

RECALIBRATED 2020 PERFORMANCE SCORECARD (Annex A)

PHILIPPINE RECLAMATION AUTHORITY

	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2017	2018	2019	2020	
SOCIAL IMPACT / STAKEHOLDERS	<b>SO 1</b>	<b>Increase Number of Environmentally Sound Buildable Areas for Development</b>							
	SM 1	Secure Approval of Government Seabed Quarry Permit (GSQP) for Lubang Island and Simo Banks-Nasugbu; Leyte-Biliran; Malapascua of Cebu; Maasin of Leyte; and Oton-Guimaras Coastal Waters for Marine Sand Quarry <sup>1</sup>	Actual accomplishment	10%	All or Nothing	Failed bidding	Target not met due to the delays in contract finalization. The conduct of Seismic Profiling, Bathymetric Profiling, Water Sampling and Sediment Sampling was not implemented.	Completion of geo-scientific survey / investigation of at least two (2) sites out of five (5) quarry sites	<u>Signed Implementing Agreement (IA) with DENR-MGB for Biliran, Leyte and Malapascua, Cebu</u>
	SM 2a	Implementation of Land Reclamation Activities <sup>2</sup> : Pasay 360-Hectare Reclamation	Actual accomplishment	7.50%	All or Nothing	N/A	N/A	N/A	Notice to Mobilize / Notice to Proceed Issued to Proponent <sup>3</sup>
	SM 2b	Implementation of Land Reclamation Activities: Navotas City Reclamation	Actual accomplishment	7.50%	All or Nothing	N/A	N/A	N/A	<u>Initial/Preliminary review/evaluation of the pre-construction documents</u>

<sup>1</sup> See Appendix A for the timeline of activities.

<sup>2</sup> See Appendix B for the timeline of activities for measures under SM 2.

<sup>3</sup> Based on PRA's submitted timeline.

Component					Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2017	2018	2019	2020
SM 2c	Implementation of Land Reclamation Activities: Batangas City Reclamation	Actual accomplishment	7.50%	All or Nothing	N/A	N/A	N/A	<u>PRA's Review/Evaluation and approval of the submitted pre-construction documents as preconditions of the Notice to Proceed Issued to the proponent</u>
<b>SO 2</b>	<b>Integrate a Comprehensive Coastal Defense / Protection Strategy</b>							
SM 3	Coastal Defense Strategy for Vulnerable Areas	Actual accomplishment	10%	(Actual / Target) x Weight	Initial Implementation of Coastal Defense Strategy per agreements with funder and LGU	No reports submitted	a. Submission to GRP, through One Architecture, of Final Report on Seed Grant Project (for Tacloban City and Palo, Leyte), and Scaling-up Proposal b. Secure approval from the LGU on the Framework Plan for the conduct of the respective Coastal Protection Master Plan for the Cities of Surigao and Bislig	a. Final Report on the Scaling Out Project for Bulacan and Pampanga as submitted to the Global Resilience Partnership b. <u>Conduct of environmental scanning/ investigation and validation of available data; and conduct of stakeholders' workshop/ consultations</u>

Component					Baseline Data		Target		
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	<b>SO 3</b>	<b>Increase Support of Stakeholders, Address Concerns of Affected Communities and Gain Social Acceptance of Development Projects</b>							
	SM 4	Percentage of Satisfied Customers	Actual accomplishment	5%	(Actual / Target) x Weight  0% = If less than 80%	Hired the Development Academy of the Philippines	Methodology and Questionnaire are not compliant with the Standard Methodology and Prescribed Questionnaire issued by GCG	90%	90%
		<b>Sub-total</b>		<b>47.50%</b>					
	<b>SO 4</b>	<b>Increase Revenue and Improve Cash Flow</b>							
	SM 5	Net Income Commitment <sup>4</sup>	Absolute amount	15%	(Actual/Target) x Weight  0% = If less than ₱150 Million	₱366.68 Million	₱230.38 Million	₱400 Million	₱874 Million <sup>5</sup>
FINANCE	<b>SO 5</b>	<b>Increase Inventory of Marketable Land Assets</b>							
	SM 6	Disposition of Unlawfully Reclaimed Areas <sup>6</sup>	Absolute number	10%	(Actual/Target) x Weight	3 Board-approved applications endorsed to DENR for its recommendation for the issuance of Presidential Proclamation	PRA endorsed four (4) Board-approved applications to the DENR for the issuance of Presidential Proclamation.	Endorsement to the DENR for issuance of Presidential Proclamation covering an area of at least ten (10) hectares	Endorsement to the DENR for Issuance of Presidential Proclamation covering <u>ten (10) sites</u>
		<b>Sub-total</b>		<b>25%</b>					

