

C. INTERNAL PROCESS PERSPECTIVES

In alignment with the government's socio-economic agenda on the ease of doing business, several processes of JHMC are being reviewed, streamlined, and digitized to ensure more effective and efficient delivery of public service.

C.1 Review of the JHMC Charter Statement and Strategy Map

The new set of the JHMC Board of Directors and Management made a thorough review and discussion of the existing Charter Statement of JHMC during the Strategic Planning held in November 2024. The event was also attended by the BCDA Representatives headed by no other than the President and CEO Engr. Joshua M. Bingcang. This activity led to the updated JHMC Charter Statement and Strategy Map which was approved on **16 December 2024**.

C.2 Welfare of Internal Stakeholders

At least **six (6) Policies** were introduced and/or amended to prioritize the welfare of JHMC Employees for the year.

C.2.1 New Policies

- a. *Policy for the Conduct of Fairs or Bazaars n Camp John Hay (Effectivity: 10-28-24)*

C.2.2 Amended Policies

- a. *Contract Preparation and Monitoring Policy (Effectivity: 10-28-24)*
- b. *Citizen's Charter of the Legal Department (Effectivity: 10-28-24)*
- c. *Recruitment, Selection and Hiring Policy (Effectivity: 12-09-24)*
- d. *Policy on Code of Discipline (Effectivity: 12-09-24)*
- e. *Anti-Sexual Harassment Policy (Effectivity: 12-23-24)*

C.3 Risk Assessment and Management

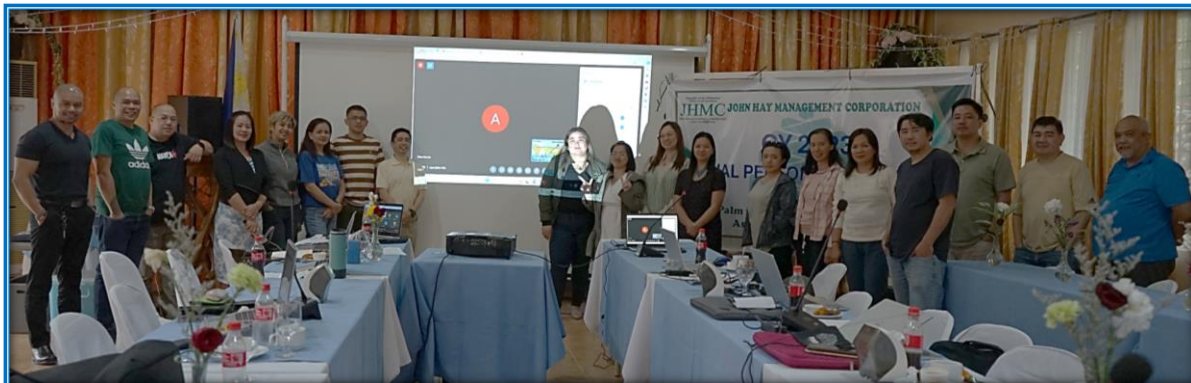
The JHMC implements its **enhanced** Risk Management System (RMS) to ensure the breakthrough realization of the Organization's goals and objectives.

C.3.1 Management and Performance Reviews

✓ 25-26 January 2024: CY 2023 Annual Performance Review

Aimed to check on the result of the progress of implementation of the approved plans and programs of the organization, the challenges encountered and ways to move forward to mitigate risks and achieve continual improvement within the JHMC operations, the Performance Review for CY

2023 result of projects, activities, and programs implementations at the Palm Grove Hotsprings and Mountain Resort, Asin, Nangalisan, Tuba, Benguet.



The Participants from the Management of the CY 2023 Annual Performance Review at Palm Grove Hotsprings and Mountain Resort, Asin, Nangalisan, Tuba, Benguet on 25 January 2025 (above) and on 26 January 2025 (below).



✓ CY 2024 Quarterly Performance Review

As part of the Plan-Do-Check-Act (PDCA) Cycle, the Quarterly Performance Review sessions are undertaken for purposes of **proper risk and opportunity management** for a more effective and efficient implementation of the 2024 programs, activities, and projects.

For the year, the Q1 to Q3 Performance Review sessions were held at the Baguio Palace Hotel, #21 Legarda Road, Baguio City.



The Participants from the Management of the CY 2023 Annual Performance Review at Palm Grove Hotsprings and Mountain Resort, Asin, Nangalisan, Tuba, Benguet on 25 January 2025 (above) and on 26 January 2025 (below).

