1. The Organizational Development Committee shall be tasked to establish formal and transparent procedures for the development of policies on remuneration or determination of remuneration levels for individual directors and officers depending on the particular needs of the corporation.
2. It shall periodically review and evaluate the table of organization and ensure that it is aligned with the mission and vision of the corporation.
3. It shall also evaluate on a regular basis the needs for organizational growth and ensure that compensation packages are equitable and competitive to corporations in the same industry.
4. Installing and maintaining a process to ensure that Officers to be nominated or appointed shall have the qualifications and none of the disqualifications mandated under the laws, rules and regulations;
5. Reviewing and evaluating the qualifications of all persons nominated to positions in the GOCC which require appointment by the Board;
6. Recommending to the GCG nominees for the shortlist in line with the GOCCs and its subsidiaries' Board composition and succession plan; and
7. Developing recommendations to the GGG for updating the CPCS and ensuring that the same continues to be consistent with the GOCCs culture, strategy, control environment, as well as the pertinent laws, rules and regulations.

III. Accomplishments for the year 2014 and 2015

1. Accomplishments for the year 2014:

- a. Approval of the Revised JHMC Table of Organization.
- b. Approval of the Qualification Standards (QS) of New Positions and Revised QS of Positions in the JHMC Table of Organization as approved by the Governance Commission for Government-Owned or –Controlled Corporations (GCG).
- c. Approval of the 2013 Amended Interim Performance-Based Bonus for JHMC Officers and Employees.
- d. Review of the JHMC Maternity Leave Benefit Policy.
- e. Review of the JHMC Policy on Whistleblowing.
- f. Approval of the Amendments to the Levels of Signing Authority.
- g. Approval of the Terms of Reference for the Human Resource Development Consultancy.
- h. Approval of Part 2 of the JHMC Operations Manual of the Administrative Services Department.
- i. Approval of Part 2 of the JHMC Operations Manual of the Finance Department.
- j. Approval of Part 2 of the JHMC Operations Manual of the Land and Asset Management Division.

2. Accomplishments for the year 2015

- a. Approval of the Reorganization of the Internal Audit Office into Internal Audit Department.
- b. Approval of the Reorganization of the JHMC Office of the Corporate Secretary.
- c. Review and approval of the Revised JHMC Policy on Performance Appraisal.
- d. Approval of the JHMC Policy on Human Resource Development.
- e. Approval of the Grant of the Performance-Based Bonus (PBB) for JHMC Officers and Employees, with amendments.

- f. Approval of the Release of Year-End Benefit for CY 2015.
- g. Approval of the Rice Allowance for CY 2016.
- h. Review of the Proposed Increase in Salaries and Wages of JHMC Employees to Tranche 4.
- i. Review and approval of the JHMC Quality Management System Manual.
- j. Approval of Part 2 of the JHMC Operations Manual of the Business Development Department.
- k. Approval of the Procurement of the Consultancy Services of a Third Party Certifying Body for the Certification of JHMC to ISO 9001:2008 Quality Management System.
- l. Approval of the Procurement of Consultancy Services for Various JHMC Gender and Development Information Dissemination and Capability Building Activities.

IV. Meetings for the year 2014 and 2015:

- 1. A total of 10 meetings were conducted by the Nominations and Remunerations and Organizational Development Committee in 2014.

No.	Date of Meetings for CY 2014
1.	January 10, 2014
2.	January 27, 2014
3.	April 28, 2014
4.	June 23, 2014
5.	July 14, 2014
6.	August 29, 2014
7.	September 12, 2014
8.	September 29, 2014
9.	October 13, 2014
10.	December 18, 2014

- 2. A total of 12 meetings were conducted by the Nominations and Remunerations and Organizational Development Committee in 2015.

No.	Date of Meetings for CY 2015
1.	January 12, 2015 (joint meeting with Finance Committee)
2.	January 26, 2015

No.	Date of Meetings for CY 2015
3.	March 10, 2015 (joint meeting with Finance Committee)
4.	April 13, 2015 (joint meeting with Audit Committee)
5.	April 27, 2015 (joint meeting with the Governance Committee)
6.	August 10, 2015
7.	August 27, 2015
8.	September 14, 2015
9.	September 28, 2015
10.	October 12, 2015
11.	November 23, 2015
12.	December 03, 2015