



Annex B

PN CVA VULNERABILITY ANALYSIS MATRIX - RECRUITMENT OF NOCC & CANDIDATE SOLDIERS (WHITE CAPS)

ACTIVITY	REPOSIBLE UNIT/PERSON	OBJECTIVE	RISK FACTOR	LIKELIHOOD OF OCCURRENCE	SIGNIFICANCE OF IMPACT	CONTROL ACTIVITY/ IMPACT	ASSESSMENT OF CONTROL OR SAFEGUARD	AREA FOR IMPROVEMENT
1. Determine number of applicants to be recruited	NMDC	To fill-up shortage of personnel						
2. Request approval to FOIC, PN for procurement quota	NMDC	To fill-up shortage of personnel						
3. Conduct screening of applicants	NMDC/NF1/NF RC	To streamline number of applicants	Those not qualified may seek intervention	Low	High – credibility of NMDC is at stake	Strict implementation of policy	Control measures as embodied in the policy are more than enough & strictly followed	
4. Conduct written examinations to applicants	MNH/CNH (AFPATB & IQ) NMDC–For NOCC SWE	To measure mental ability	Leakage, switching	Low	High	Proper safekeeping of test materials (vault) Revision of test question - for SWE	Due to strict implementation of policies, NMDC has not yet encountered any of the perceived risk factors.	



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						For AFPATB& IQ Test – ?	Reproduction of AFPATB booklets/test materials is done every 2 years at GHQ level thru a duly accredited and secured printing press. A master copy of each of the sub- tests, their respective scoring keys, manual and other vital documents are kept in a locker under the strictest custody of the duly designated psychologist. They are entered in a diskette and under program control guarded by password and security ID	



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5. Deliberation (for NOCC applicants)	PN Officer Proc Board	To measure ability to present ideas/verbal prowess, alertness & enthusiasm to enter the service/overall personality	Personal bias of Board Members	Low	Low	Rating system Members of the board are selected based on criteria	The system is all right since no 2 or more members could possibly be biased to a person.	
6. Conduct Physical/Medical Examination & Background Investigation (BI)	Physical/Medical Exam – MNH/CNH BI – N2/NISF	To rate physical/medical status To check/confirm family background/records as contained in the application					BI result is confidential in nature	
7. Request for issuance of appointment orders of qualified applicants	The Naval Adjutant	For inclusion in the PN Roster of personnel (Officers & EP)						



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8. Candidate Officers/Soldiers will undergo formal training	Naval Education & Training Center (NETC)	To train & mold civilians for military service						



PN CVA MATRIX – RECRUITMENT OF PMC CANDIDATE SOLDIERS

ACTIVITY	REPOSIBLE UNIT/PERSON	OBJECTIVE	RISK FACTOR	LIKELIHOOD OF OCCURRENCE	SIGNIFICANCE OF IMPACT	CONTROL ACTIVITY/ IMPACT	ASSESSMENT OF CONTROL OR SAFEGUARD	AREA FOR IMPROVEMENT
1. Conduct of info drive	Recruitment Br, MC1	To get enough number of applicants by region	None					
2. Initial screening	Recruitment Br, MC1	To be sure of the qualifications of the applicants	None				Any 1 of the 4 criteria not met automatically disqualifies the applicant	
3. Conduct written examinations to applicants	MNH/CNH (AFPATB & IQ)	To measure mental ability	Leakage, switching	Low	High			
4. Conduct General Physical Examination & Background Investigation (BI)	Physical/Medical Exam – MNH/CNH BI – MC2/NI	To rate physical/ medical status To check/confirm family background/ records as contained in						



ACTIVITY	REPOSIBLE UNIT/PERSON	OBJECTIVE	RISK FACTOR	LIKELIHOOD OF OCCURRENCE	SIGNIFICANCE OF IMPACT	CONTROL ACTIVITY/ IMPACT	ASSESSMENT OF CONTROL OR SAFEGUARD	AREA FOR IMPROVEMENT
5. Submission of Clearances	Qualified applicants	Compliance of requirements						
6. Oath Taking of selected Applicants	PMC Adjutant	To formalize entry in the service prior to training						
7. Turnover of Candidate Soldiers to MCTC	MC 1	Final acceptance for training						



