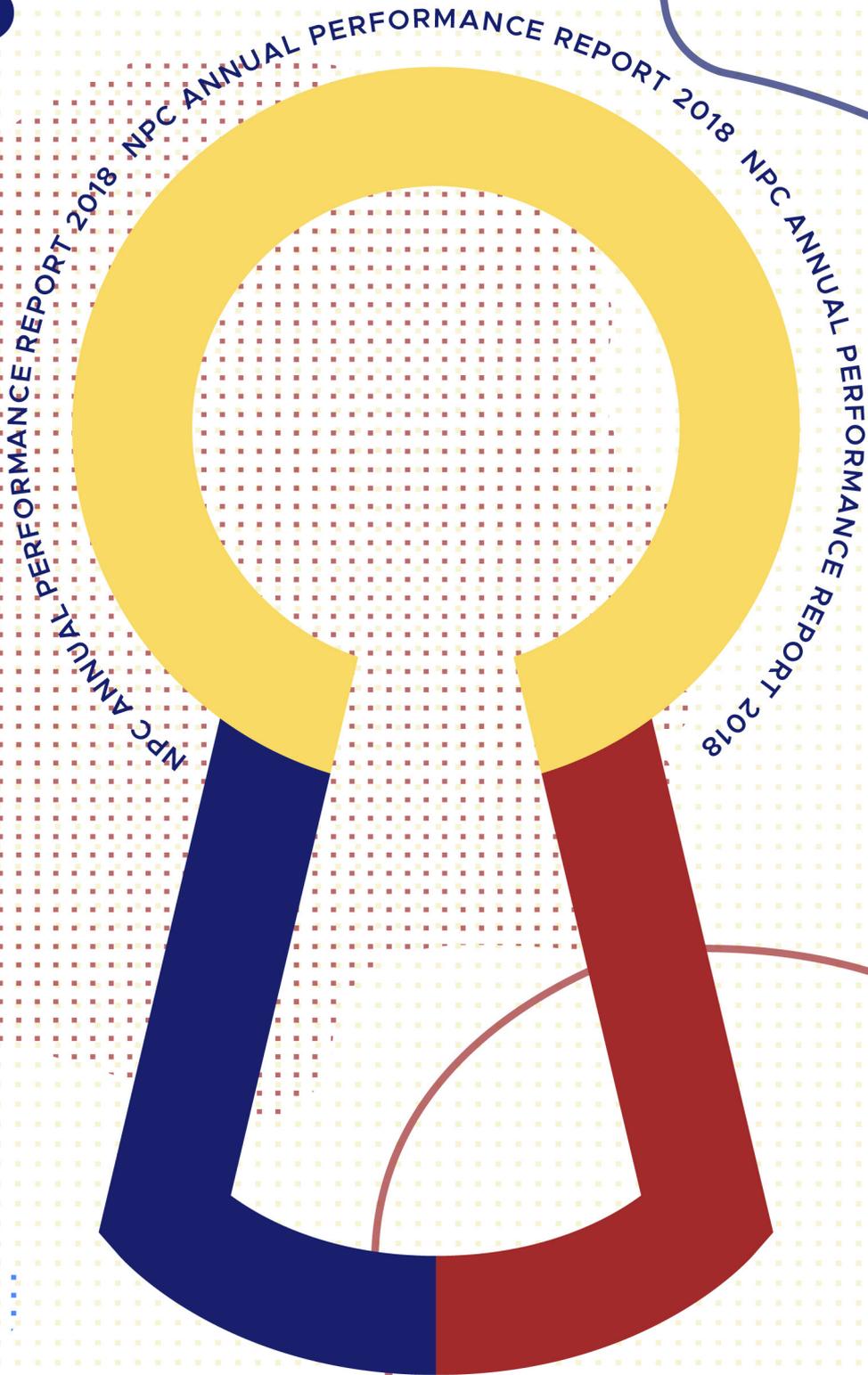
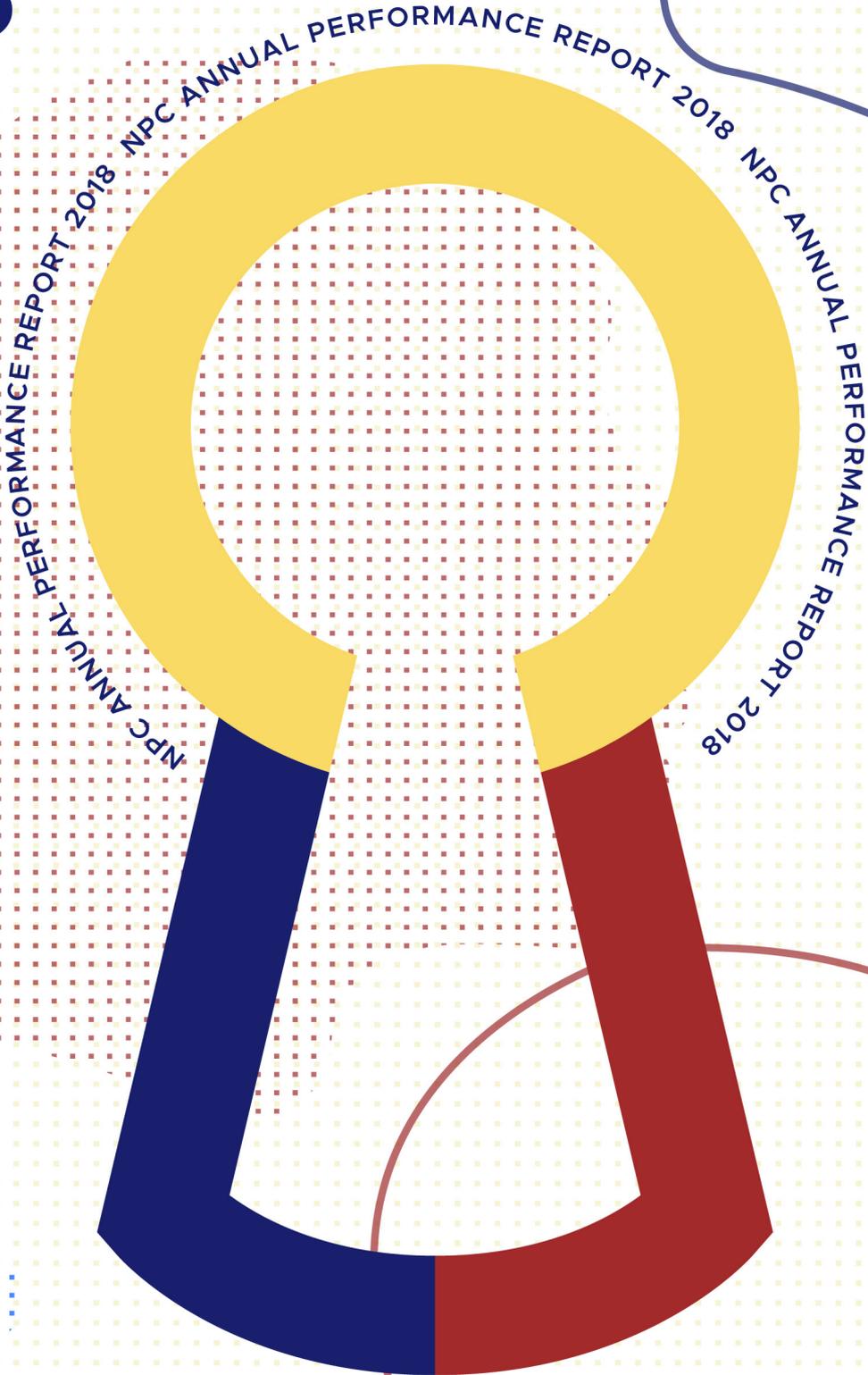


