



## **GUIDELINES ON THE PERFORMANCE EVALUATION OF DECEASED OR INCAPACITATED GOCC DIRECTORS DURING THE 2019 PED RATING PERIOD AND THE YEARS THEREAFTER**

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1. **Coverage.** – The foregoing guidelines covers Appointive Directors of GOCCs who have died or have become incapacitated during the 2019 PED Rating Period and thereafter. A Director shall be considered incapacitated when he is diagnosed with a physical, psychological or mental disability, or other serious medical conditions that will render it impossible for him to review the performance of his co-Directors due to diminished faculties.
2. **Computation of Overall PED Score.** – In computing the PED Score of deceased/incapacitated Director, the similar components shall apply:
  - 2.1. **Performance Evaluation System (PES) 60%.** – The validated PES results for the calendar year shall be used as basis for the computation.
  - 2.2. **Director Performance Review (DPR) 25%.** – The DPR consists of three (3) subcomponents – a) Chairman’s Appraisal Rating (10%), b) Peer Appraisal Rating (10%) and c) Self Appraisal Rating (5%).
    - 2.2.1. In cases where the Director is deceased or incapacitated, the DPR Rating of the Director shall be measured based on the following:
      - (a) Self Appraisal Rating (5%) – The Self Appraisal Rating of the Director from the previous PED calendar year shall be used
      - (b) Peer Appraisal Rating (10%) – The Peer Appraisal Rating for the current PED period being evaluated shall be used.
      - (c) Chairman’s Appraisal Rating (10%) – The Chairman’s Appraisal Rating for the current PED period being evaluated shall be used.
    - 2.2.2. In cases where the deceased or incapacitated Director does not have a Self Appraisal Rating from the previous PED calendar year, the DPR Rating of the Director shall be measured based on the following:
      - (a) Peer Appraisal Rating – 7.5%
      - (b) Chairman’s Appraisal Rating – 17.5%
    - 2.2.3. The 60% default rating for non-submission of Appraisal Forms shall not apply to deceased and incapacitated Directors.

- 2.3. **Director Attendance Score 15%.** – The validated Director Attendance Score for the calendar year shall be used as basis for the computation.
4. **Documents and Information on the condition of the Director.** – The Corporate Secretary/Compliance Officer shall notify the Governance Commission of the death or incapacity of the Director before the start of the DPR Season, and submit corresponding supporting documents.

**APPROVED:**

  
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