PN CVA MATRIX –PROMOTION OF ENLISTED PERSONNEL

ACTIVITY	REPOSIBLE UNIT/PERSON	OBJECTIVE	RISK FACTOR	LIKELIHOOD OF OCCURRENCE	SIGNIFICANCE OF IMPACT	CONTROL ACTIVITY/ IMPACT	ASSESSMENT OF CONTROL OR SAFEGUARD	AREA FOR IMPROVEMENT
1. Conduct of Promotional Examination	NETC	To evaluate their ability & proficiency in their rating as Seaman, Storekeeper , etc	Connivance, leakage,	Low	Low	Examination papers are sealed.	Continued adherence to the policy	
2. Submission of recommendations for promotion after deliberation	Lower Units COs	To recommend qualified EP for promotion	Indifference of Commanding Officer to the morale and welfare of the soldiers	Low	Low	Monitoring of personnel profile/status	The IPMS is not yet fully operational. Personnel are required to submit their updated SOIs.	Full implementation of computerization of personnel profiles/status and linkage with concerned units/offices.
3. Endorsement of recommendees after proper screening	Major/Special Unit Comdrs	To ensure completeness of requirements and eligibility for promotion	None			3 to 4 times screening process are being done		



ACTIVITY	REPOSIBLE UNIT/PERSON	OBJECTIVE	RISK FACTOR	LIKELIHOOD OF OCCURRENCE	SIGNIFICANCE OF IMPACT	CONTROL ACTIVITY/ IMPACT	ASSESSMENT OF CONTROL OR SAFEGUARD	AREA FOR IMPROVEMENT
4. Processing of recommendees for Regular Promotion	NMDC	To determine/s creen the papers of recommend ees if qualified for promotion prior to request for record check by N1 Discipline, Law & Order Br/N2/TNPM /TNIG/NAS O	None					
5. Processing of recommendees for Meritorious Promotion	Meritorious Promotio n Board, NMDC	Recognition of meritorious service beyond normal call of duty	Subjective write-up of After Battle Reports/After Operations Report	Low	Low	Board deliberations are conducted		



**PN CVA MATRIX –PROMOTION OF OFFICERS (02-03-SELECTION BOARD “B”)
(04-05 –SELECTION BOARD “A”)**

ACTIVITY	REPOSIBLE UNIT/PERSON	OBJECTIVE	RISK FACTOR	LIKELIHOOD OF OCCURRENCE	SIGNIFICANCE OF IMPACT	CONTROL ACTIVITY/ IMPACT	ASSESSMENT OF CONTROL OR SAFEGUARD	AREA FOR IMPROVEMENT
1. Submit recom for Board Composition	N1	To know the names of recommend-ees	Intervention by higher authorities	Low	Low	Without the knowledge of recommende es/recommen dations are done covertly Set qualifications for board membership	Alright	
2. Conduct records check of recommendees for the Promotion Board	J1 (GHQ)	To ensure the integrity of the members of the Promotion Board						
3. Issuance of Orders	J1	To formally inform the selected members of the Promotion Board						



ACTIVITY	REPOSIBLE UNIT/PERSON	OBJECTIVE	RISK FACTOR	LIKELIHOOD OF OCCURRENCE	SIGNIFICANCE OF IMPACT	CONTROL ACTIVITY/ IMPACT	ASSESSMENT OF CONTROL OR SAFEGUARD	AREA FOR IMPROVEMENT
4. Oath taking of Promotion Board Members	DND	To ensure the compliance of the Board to their mandate						
5. Composition of the Promotion Board Secretariat	Office of The Naval Adjutant (OTNA)	To assign respective responsibilities						
6. Send radio message	Secretariat	To inform promotable officers to submit requirements						
7. Records check of promotables	Secretariat & units/offices concerned	To ensure that the promotables have no impediments like pending case, accountabilities, etc.	Connivance with issuing units/offices	Low	Low	Strict implementation of policies		
8. Initial meeting	Secretariat & Board	To discuss the process and number of promotables for the year and their unit assignment						



