

BASES CONVERSION AND DEVELOPMENT AUTHORITY

		Component			Baseline		Target	
		Objective/Measure	Formula	Weight	Rating Scale	2015	2016	2017
Social Impact/Stakeholders	SO 1	Develop the Baselands into World-Class Economic Centers Based on Best Use and Best Time						
	SM 1	Project Milestone: Clark International Airport (CIA) Terminal Expansion	Attainment of project milestone	5.00%	All or nothing	N/A	N/A	Completion of Bidding (Issuance of Notice of Award)
	SM 2	Project Milestone: Luzon Bypass Infrastructure Project	Attainment of project milestone	5.00%	All or nothing	N/A	N/A	Start of construction of foundation and terminal stations
	SM 3	Preparation of the Comprehensive Integrated Master Development Plan for BCDA Ecozones	Actual Accomplishment	5.00%	All or nothing	N/A	N/A	Completion of Bidding (Issuance of Notice of Award)
	SM 4	Actual Investment in BCDA Economic Zones	Total amount in pesos	10.00%	greater than ₱632 Million = 10% between ₱444 Million to ₱632 Million = 5% less than ₱444 Million = 0%	₱444 Million	₱632 Million	₱632 Million

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	SO 2	Optimize the Benefits of the Country from the Conversion and Development of the Baselands						
	SM 5	Total Remittance to the National Government	Total amount in pesos	10.00%	greater than ₱4 Billion = 10% between ₱3.5 Billion to ₱4 Billion = 8% below ₱3.5 Billion = 0%	₱4 Billion	₱4 Billion	₱4 Billion
	SM 6	Increase the number of strongly satisfied stakeholders	No. of stakeholders who gave a rating of Strongly Satisfied (rating of 5 in a 5-point scale)/ Total No. of Stakeholders surveyed	10.00%	(Actual / Target) x Weight	-	34%	50%
		Sub-total		45.00%				
Financial	SO 3	Achieve Best Value from the Disposition of Lands						
	SM 7	Cash Proceeds from Business Contracts in BCDA Economic Zones	Total amount in pesos	10.00%	greater than ₱2.20 Billion = 10% between ₱1.71 Billion to ₱2.20 Billion = 8% between ₱1.61 Billion to ₱1.70 Billion = 5% less than ₱1.61 Billion = 0%	₱1.88 Billion	₱2.20 Billion	₱1.70 Billion

		Component			Baseline		Target	
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	SM 8	Cash proceeds from regular accounts	Total amount in pesos	10.00%	greater than ₱3.6 Billion = 10% between ₱2.90 Billion to ₱3.6 Billion = 8% between ₱2.70 Billion to ₱2.89 Billion = 5% less than ₱2.70 Billion = 0%	₱4.5 Billion	₱3.6 Billion	₱2.7 Billion
		Sub-total		20.00%				
Internal Process	SO 4	Strengthen and Streamline Project Management Processes						
	SM 9	Percentage of simple contracts prepared and reviewed within the applicable processing time	% of simple contracts processed within 8 working days / total number of contracts processed	7.50%	(Actual / Target) x Weight	N/A	N/A	90%
	SO 5	Efficient Coordination with Subsidiaries						
	SM 10	Percentage of infrastructure-related billings of BCDA subsidiaries processed within the applicable processing time	% of infrastructure-related billings of BCDA subsidiaries processed within 10 working days / total number of infrastructure-related billings processed	7.50%	(Actual / Target) x Weight	N/A	N/A	90%

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Objective/Measure		Formula	Weight	Rating Scale	2015	2016	2017	
	SM 11	Implementation of the Computerized Accounting System	Actual Accomplishment	5.00%	All or Nothing	N/A	Implemented to CDC	Approval of Business Process for JHMC and PPMC
	SO 6	Optimize the Use of Information Technology						
	SM 12	Implementation of the Human Resource Information System (HRIS)	Actual Accomplishment	5.00%	All or Nothing	N/A	N/A	HRIS Operational by end 2017
		Sub-total		25.00%				
	SO 7	Develop a Quality Management System for All Processes						
Learning and Growth	SM 13	ISO Certification for all processes	Actual Accomplishment	5.00%	ISO 9001:2008 Certificate retained = 2.5% Readiness Certificate for ISO 9001:2015 = 2.5%	ISO Certified	ISO Certificate retained	ISO 9001:2008 Certificate retained and Readiness Certificate for ISO 9001:2015

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SO 8	Establish a Competency-Based Framework for BCDA Personnel						
SM 14	Establishment of a Competency-Based Framework Model	Actual Accomplishment	5.00%	All or Nothing	-	TOR, BAC approval, and posting at Philgeps website for the establishment of a Competency-Based Human Resource System based on the BCDA Competency Framework	Board-approved Competency Matrix ¹
	Sub-total		10.00%				
	Total		100.00%				

¹ Pertains to the matrix of all position titles and competencies that identifies the (1) competencies required for each position and (2) the required competency levels for those competencies.