Composition of the Assessment Team

Team Leader

Ms. Lea Rosemary V. Liban, DAP

Deputy Team Leader
Atty. Eugene Ricardo A. Parrone, OMB

Assessors

Atty. Katherine Jambaro-Altubar, OMB
Mr. Lawrence Benedict Buenafe, PVAO
Atty. Loreto Cunanan, OMB
Ms. Mary Luanne David, DAP
Ms. Maribel de Vera, COA
Ms. Virginia Lopez, PVAO
Atty. Rolando Villaflor, PVAO

Agency Counterpart Team Atty. Romeo Lazo, PVAO

OMB-DAP Project Management Office
AO Evelyn A. Baliton
VP Magdalena L. Mendoza
Atty. Rafael G. Hipolito
Dir. Mary Geraldine C. Naraja
Ms. Lea Rosemary V. Liban

CONTENTS

Executive Summary	i
I. Overview of the Project	1
II. Overview of the Participating Agency: Philippine Veterans Affairs Office	3
III. Assessment Methodology	12
IV. Corruption Resistance Review	12
A. Integrity Development Assessment	14
Leadership Code of Conduct Gifts and Benefits Policy Human Resource Management Performance Management Procurement Management Financial Management Whistleblowing, Internal Reporting and Investigation Corruption Risk Management Interface with External Environment	15 20 24 28 36 43 47 51 59 65
V. Corruption Vulnerability Assessment	81
A. Administration of Benefits (Old Age Pension) B. Performance Management System C. Financial Management System	81 91 95
VI. Summary of Recommendations	101
Annexes	
Survey Results CVA Matrices Processing of Old Age Pension & Flowcharts Performance Management	Annex A-1 Annex B-1 / C-7 Annex D-1
- Financial Management	Annex E-1