ACTIVITY	REPOSIBLE UNIT/PERSON	OBJECTIVE	RISK FACTOR	LIKELIHOOD OF OCCURRENCE	SIGNIFICANCE OF IMPACT	CONTROL ACTIVITY/ IMPACT	ASSESSMENT OF CONTROL OR SAFEGUARD	AREA FOR IMPROVEMENT
9. Schedule deliberation	Secretariat	To ensure attendance of the members of the Board and the promotable officers						
10. Interview	Promotion Board	To determine their mental alertness, total personality	Personal bias of the Board members to the candidates for promotion	Low	Low	The Board has several members and the rating is averaging		



PN CVA MATRIX – PROMOTION OF OFFICERS (06-07)

ACTIVITY	REPOSIBLE UNIT/PERSON	OBJECTIVE	RISK FACTOR	LIKELIHOOD OF OCCURRENCE	SIGNIFICANCE OF IMPACT	CONTROL ACTIVITY/ IMPACT	ASSESSMENT OF CONTROL OR SAFEGUARD	AREA FOR IMPROVEMENT
1. Quota for promotion is given	J1. GHQ	For guidance of the Maj Svc on the authorized number of promotion for said level						
2. Consolidation of candidates	Senior Officer Advancement Br, ON1	To determine who are qualified	None					
3. Inform concerned officers	SOAB, ON1	For concerned officers to prepare the requirements						
4. Submission of requirements	Officers qualified for promotion	For consolidation of documents						
5. Processing of submitted documents	SOAB, ON1	To ensure completeness and currency of data						



ACTIVITY	REPOSIBLE UNIT/PERSON	OBJECTIVE	RISK FACTOR	LIKELIHOOD OF OCCURRENCE	SIGNIFICANCE OF IMPACT	CONTROL ACTIVITY/ IMPACT	ASSESSMENT OF CONTROL OR SAFEGUARD	AREA FOR IMPROVEMENT
6. Deliberation	Board of Senior Officers (BOSO)	To determine the most qualified	Bata-bata system, endorsement, intervention, subjective rating	Low	High	Revision of SOP Nr 10 as regards the equivalent rating for the Deliberation conducted by the BOSO Rating system		
7. Submission of names of recomendees to J1 (GHQ	BOSO thru SOAB, ON1 (Secretariat)	For approval of recommend-ees by the Board of Generals	Commander's prerogative/di scretion	Low	High	Rating system and qualification standards for promotion		



PN CVA MATRIX –PROMOTION OF CIVILIAN PERSONNEL

ACTIVITY	REPOSNSIBLE UNIT/PERSON	OBJECTIVE	RISK FACTOR	LIKELIHOOD OF OCCURRENCE	SIGNIFICANCE OF IMPACT	CONTROL ACTIVITY/ IMPACT	ASSESSMENT OF CONTROL OR SAFEGUARD	AREA FOR IMPROVEMENT
1. Publication of vacancies	Civilian Affairs Div, ON1	To inform interested applicants	None					
2. Filing of applications	Applicants	To determine/categorize their placement	None					
3. Paper screening	CAD, O	To evaluate their qualifications of candidates for promotion	Fake credentials	Low	Low	Verification of eligibility at CSC & scholastic records at concerned school		Regular updating and monitoring of 201 files
4. Conduct of Aptitude Test	CAD, ON1	To measure mental capability	Leakage, connivance	Low	Low	Objective and credible interpretation of test results		Review of test exam as to responsiveness to the objective of the exam
5. Conduct of psycho test	MNH/CNH or UC hospital	To determine mental status						



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6. To determine mental status	CAD, ON1 or concerned office	To determine mental alertness/cap ability/total personality and proper placement	Nepotism, "utang na loob", etc	Low	Low	Strict deliberation process		
7. Deliberation	Civilian Promotion Board	To determine the most qualified	"Palakasan" system, indorsement	Low	Low	Strict implementation of policies		



CVA ISSUES WORKSHEET

RECRUITMENT OF NOCCs & EPs (CY 05 & 06)

	INITIAL ASSESSMENT/PRIORITY	STRATEGY (What information do you need to analyze and how do you intend to get it?)		
		PERSON TO INTERVIEW	DOCUMENTS NEEDED	AREAS TO BE VISITED
Screening of applicants	Possibility of intervention		List of original applicants; Final list of qualified applicants; Policies on Recruitment of NOCCs & CS	NMDC; MC1, PMC; NRC/NF1 (NFWM)
Conduct of AFPATB & IQ Tests	Possibility of leakage and switching		List of passers with rating; List of non passers	MNH (AFPATB & IQ for NOCC & CS) NMDC (SWE for NOCC)
Board deliberation	Personal bias of Board Members		Copies of Board deliberations	NMDC
Conduct of Physical & Medical Examinations	Connivance of officiating hospital personnel		List of NOCC & CS candidates to undergo physical & medical exams; List of passers; List of non passers with reasons for failure	MNH



CVA ISSUES WORKSHEET

PROMOTION OF OFFICERS (CY 05 & 06)

ISSUE/VULNERABILITY AREA	INITIAL ASSESSMENT/PRIORITY	STRATEGY (What information do you need to analyze and how do you intend to get it?)		
		PERSON TO INTERVIEW	DOCUMENTS NEEDED	AREAS TO BE VISITED
Conduct of records checks	Possible connivance with issuing units/offices		Allocation of vacancies; Initial promotion list; List of outrightly not considered; Final promotion list; List of those considered for Primary & Secondary Zones; Samples of records checks; Policy on selection	Secretariat SOAB, ON1
Board interview	Personal bias of Board Members		Minutes of Board interviews; Tally sheets for promotion; Final recommendation for promotion	Secretariat SOAB, ON1



CVA ISSUES WORKSHEET

PROMOTION OF ENLISTED PERSONNEL (CY 05 & 06)

ISSUE/VULNERABILITY AREA	INITIAL ASSESSMENT/PRIORITY	STRATEGY (What information do you need to analyze and how do you intend to get it?)		
		PERSON TO INTERVIEW	DOCUMENTS NEEDED	AREAS TO BE VISITED
Submission of recommendees by lower units	Possibility of Commander's failure or negligence to recognize the accomplishment of his personnel		Quota for promotion by rank; List of promotables; Minutes of deliberations; Final recommendation by the lower units	NMDC; MC1, PMC; NF1 (NFWM)
Endorsement of recommendees by Major/Special Units			Copies of recommendations/endorsements by Major/Special Units	NASSCOM; NF1, NFWM; NMDC
Deliberation of recommendees for meritorious promotion	Possibility of subjective write-up of After Battle Reports/After Operations Reports		List of recommendees Copies of ABRs/AORs Criteria for meritorious promotion Minutes of deliberations Final recommendation	



CVA ISSUES WORKSHEET

PROMOTION OF CIVILIAN PERSONNEL (CY 05 & 06)

ISSUE/VULNERABILITY AREA	INITIAL ASSESSMENT/PRIORITY	STRATEGY (What information do you need to analyze and how do you intend to get it?)		
		PERSON TO INTERVIEW	DOCUMENTS NEEDED	AREAS TO BE VISITED
Conduct of Aptitude Test	Possibility of connivance and leakage		Published vacancies List of examinees Results of tes	CAD, ON1
Conduct of psycho test	Possibility of connivance		List of those who took the test Test results	MNH
Deliberation by PN Civilian Promotion Board	"Palakasan System" Intervention		Minutes of deliberations Worksheet of deliberations Final recommendation	CAD, ON1