



**Accomplishment Report
Nomination and Remuneration / Compensation Committee
CY 2024**

The Nomination and Remuneration / Compensation Committee is a committee constituted under the PCSO Manual of Corporate Governance whose main responsibilities include oversight on personnel selection, performance evaluation, and review of the competency development program of the agency.

The Committee convened in two (2) separate meetings and the discussions held may be summarized as follows:

I. Reclassification of Various Positions with Reference to DBM IOS

Pharmacists in several departments requested a salary grade realignment and the agency sought clarification from the Department of Budget and Management (DBM), which referred the same to the Governance Commission for GOCCs (GCG).

Upon further study, it was found that other positions will be affected by the reclassification and it was recommended to the Board that said positions be reclassified as well to prevent wage disparity and distortion in the organizational structure and staffing pattern of the agency.

The Committee recommended the approval of the proposed organizational structure and staffing pattern of the affected units, including the updated functional and job descriptions of the proposed positions, and release of salary differentials to the affected employees. The requirements for reclassification were completed and submitted to the GCG after approval by the Board.

II. Recruitment and Promotion

The Human Resources Department reported the status of the agency's recruitment and promotion. It was determined that the agency was able to process and complete the appointment of more than a hundred employees but the percentage of newly-hired individuals is only a fraction of the actual personnel complement.

The Committee directed to prioritize hiring for these vacant positions and coordination with other government agencies to extend the recruitment efforts of the agency. The PRIME-HRM accreditation was also discussed to lessen the mandatory submission of appointments to the Civil Service Commission.

Through the recommendations of the Committee, the agency shall continue to publish vacant positions and screen qualified applicants, to increase the number of newly-hired individuals and promote qualified incumbent employees.

Office of the Board Secretary