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**Annual
Performance
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**Annual
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The Privacy Commissioner's Notes

The year 2018 was a period of making historic strides for the Philippines in data privacy and protection.

When the National Privacy Commission was formed in 2016, there was not an inkling it will be internationally recognized, not that it must be expected. It was, after all but an unheard-of government office tasked with data protection, in a developing country just beginning to flex its regulatory muscles on data privacy. Back then, we didn't even have our own physical office yet, having to make do with whatever little space available within our mother agency's premises. But we had one solid goal in mind – to do our best so the country may catch up with those that are leading in data protection authorities. We also had a simple game plan, to constructively engage our stakeholders through responsive regulation.

Three years won't be enough for the NPC to achieve this goal. But within the time span, we ended up gaining the attention of many data controllers and processors, who one by one started to own-up to their responsibility. And more importantly, we ended up earning the gratitude of thousands of Filipinos who, little by little, gained a better grasp of privacy principles and began asserting their data subject rights. Little did we expect, however, the NPC's efforts would also earn a nod from the ICDPPC or the International Conference on Data Protection and Privacy Commissioners.

The country won a seat in the ICDPPC executive committee, traditionally dominated by first world countries from the EU and the West. This made the Philippines the first Asian country to earn the distinction, which is composed of 124 privacy jurisdictions worldwide, including Japan, South Korea, and Singapore that established their privacy authorities way ahead of the Philippines.

These recognitions have given way to an increase in the Commission's budget that will assist us in conducting

our intensified and enhanced compliance and monitoring programs.