<sup>4</sup> Refers to the Net Income after Tax (NIAT) that is reported to the Commission on Audit (COA) as shown in PRA's Statement of Comprehensive Income.

<sup>5</sup> Based on PRA's submitted 2020 Corporate Operating Budget (COB).

<sup>6</sup> See Appendix C for the inventory.

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2017	2018	2019	2020	
INTERNAL PROCESS	<b>SO 6</b>	<b>Implement Clear and Efficient Reclamation Guidelines and Public Estates Development and Management</b>							
	SM 7	Formulation of a New Policy	Actual accomplishment	5%	All or Nothing	Draft Administrative Order on the Conduct of <i>Competitive Challenge</i> ; Board approved policy on appraisal of properties; and, Board approved new security plan	Board-approved mechanics on the conduct of Swiss Challenge was not published in 2018.	Publication of Board-approved policy on the integration of coastal protection and green spaces in reclamation projects in newspapers of general circulation and filing with UP Law Center	Publication of Board-Approved Utilization Guidelines on the Social Environmental Fund (SEF) in Newspapers of General Circulation and Filing with UP Law Center
	SM 8	Development of PRA Properties: Redevelopment Coastal Plaza Condominium Project (CPCP)	Actual accomplishment	7.50%	All or Nothing	N/A	No consultant was hired	100% of the targets for the year are implemented based on the Board-approved CPCP Business Plan	100% of the Deliverables for the year are implemented based on the Board-approved CPCP Business Plan
	SM 9	Maintenance and Timely Repair of Roads and Other Infrastructure Projects: Construction of One Road at Superblock B; and, Rehabilitation of PDMB, Asean Avenue, and Diokno Boulevard <sup>7</sup>	Actual accomplishment	5%	All or Nothing	N/A	No consultant was hired	Implementation of 100% Contract Deliverables	Implementation of 100% of Contract Deliverables for the Detailed Engineering and Design
		<b>Sub-total</b>		<b>17.50%</b>					

<sup>7</sup> See Appendix D for the project timeline.

	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2017	2018	2019	2020	
<b>ORGANIZATION</b>	<b>SO 7</b>	<b>Strengthen Culture of Continuous Training and Innovation in the Organization</b>							
	SM 10	Percentage of Employees Meeting Required Competencies	Actual accomplishment	5%	All or Nothing	Position Profiling	Board-approved Manual of Competencies and Competency-Based Job Descriptions for all positions	Competency Assessment conducted to 100% of Employees to establish competency baseline	Improve Competency Baseline of the Organization <sup>8</sup>
	<b>SO 8</b>	<b>Implement a Quality Management System</b>							
	SM 11	Improve Processes to Quality to Management System	Actual accomplishment	5%	All or Nothing	Management-approved QMS Manual	Certification under ISO 9001:2015	Pass Surveillance Audit	Pass the 2 <sup>nd</sup> Surveillance Audit
		<b>Sub-total</b>		<b>10%</b>					
	<b>TOTAL</b>		<b>100%</b>						

<sup>8</sup> Improvement in the competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\frac{\sum_{b=1}^B \left[ \frac{\sum_{a=1}^A (\text{Actual Competency Level})}{A} \right]}{B}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled