

POWER SECTOR ASSETS AND LIABILITIES MANAGEMENT CORPORATION (PSALM)

	Component				Baseline			Targets		
	Objective/Measure	Formula	Wt.	Rating System	2020	2021	2022	2023	2024	
FINANCIAL	<b>SO 1</b>	<b>Reduced Financial Obligations (FO)</b>								
	SM 1	Amount of Net Reduction in FO	FO Previous Year's FO - Current Year's FO	30%	Actual over Target	26.96 Billion	36.76 Billion	25.98 Billion	31.87 Billion	13.79 Billion
	<b>SO 2</b>	<b>Ensured Strong Financial Performance</b>								
	SM 2	Collection Efficiency (CE) for Current Power Sales	Collections from Current Power Sales / Current Power Sales	10%	Actual over Target	93.94%	93.53%	94.60%	90.00%	94.00%
	SM 3	Amount of Delinquent/Overdue Accounts Collected	$\sum$ Actual Collection	5%	Actual over Target	2.60 Billion	1.35 Billion	1.36 Billion	0.67 Billion	1.77 Billion
	SM 4	Universal Charge (UC) Remittance Efficiency from Collecting Entities (CEs)	$\frac{\sum \text{UC Actual Remittance}}{\sum \text{Total UC Collection}}$	7%	Actual over Target	98.00%	98.28%	99.98%	98.00%	98.00%
	SM 5	Budget Utilization Rate	$\frac{\sum \text{Total Actual Disbursements}}{\text{Approved COB for CO and MOOE}}$	5%	Actual over Target	N/A	N/A	91.51%	90.00%	90.00%
	<b>Sub-total</b>			<b>57%</b>						

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<b>SO 3 Implemented Fair and Transparent Privatization Program</b>										
CUSTOMERS / STAKEHOLDERS	SM 6	No. of Power Assets Successfully Privatized	Actual Accomplishment	10%	Milestone <sup>1</sup>	-	650 MW Malaya Thermal Power Plant	Submitted Monitoring Report on 796.46 MW CBK HEPPs & 165 MW Casecnan HEPP	One (1) 165 MW Casecnan HEPP	<ul style="list-style-type: none"> <li>• Turnover Sale - 165 MW Casecnan HEPPs</li> <li>• Bid Opening and Declaration of Highest Ranking Bidder - 796.64 MW Caliraya-Botocan-Kalayaan (CBK) HEPPs</li> <li>• Commencement of Sale - 200.00 MW Mindanao Coal-Fired Thermal Power Plant</li> </ul>

<sup>1</sup> See Appendix A.

Component					Baseline			Targets	
Objective/Measure	Formula	Wt.	Rating System	2020	2021	2022	2023	2024	
SM 7	No. of Lots Disposed under Strategic Plan	$\frac{\sum \text{Number of lots disposed}}{\sum \text{Target Number of Lots for Disposal}}$	10%	Actual over Target	10 Lots	30 Lots	80 Lots	10 Lots	463 Lots
<b>SO 4</b>	<b>Improved Customers' Relation and Service Delivery</b>								
SM 8	Average Efficiency Rating (ER) on Pre-filed Application of Duly Executed and Notarized Contracts for the Supply of Electric Energy (CSEEs) and Letters of Agreement (LOAs) with Energy Regulatory Commission (ERC)	$\frac{\text{Total Number of Applications pre-filed within 30 days}}{\text{Target Number of CSEEs or LOAs Applications}}$	8%	Actual over Target	N/A	N/A	100% 22 Duly Executed and Notarized CSEEs and LOAs Pre-filed with ERC within 60 days	100%	100%
SM 9	Percentage of Satisfied Customers	$\frac{\text{Total number of Satisfied Respondents}}{\text{Total Number of Respondents}}$	5%	Actual over Target <i>0% if less than 80%</i>	99.00% Satisfied Customers	87.30% Satisfied Customers	98.95% Satisfied Customers	90.00% Satisfied Customers	90.00% <sup>2</sup> Satisfied Customers
<b>Sub-total</b>			<b>33%</b>						

CUSTOMERS / STAKEHOLDERS

<sup>2</sup> Based on GCG - ARTA Joint Memorandum Circular No. 1, s. 2023. Covers external customers only.

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INTERNAL PROCESS	<b>SO 5 Adopted Effective and Efficient Financial Management System and Operational Standards</b>									
	SM 10	Compliance to Quality Standards	Actual Accomplishment	5%	All or Nothing	Surveillance Audit Passed	Surveillance Audit Passed	ISO 9001:2015 Recertification	ISO 9001:2015 Surveillance Audit Passed (1st Phase)	ISO 9001:2015 Surveillance Audit Passed (2nd Phase)
	<b>Sub-total</b>			<b>5%</b>						
	<b>SO 6 Enhanced Competency and Skills of Employees</b>									
LEARNING AND GROWTH	SM 11	Percentage of Employees with Required Competencies Met	Competency Level 2024 – Competency Level 2023 (Where Competency Level = Total Number of Employees Required Competencies Met / Total Number of Employees)	5%	All or Nothing	95.65%	96.20%	97.53%	Re-establish Baseline using the new Competency-Based Human Resource Framework (CBHRF)	Increase from 2023 Baseline Competency
	<b>Sub-total</b>			<b>5%</b>						
	<b>TOTAL</b>			<b>100%</b>						

For GCG:

  
**ATTY. MARIUS P. CORPUS**  
 Chairperson

For PSALM:

  
**MR. DENNIS EDWARD A. DELA SERNA**  
 President and CEO (PCEO)