Here are our other noteworthy accomplishments last year:

1. Guided and supported the Duterte administration in implementing the first privacy designed National ID System in the world and ensuring that privacy and security issues are addressed.
2. Demonstrated "*tapang*" and "*malasakit*" by investigating and ruling on high-profile cases involving Filipino personal data such as the Comeleak, Uber breach, and Facebook, among others.
3. Involved and built consensus among various stakeholders in building privacy resilience and promoting a culture of data protection and privacy through the creation of the Data Privacy (DP) Council. The council is now composed of 20 active sectors implementing the **Data Privacy Act (DPA) of 2012** or **Republic Act 10173**. This approach is now being adopted by many countries.
4. Gathered the largest number of Data Protection Officers (DPOs) in the world with 2,200 participants joining the two-day 2018 National Data Privacy Week held in May 2018. We now have 21,000 + registered DPOs in the country. Privacy Awareness Week has been institutionalized by Proclamation Number 527 in July 2018 from the Office of the President.

All these is a testament that we have built momentum and that we are on our way towards building and leaving a legacy of a resilient data-protected nation. The NPC is looking forward for the public and private sector to join hands with us as we realize our goal of creating a Philippines where personal data privacy is flourishing.

Raymund Enriquez Liboro
PRIVACY COMMISSIONER AND CHAIRMAN



About

The NPC is an attached agency of the Department of Information and Communications Technology (DICT) for policy and program coordination purposes is an independent regulatory body mandated to administer and implement RA 10173 that sets the policies on data privacy and ensure sectoral compliance built on international standards set for personal data protection.



Mission

We shall continuously deliver services to:

1. Be the authority on data privacy and protection, providing knowledge, know-how and relevant technology;
2. Establish a regulatory environment that ensures accountability in the processing of personal data and promotes global standards for data privacy and protection;
3. Build a culture of privacy, through people empowerment, that enables and upholds the right to privacy and supports free flow of information.

Vision

A world-class regulatory and enforcement agency upholding the right to privacy and data protection while ensuring the free flow of information, committed to excellence, driven by a workforce that is highly competent, future-oriented, and ethical, towards a competitive, knowledge-based, and innovative nation.

Functions

To fulfill its mandate, the NPC is vested by RA 10173 with the following core functions:

Rulemaking

Develop code of practices and approve Data Processing System (DPS) standards; recommend organizational, physical and technical security measures for personal data protection, encryption, and access to sensitive personal information maintained by government agencies considering the most appropriate standard recognized by the information and communications technology industry; issuing guidelines for organizational, physical, and technical security measures for personal data protection taking into account the nature the personal data to be protected, the risks presented by the processing, the size of the organization and complexity of its operations; current data privacy best practices, cost of security implementation, and the most appropriate standard recognized by the information and communications technology industry.

Advisory

Policy advice for government and private sector on government laws, regulations and policies on data privacy concerns; comment on the implication on data privacy or proposed national or local statutes, regulations of procedures and interpret the provisions of the DPA; review, approve, reject, or require modification of privacy codes voluntarily adhered to by personal information controllers, which may include private dispute resolution mechanisms for complaints against any participating personal information controllers; provide assistance on matters relating to data protection at national or local government offices or private entities.

Public Education

Conduct programs for privacy awareness, including publication of reports, guide to laws; publish a compilation of agency system of records and notices, including index and other finding aides; publish on a regular basis a guide to all laws relating to data protection;

Compliance and Monitoring

Ensure compliance by Personal Information Controllers (PICs), Personal Information Processors (PIPs), and DPOs with the provisions of the DPA through audit and inspection of compliance, prior compliance check of privacy code, management of breach notices, and registration of data protection officer, personal information processors, and personal information controllers.

Complaints and Investigation

Receive complaints and institute investigations regarding violation of the DPA and other issuances of the Commission, including violations of the rights of data subjects and other matters affecting personal data and security breach; summon witnesses and require the production of evidence by a subpoena duces tecum for the purpose of collecting the information necessary to perform its function under the purpose of collecting the information necessary to perform its function under the law; facilitate settlement of complaints through the use of alternative dispute resolution processes and adjudicate on other matters affecting personal data and security breach.

Enforcement

Issue compliance or enforcement orders; award indemnity on matters affecting any personal data or rights or data subjects; issue cease and desist orders, or impose a temporary or permanent ban on the processing of personal data, upon finding that the processing will be detrimental to national security or public interest or if it is necessary to preserve and protect the rights of data subjects; recommend to the Department of Justice the prosecution of crimes and imposition of penalties specified under the DPA; compel or petition any entity, government agency or instrumentality to abide by its orders or take action on a matter affecting data privacy; impose administrative fines for violations of the DPA and other issuances of the Commission.

Rulemaking & Advisory

The **Privacy Policy Office (PPO)** is in the forefront of defining **policies, standards, rules, and regulations pertaining to data privacy and protection of personal data.**

It strives for the empowerment of the people by providing knowledge and know-how on data privacy and protection, and aims to contribute to education, innovation, and social protection in a globally competitive knowledge economy and data-driven society.