C.3.2 Corporate Planning Sessions

✓ 26-27 November 2024: Strategic Planning

The BCDA Top Management, JHMC Board of Directors and JHMC Top Management were brought together at the Bell House, Historical Core, Camp John Hay, Baguio City on to review and discuss the future of the organization.

Guided by the Risk-Based Thinking (RBT), the JHMC BOD and Management are brought together to brainstorm and seek information in order to identify information and various signs of change that **positively disrupts** the Organization.

For the very first time, the BCDA is well represented in this Strategic Planning activity for having no less than the BCDA President and CEO, Engr. Joshua M. Bingcang, personally attending the 1st day of the activity. With him is VP for Engineering and Social Support Department Mark P. Torres; Planning Officer IV Rolando I. Navarrete Jr; and, Senior Corporate Planning Strategist Rhodenica T. Latido.





The Day 1 Participants with the BCDA Representatives led by the President and CEO Engr. Joshua M. Bingcang, JHMC Board of Directors and Management.



The Day 2 Participants with the JHMC Board of Directors led by Chairman Junie E. Cua with the Management.

✓ **19-20 June 2024: Operations Planning**

From the Strategic Planning, the Operations Planning was successfully conducted with the JHMC Management at the Sotogrande Hotel Baguio, Interior Lot 92M from Leonard Wood Road, Cabinet Hill – Teacher’s Camp, Baguio City. It is at this level of planning that the measures, targets, and risks are identified and risk treatment plans are integrated into the Corporate Plans.



The President and CEO and the attendees of the Day 1 of the Operations Planning Activity.



The Participants of the Day 2 of the Operations Planning Activity.

✓ **04-05 July 2024: Departmental and Budget Planning**

Departmental Planning is important because it is at this level that action plans are identified for proper risk management. The Departmental and Budget Planning was successfully conducted with the JHMC Management and selected Officers and Staffs at the Sotogrande Hotel Baguio, Interior Lot 92M from Leonard Wood Road, Cabinet Hill – Teacher’s Camp, Baguio City.

This activity paved the way for the start of the realization of the JHMC Strategic Plan 2024-2028 and the formulation of the proposed Corporate Operating Budget (COB) for CY 2025.



The Departmental and Budget Planning Participants posed with the President and CEO Atty. Marlo Ignacio V. Quadra during the 1st and 2nd day of the activity.



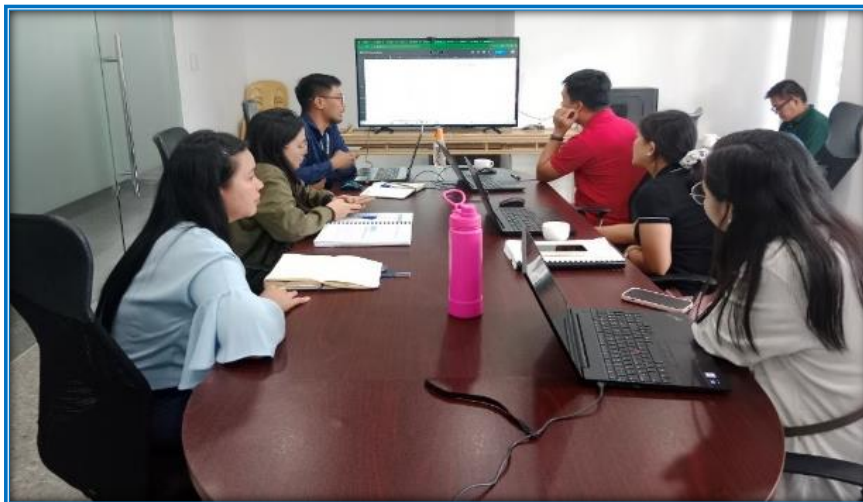
C.3.3 Operations Audit by the BCDA for 2021 to mid-2024

As part of the BCDA's oversight function to all its Subsidiaries and in accordance with the Performance Agreement (PA) between BCDA and JHMC, the Operations Audit was conducted to ensure conformance with the provisions of the PA and other relevant rules and regulations. An entry meeting was conducted on 09 September 2024 at the Conference Room C&D, BCDA Corporate Office, Bonifacio Technology Center to obtain an initial understanding of JHMC's operations, determine the documents / records needed for the audit, and identify the Point Person for the duration of the audit.

Additionally, this activity is being undertaken for purposes of **proper risk and opportunity management** for a more effective and efficient operations.

