Corporate Governance Committee

The Corporate Governance Committee assists the Board in promoting and institutionalizing corporate governance principles and practices in the GSIS. It exercises oversight functions over the Corporate Services Group (CSG), the Human Resources Office (HRO), the Office for Strategy Management, and the Corporate Communications Office (CCO).

More specifically, the Committee is responsible for the planning, formulation, and review of policies, systems, and processes; human resource management, including performance management and capacity-building, employee discipline, nomination and remuneration; communication and stakeholder relations; corporate social responsibility; review of business cases proposed by the CSG, CCO, or the Office of the Corporate Secretary. The Committee may likewise take cognizance of any matter endorsed by the Board of Trustees or by the President and General Manager.

As part of its human resource management responsibilities, the Corporate Governance Committee exercises the function of the Nomination and Remuneration Committee, one of the Board Committees provided for under Governance Commission for GOCCs (GCG) Memorandum Circular (MC) No. 2012–07.

The Charter of the Committee was approved under Board Resolution (BR) No. 72 on 26 April 2012. It was amended under BR No. 97 dated 26 September 2013, to include the functions of the Nomination and Remuneration Committee; and under BR No. 148 dated 1 October 2015, to reflect the changes in the chairmanship of the Committee in compliance with GCG MC No. 2012–07, which mandated that the Chairman of the Board should also be the Chair of the Governance Committee. The Charter of the Committee is reviewed and assessed annually.

After the 10 March 2020 Board and Legal Oversight Committee meetings in Baguio City, the Board and Board Committees began holding regular and special meetings through videoconference due to restrictions on travel and face-to-face transactions because of the Coronavirus Disease 2019 (Covid-19) pandemic.

In 2020, the Committee held 11 regular meetings and one 1 special meeting, as scheduled, for a total of 12 meetings attended by the following members:

Members	No. of Meetings Present
Board Chairman Lucas P. Bersamin* (Chairperson)	11
PGM Rolando L. Macasaet	12
Trustee Wilfredo C. Maldia	12
Trustee Jocelyn G. Cabreza	12

Trustee Alan R. Luga	12
Trustee Anthony B. Sasin	12
Trustee Nina Ricci Ynares-Chiongbian	12
Trustee Kahar H. Macasayon	12
Trustee Carlo Antonio B. Almirante	12

Appointed as GSIS Trustee on 6 February 2020 and elected as Chairman of the Board on 13 February 2020

Corporate Governance Committee Milestones for 2020

Governance

The Committee reviewed the 2020 GSIS Manual of Corporate Governance in full compliance with the Code of Corporate Governance for GOCCs, and endorsed the same to the Board of Trustees for approval.

To ensure that the programs of Management were aligned with the strategic thrusts of the Board, the Committee reviewed the Office Performance Ratings for 2019 and the 2020 GSIS Office Performance Scorecards. In a Special Committee Meeting in July 2020, the Board proposed targets for 2021 for the GSIS Office Performance Scorecards using 10 strategic measures. The Board also reviewed the Vision, Mission Statement, and Core Values of the GSIS as an institution.

Human Resources Management and Development

The Committee reviewed the Internet Allowance for Work-from-Home Purposes, which was subsequently approved by the Board.

The Committee likewise received monthly regular reports from the HRO on the list of vacant positions due to issued appointments and/or separation from the service as well as the list of filled-up positions due to issued appointments. This was done to monitor the staffing percentage of GSIS to ensure its quality and continuous service.

Policy and Procedural Guidelines

To continuously improve GSIS's efficiency and quality of service amidst the Covid-19 pandemic, the Committee reviewed and endorsed for approval by the Board 10 new Policy and Procedural Guidelines (PPGs) and the revision of four other PPGs in 2020.

In line with the efforts of the National Government to combat the effects of COVID-19 and to help ease the burden on GSIS members and pensioners, the Committee reviewed the following major policies which were endorsed to, and approved by, the Board:

1. _GSIS Financial Assistance Loan (GFAL) II_. The amended PPG will ultimately increase availment of GFAL II, allowing GSIS members to borrow more funds at a low interest rate of 6% and approved the Policy and Procedural Guidelines on APIR, which incorporated alternative online channels meant to reduce face-to-face transactions.

2. _GSIS Enhanced Pension Loan Program_. Provides a wider scope of financial assistance to pensioners. The loan program was specifically designed to provide regular old-age pensioners access to funds during times of financial needs.

3. _GSIS Computer Loan_. A loan program offered to financially assist members and their families in purchasing a computer during this pandemic for their personal use or for their children's on-line classes.

4. _GFAL - Educational Loan_. A loan program which provides financial assistance loan to qualified GSIS members intended for their student-beneficiaries in earning a college degree.

5. _Enhanced Annual Pensioners Information Revalidation (APIR) for GSIS Pensioners_. Suspended the APIR and approved the PPG on APIR, which incorporated alternative online channels meant to reduce face-to-face transactions.

Administrative Cases

The Committee monitored the administrative cases on appeal to the regular courts through the regular monthly reports submitted by the Legal Services Group. One case remained pending with the Supreme Court and one was with Civil Service Commission.

The Committee approved four administrative cases issued by the President and General Manager, leaving nine (9) administrative cases pending at the end of 2020.

Administrative Cases from 2017 - 2020

	2017	2018	2019	2020
Number of Cases at the Start of the Year	0	2	5	9
Number of Cases Filed within the Year	15	10	11	4
Number of Cases Resolved within the Year	(13)	(7)	(7)	(4)
Number of Cases Remaining at the End of the Year	2	5	9	9