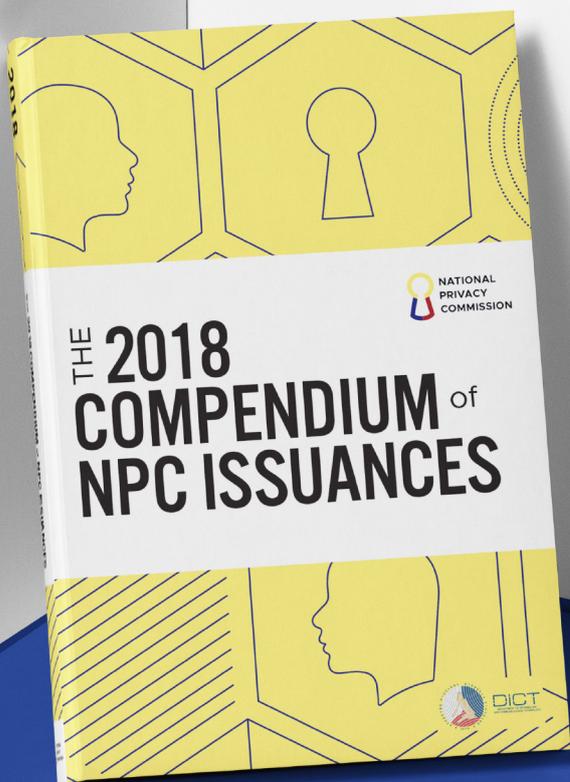
The PPO is responsible for coordinating with government regulatory agencies and data privacy regulators in other countries to develop privacy policy standards for the protection of personal information in the government and private sector, and to facilitate cross-border enforcement of data privacy protection.

Likewise, it is PPO's task to review agreements and policies which may have privacy implications, as well as provide advisory and legal opinions on matters related to data privacy concerns. Under the PPO are two divisions, the **Policy Development Division** and the **Policy Review Division.**

In 2018, the NPC released three Circulars: NPC Circular 18-01: Rules of Procedure on Requests for Advisory Opinions, NPC Circular 18-02 on Guidelines on Compliance Checks, and NPC Circular 18-03 on the Rules on Mediation before the National Privacy Commission.

Likewise, the NPC issued 9 policy and position papers and proposed legislations to the House of Representatives, the Senate, and other government agencies; and 93 Advisory Opinions which tackled data privacy issues concerning the applicability of the DPA, criteria for lawful processing on specific situations, and compliance of various PICs and PIPs.

Through DSTSD initiative, the Privacy Wall Forum online tool was developed to serve as an official digital community for the Data Protection Officers and a tool for disseminating information, documents, and other discussions related to Data Privacy. The tool is customized to fit unique requirements regarding different sector's needs to administer Data Privacy through close coordination and communication with the stakeholders.





Public Information and Education

Public education and awareness are vital in establishing the relevance of data privacy to stakeholders, both data subjects and PICs and PIPs. Information materials were disseminated and published on the NPC website like Privacy Toolkits, Privacy Manual, compliance posters, social media materials, and DPA videos. Through its social media pages, events, direct engagements, press releases, and other knowledge materials, the NPC is steadily reaching and engaging stakeholders to build a culture where data privacy awareness thrives.

Projects Implemented

To fast-track the awareness and facilitate compliance among data subjects, including PICs and PIPs through their DPOs, the NPC conducts DPA awareness campaigns such as DPA briefing sessions, DPO ACE (Accountability, Compliance, and Ethics) Training and Certification, DPO summits, and data privacy assemblies. The Commission also conducts complaints handling, compliance monitoring, compliance checks, risk and breach investigations, and establishment of online tools such as Privacy Wall Forum, AskPriva, and a risk awareness campaign called the Privacy, Safety, Security and Trust (PSST!) Online.

In 2018, the NPC addressed 99% or 30,050 of 30,390 queries it received via emails, walk-in inquiries, phone calls, and social media, among others.

Per cumulative report based on target and accomplishment, the NPC has obtained a total average of 86% evaluation rating as it embarked on DPA awareness activities and the DPO ACE training and certification program designed to promote and protect data privacy rights and build privacy resilience and culture.

The program, launched in December 2018 and attended by 40 DPOs, is composed of high quality, intensive lectures and workshops about data privacy governance methods: Privacy Impact Assessment, Privacy Management Program, Security Measures, and Breach Management. ACE's nationwide run focusing on the regions will begin in February 2019, starting in Zamboanga.

Privacy Awareness Week 2018

On May 28-29, the NPC marked the week-long celebration of the Privacy Awareness Week 2018 with its flagship **1st National Data Privacy Conference** – a call to uphold the data privacy rights of Filipinos. It was attended by around 20,000 local privacy professionals and advocates, as well as representatives from other governing agencies: DICT, the Department of Budget and Management, and the Department of Trade and Industry.