An onsite visit was conducted on **21-22 October 2024 and 04-05 November 2024**. Inspection of the infrastructure projects and observation of processes were also undertaken.





The random Auditees during the onsite Audit with the BCDA Internal Audit Services Department personnel.

C.3.4 Legal Risk Assessment/ Management

Legal Opinions on various matters consulted by Management and the Board were issued to assess/ evaluate legal risks and recommend actions to address, manage and/or mitigate such risks.

15 LEGAL OPINION

11 CONTRACT REVIEW

C.3.5 2024 Annual Legal Risk Assessment Survey (LRAS)

On 28 December 2024, the annual LRAS was conducted with 49.43% participation rate. The result will be used for legal risk interventions as may be necessary.

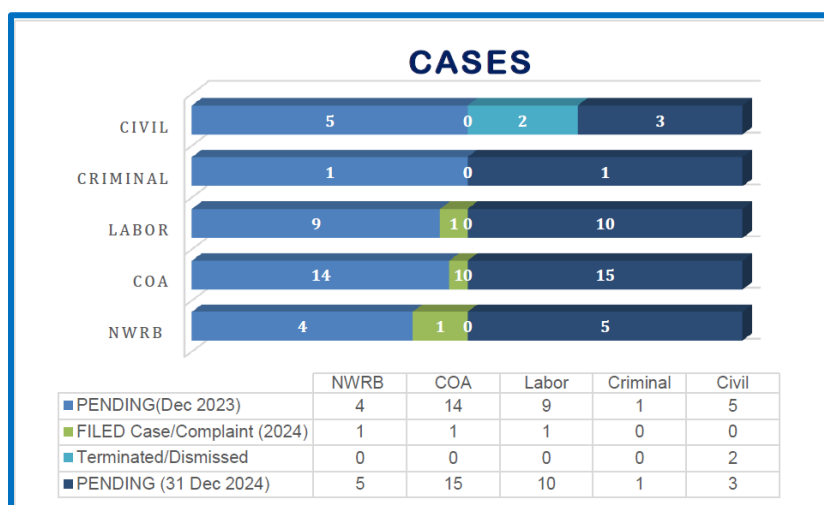
C.3.6 Case Management

In collaboration with the Office of the General Corporate Counsel (OGCC) and the Office of the Solicitor General (OSG), the following data for 2024 is presented:

- ✓ **Cases filed with the City Buildings and Architecture Office (CBAO)**
JHMC files complaints with the CBAO against persons for construction structures without the required permits from JHMC and CBAO for violation of the National Building Code.

Month	No. of individuals
February	9
March	25
April	20

- ✓ **Summary of Various Cases Filed by and Against JHMC/BCDA**



✓ **Reversion Cases**

Below is the no. of reversion cases pending based on the 23 September 2024 update of BCDA-Legal Services Department:

<u>PENDING</u>	
SC	18
RTC	5
MTC	10
FOR FILING:	1

C.4 Good Governance Conditions

For 2024, the JHMC has **fully complied** with the Good Governance Conditions (GGCs) and Other Conditions and Requirements (OCRs) as provided in Sections 11 and 12 of the GCG MC No. 2024-01 “Enhanced Performance Evaluation System (PES) for the GOCC Sector” dated 28 June 2024.

C.5 Senate Bills and House Bills

The JHMC’s position papers were prepared for the following:

- ✓ **House Bill 9428:** “An Act Declaring Portions of the Land Transferred to the Bases Conversion and Development Authority in Camp John Hay Reservation Area Under Republic Act No. 7227”
- ✓ **House Bill 7406:** “An Act Amending Sections 23, 50, 52 and 50 of Republic Act No. 11689, Otherwise known as Revised Charter of the City of Baguio”
- ✓ **Senate Bill 2717:** “Amendments to the Investors’ Lease Act”
- ✓ **Senate Resolution of Both Houses No. 6:** “Resolution of Both Houses of Congress Proposing Amendments to Certain Economic Provisions of the 1987 Constitution of the Republic of the Philippines, Particularly on Articles XII, XIV and XVI”
- ✓ **Senate Bill No. 2762/ House Bill No. 9794:** “An Act Amending Sections 27, 28, 32, 34, 51, 106, 108, 109, 112, 135, 237, 237-a, 269, 292, 293, 294, 295, 296, 297, 300, 301, 308, 309, 320, and 311, and Adding New Sections 135-a, 295-1, 296-1 and 297-1 of the National Internal Revenue Code of 1991, as Amended, and for Other Purposes”