Around 2,000 delegates and attendees participated in plenary meets and panel discussions. Topics include: protecting the Filipino consumer rights in the digital age, the impacts of free public Wi-Fi and the National ID System on data privacy, global frameworks for data privacy protection, and ethics and privacy in Pinoy's social media use.

In between plenary meets and panel discussions, attendees flocked in break-out sessions which centered on: the Five Pillars of Data Privacy Compliance and Accountability, NPC's 32-Point Checklist, how to manage breaches, operationalizing data privacy in the workplace, privacy-enhancing tools and techniques such as anonymization and pseudonymization, the state of global cyber security and threats to PICs and PIPs, how the government protects its digital citizens, balancing the free flow of information and data subject rights, the relationship between PICs/PIPs and cross-border data flow, monetizing data while upholding privacy, and how companies are keeping up with the DPA.

PSST! Online, launched concurrently with PAW 2019, held its first-ever youth symposium at the De La Salle University in Taft Avenue, Manila on December 7, 2018. PSST! featured insightful discussions on the prevalent

issue of data privacy rights as stated in the DPA, what Filipinos – especially students – can do to become responsible digital citizens, viable career prospects in the field of data privacy, and how the digital age continues to re-imagine trust.

Among the special guests were representatives from the DICT, Internet Society of the Philippines, Information Security Officers Group, Facebook, Google, and DPOs from top Philippine colleges.

PSST! also held a panel discussion on the proper and safe use of school Wi-Fi, consent, collection of sensitive personal information, regulation of social media accounts, and online security tools available for students.

Other public information project and activities conducted by the NPC were DPO briefing sessions, DPO assemblies, DPO summits, and speaking engagements. Listed below are the complete breakdown of the Commission's awareness campaigns.

a. Awareness Campaigns and Issuances

1. Conducted 18 DPO briefings attended by 1,709 participants.
2. Conducted 20 DP Council assemblies attended by 525 participants.
3. Conducted 21 DPO summits with 2,621 participants.
4. Conducted 223 coordination meetings and consultations with stakeholders about the DPA, its IRR, and other NPC issuances.
5. Fulfilled 615 speaking engagements (by invitation)
6. Social Media Campaign:
 - **253,746** website visits
 - **71,444** Facebook followers
 - **1,765** Twitter followers
7. Public Affairs/Media Relations Activities
 - **43** communication projects
 - **25** media relations activities
 - **777** media pick-ups and mentions (broadsheets, tabloids, magazines, TV, radio, websites, and blogs)
8. PSST! Online – PrivaMoves Roadshows
 - Launched in May 2018 concurrently with PAW 2018.
 - **5** videos produced, released, and uploaded to NPC's Facebook page
9. NPC Circulars and Advisory Development and Issuances
 - NPC Circular 18-01 – Rules of Procedure on Requests for Advisory Opinions
 - NPC Circular 18-02 – Guidelines on Compliance Checks
 - NPC Circular 18-03 – Rules on Mediation before the NPC

- NPC Advisory 18-01 or the Guidelines on Security Incident and Personal Data Breach Reportorial Requirements
- **93** advisory opinions

10. Privacy Wall forum

b. Information Materials – 2018 NPC Communication Plan

To disseminate information to its stakeholders, the NPC produced audio visual materials that aired on the radio and Light Rail Transit's advertisement spots, among others. The Commission also produced print materials including: the third revision of its Privacy Toolkit, Compendium, posters for data subjects and PICs/ PIPs, and introduction and 4 sectoral brochures.

International Memberships or Coordination Bodies Entered

The NPC entered and maintained its membership/ participation in international organizations to facilitate cross-border regulatory and enforcement of data privacy policies. Linkages with data privacy regulatory agencies were strengthened through these efforts.

In 2018, the NPC has entered and maintained 11 international memberships and coordination bodies.

1. International Conference of Data Protection and Privacy Commissioners (ICDPPC)
2. Asia Pacific Privacy Authorities Forum (APPA) – privacy authorities in the Asia Pacific Region
3. International Association of Privacy Professionals (IAPP)
 - March 27-28, 2018 – Global Privacy Summit 2018, Washington D.C.
 - March 26 – Data Protection Authorities Meeting with US Office of Management & Budget
 - March 26 – APEC-CBPR Workshop
 - March 28 – Meeting with EU Commission on Data Privacy
 - July 23-24 – IAPP Asia Privacy Forum, Singapore
4. Committee of Convention 108, Council of Europe 44th Bureau meeting – General Data Protection Regulation (GDPR)
5. Asia-Pacific Economic Cooperation (APEC) Senior Officers Meeting at Papua New Guinea (February 25-28)
6. Global Privacy Enforcement Network (GPEN)
 - The Philippines is a member representative on Cross-Border Cooperation in the Enforcement of Laws Protecting Privacy
7. BPS-TC60 and Subcommittee Meetings



8. Joint Cyber Security Working Group (JCSWG) – FBI/US Embassy
9. Bureau of the Consultative Committee, Paris Council of Europe Office – Convention for the Protection of Individuals with Regard to Automatic Processing of Personal Data, September 24 and 26, 2018
10. Data Protection Excellence (DPEX) Network
 - **Singapore Management University and Straits Interactive Launch of Data Protection Excellence (DPEX) Centre Singapore, July 15-17, 2018**
11. Asia-Pacific Telecommunity, Symposium on Cybersecurity, Seoul, South Korea, September 2018

NPC's Membership in the ICDPPC Executive Committee

Despite being a newcomer to data privacy regulation, the Philippines has earned a voting seat in the 5-member

executive committee of the International Conference of Data Protection and Privacy Commissioners (ICDPPC), a worldwide conference of 119 independent regulators from all over the world, coming together to explore high-level proposals on data privacy and protection. The ICDPPC is considered the world premier body on data protection and privacy. The voting was held on October 23, 2018 during the closed session meeting at the Palais D' Egmont in Brussels Belgium.

The Conference's Executive Committee is composed of seven elected members plus one observer with a term of two years. Aside from the Philippines, the current members include the privacy authorities of Australia, Canada, Burkina Faso, Bulgaria, Albania, Mexico, and the United Kingdom which holds the chairmanship under Commissioner Elizabeth Denham. The conference has two additional members, comprising of the next hosting authorities namely: Albania and Mexico. The 2018 Conference has attracted more than 1200 delegates all over the world.

Compliance and Monitoring

The NPC is the country's independent body mandated to administer and implement R.A. 10173, and to monitor and ensure compliance of the country with international standards set for data protection.

As an integral division of the Commission, the Compliance and Monitoring Division (CMD) has the following core functions:

1. Ensure compliance of PICs with the provisions of the DPA;
2. Monitor the compliance of other government agencies or instrumentalities on their security and technical measures, and recommend the necessary action to meet minimum standards for protection of personal data to the DPA;
3. Aid on matters relating to data protection at the request of a national or local agency, a private entity or any individual;
4. Assist Philippine companies doing business abroad to respond to data protection laws and regulations;
5. Manage the registration of the data processing systems of contractors and their employees entering into contracts with the government that involves accessing or requiring sensitive personal information;
6. Adopt a system for registration of data processing systems in the country;
7. Assist in the compilation of an agency system of records and notices, including index and other finding aids for publication; and
8. Manage requests for off-site access in government data processing systems.

The NPC intensifies its monitoring efforts to ensure strict compliance with Republic Act No. 10173 or the Data Privacy Act of 2012 under the NPC Circular No. 18-02 dated 20 September 2018 on guidelines on checking for compliance to heightened awareness and facilitate compliance among data subjects, including Personal Information Controllers (PICs) and Personal Information Processors (PIPs) through their Data Protection Officers.

Corollary to this mandate, the following are the highlights of 2018 NPC accomplishments in compliance and monitoring:

152 COMPLIANCE SWEEP/CHECK:

Privacy compliance sweeps/checks were conducted to at least one hundred fifty-two (152) PICs composed of thirteen (13) sectors out of eight (8) targeted outputs, which is equivalent to 162% of its target. The sectors are:

Sectors	No. of PIC
Government (state universities and colleges)	40
Government agencies	6
Retail and direct marketing	29
Banks	22
Hotels	28
Business process outsourcing	9
Health maintenance organizations	7
Life insurance provider	6
Service provider	1
Hospitals	1
Non-bank financial institutions	1
Transportation and logistics	1
Universities and colleges	1
Total	152

22,915 DPOs:

A total of 22,915 DPOs of organizations and individual professionals were appointed/designated. Significantly greater than the previous year, this is a manifestation that PICs are taking the initial phase towards compliance with the DPA.

29,899 DPS:

Following the first phase, a total of 29,899 Data Processing Systems were registered to the NPC.

40 PRIVACY PROFESSIONALS :

Around 40 practicing DPOs from the government and private corporations attended the pilot class of the DPO ACE Program, a three-day high-quality training which consists of intensive lectures and

1 NPC ISSUANCE :

The NPC issued NPC Circular No. 18-02 – Guidelines on Compliance Checks for the conduct of privacy sweep, document submission, and on-site visits by personnel of the Commission.

Enforcement

The Legal and Enforcement Office (LEO) is comprised of three divisions namely: Complaints and Investigation Division, Legal Division, and Enforcement Division. This office handles complaints pertaining to alleged violations of the Data Privacy Act of 2012 (R.A. 10173), including management of breach notifications.

Of importance is its function related to enforcement of privacy rights, which is handled by the Enforcement Division.

The NPC coordinated with other law enforcement agencies such as the Joint Cyber Security Working Group, the Department of Information and Communications Technology-Cybercrime Investigation and Coordination Center (DICT-CICC), the Bangko Sentral ng Pilipinas, the Anti-Money Laundering Council (AMLC), the Philippine National Police – Anti-Cybercrime Group, the National Bureau of Investigation, and the United States Federal Bureau of Investigation. In partnership with the DICT-CICC, the division worked to take down the adult section of the Manila Backpage.

NPC representatives also attended World Bank round-table discussions on the National ID System, Technical Working Group on Toll Collection Interoperability, Freedom of Information Exceptions, and the NPC-BSP TWG. Correspondingly, the Division prepared Memorandum of Agreement drafts with different institutions including the International Rice Research Institute. These proposed agreements cater to the implementation of rules for data protection, and the strengthening of cooperation among stakeholders.

As for the internal matters of the Commission, the NPC Internal Rules, and the draft guidelines on Complete Staff Work were prepared. Assistance in the procurement of supplies and services necessary for general support of the Commission and to the Bids and Awards Committee-Technical Working Group on Post-Qualification Evaluations were also extended.

The Complaints and Investigation Division (CID) is the unit in charge of hearing complaints and instituting investigations concerning alleged violations of the DPA, including handling reports on security breaches. Part of this is the preparation of fact-finding reports based on the complaint and evidence gathered during its investigation with the end view of

recommending appropriate actions to the Commission En Banc.

Several high-profile data breaches associated with digital technology were handled and investigated by the Commission. These include the following:

1. Facebook / Cambridge Analytica Breach, which affected fifty (5) million users worldwide, exposing personal data stored in their Facebook profiles;
2. Investigation of multiple government website breaches involving seven schools, institutions and local government units; an organized attack on government and commercial organizations prompted a continuation of investigation;
3. A possible data breach of ABS-CBN's online stores where customers reportedly face the possibility of theft of their financial data due to a payment skimmer which has been discovered by a Dutch security researcher;
4. The NPC has caused Globe Telecom, Inc. to enforce more stringent subscriber verification protocols to better protect its customers following reports that one of its prepaid mobile customers fell victim to identify theft that resulted in unauthorized access to the customer's online banking account; and
5. The NPC has cause Department of Health (DOH) to be circumspect in sharing sensitive personal information of individuals, saying it should only do so if it deems that such sharing or disclosure is authorized under law, adheres to data privacy principles, and there are reasonable and appropriate security measures in place.

Other accomplishments include the following:

**641
CLOSED
CASES**

In 2018, 641 out of 1047 complaints, 61 % were closed at the division level & submitted to the Commission En Banc. This is 1% higher than the 60% targeted outputs, equivalent to 101% of its target.

**826
CASES**

Within a year, the number of complaints significantly increased from last year's 221 cases to this year's 826 cases. This marks a 374% increase from 2017 to 2018

**2360
ANNUAL
REPORTS**

The NPC received 2,360 Annual Security Incident and Personal Data Breach Reports for security incidents.

In addition, measures were employed to increase awareness on data privacy protection through the conduct of seminars, trainings, and workshops for PICs and PIPs. These were integral in reinforcing the NPC's mission of sustaining a culture of privacy among Filipinos.

Internal Management

NPC Performance

With the approved 2018 budget of **Php 159.435m**, the NPC Regulatory and Enforcement Program was successfully implemented in support of its mandates by ensuring the strict implementation of RA 10173 and enabling us to achieve our goals on strategic programs: (a) Data Protection and Privacy Rights Promotion, (b) Data Subjects' Privacy Rights Protection; and (c) Data Privacy Capacity Building Development, and thereby contribute to the Philippine vision of Matatag, Maginhawa at Panatag na Buhay by 2040.

For FY 2018, the NPC has an authorized available allotment as of December 31, 2018, inclusive of Automatic Appropriations and Releases from 2018 MPBF, as follows:

Under Republic Act 10964 General Appropriations Act Volume II Fiscal Year 2018, NPC's total appropriation amounted to **Php 155.433M** consisting of Agency Specific Budget of **Php 150.826M** and Automatic Appropriations of **Php 4.607M** for Retirement and Life Insurance Premium government counterpart to GSIS.

As of December 31, 2018, NPC's adjusted total allotment amounted to **Php 159.435M** of which **Php 150.826M** was for Agency Specific Budget, **Php 4.872M** for Automatic Appropriations, and **Php 3.736M** from a Special Purpose Fund (MPBF). The increase in PS was due to the filling up of permanent vacant positions after December 31, 2016, cut-off date in the 2018 NEP, payment of monetization of leave credits, & payment of terminal benefits.

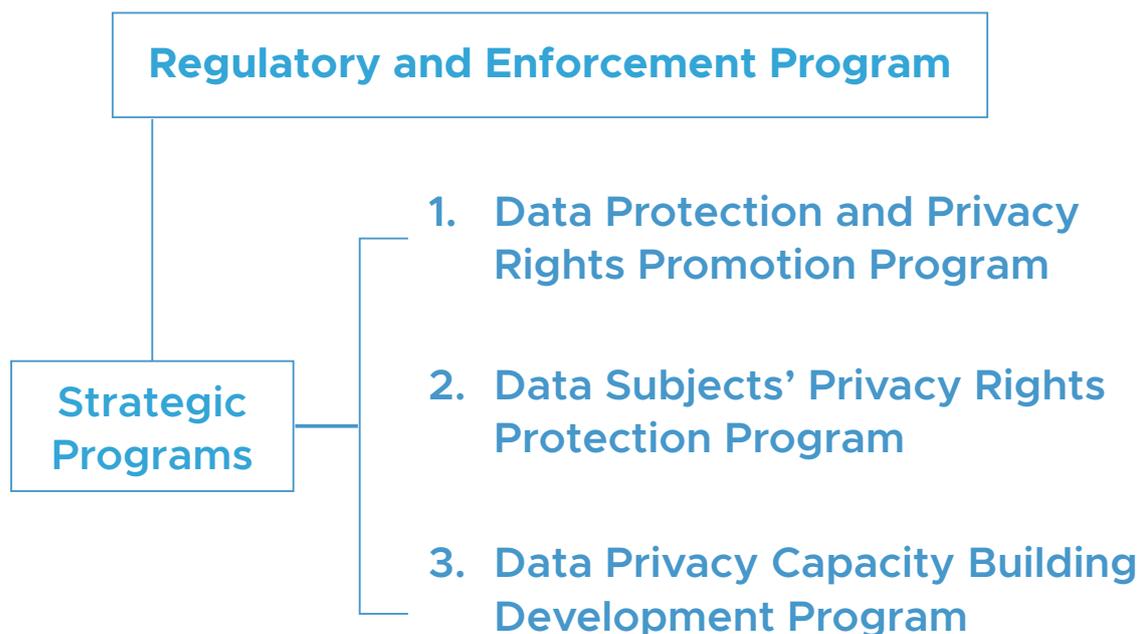


Figure below shows that based on the evaluation of the Department of Budget and Management (DBM), the 2018 physical accomplishments of the Commission showed exceptional performance for the year 2018 exceeding its target by **81.53%**.

Organizational Outcome (OO) / Performance Indicators	2018		
	Target	Accomplishments	Ratings

OO: privacy and data security in information and communication systems supported and enhanced

REGULATORY AND ENFORCEMENT PROGRAM

Outcome Indicators

Percent of stakeholder who rated the privacy plans & policies as satisfactory better	60%	86%	143%
Number Private sectors & government agencies checked for DPA compliance	8	13	162%

Output Indicators

Number of public info/ education projects implemented	10	15	150%
Percent of requests for technical assistance responded to within the prescribed time frame	60%	99%	165%
Percent of complaints & investigations resolved	60%	61%	101%
Number of international membership or cooperation entered	3	11	367%
		Average Rating	181%

While the figure below shows that for FY 2018, out of the **Php 159.43M** total available allotments, Php 139.344M was obligated for the period January 1 to December 31, 2018, resulting to an overall Budget Utilization Rate (BUR) **87.40%** as to obligation and **80.42%** as to disbursement.

Allotment Class	FY 2018 Actual as of Dec. 31, 2018	
	Amount	BUR
Allotments	159,435	100%
Obligations	139,344	87%
Disbursement	128,222	80%

Staffing Complement

The Commission was poised in the implementation of its significant programs, activities and projects in full swing amidst the various challenges that beset the fledging government institution. Primarily, the Commission was confronted with challenges in beefing up its personnel requirements and fill in the various critical vacancies, details as follows:

PS level for FY 202 budget was based on the GMIS Interface Formual Report for fifty-nine (59) filled up positions as of December 31, 2018. Data encoded does not include positions with issued appointments but pending for the Civil Service Commission attestation.

As of December 31, 2018, out of one hundred twenty-three (123) plantilla positions seventy-four (74) or 60% of authorized positions are filled. Seventy (70) Contract of Service Personnel with certain technical and administrative skills.

A proposal on modification of its current organizational structure and staffing pattern is being drafted to address the hard-fill positions and to strengthen its organizational structure and to be fully responsive as a regulatory commission for data privacy concerns. The proposal is in conformance to republic Act (RA) No. 10173 otherwise known as Data Privacy Act of 2012 and its implementing Rules and Regulations. Collaborative work between the members of the Task Force and various offices and divisions is still being conducted.

