

PHILIPPINE PORTS AUTHORITY (PPA)

	Component				Baseline Data		Targets		
	Objective/Measure	Weight	Formula	Rating Scale ^{a/}	2016	2017	2018	2019	
SOCIAL IMPACT	SO 1 Contribute Significantly to Increased Trade and Tourism								
	SM 1	Cargo Throughput (in Million MT/Annum)	5.0%	Absolute Figure	Actual / Target x Weight	246.99	254.07	261.36	282.47
	SM 2	Passenger Traffic (in Million Passengers)	5.0%	Absolute Figure	Actual / Target x Weight	68.84	72.05	73.65	80.09
	SO 2 Enhance Accessibility Through Seamless Connectivity with Other Transport Modes								
	SM 3	Ro-Ro Ramps Completed (based on Ro-Ro networks)	5.0%	Cumulative Number	Actual / Target x Weight	163	173	+9	Additional 9 Ro-ro Ramps (from the 2018 total)
	SM 4	Passenger Terminal Buildings Completed	5.0%	Actual Number	All or Nothing	102	N/A	105	106
	Sub-total		20.0%						
FINANCIAL	SO 3 Become Financially Sufficient to Support its Development Programs								
	SM 5	Port Revenues (In Billion Pesos)	20.0%	Absolute Amount	Actual / Target x Weight	14.32	15.36	16.33	17.775
	SM 6	Earnings Before Interest, Taxes, Depreciation, and Amortization (In Billion Pesos)	15.0%	EBITDA	Actual / Target x Weight	9.28	9.73	10.45	9.12

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	SO 4	Augment National Capacity to Achieve Government Thrusts							
	SM 7	Budget Utilization Rate	4.0%	Budget Utilized/ Total Allocated Amount for Locally- funded Projects	Actual / Target x Weight	53%	89.59%	90%	90%
		Sub-total	39.0%						
STAKEHOLDERS	SO 5	Maximize Benefits from Its Privatization Scheme							
		<i>Implementation of the New Policy on the Procurement of Port Services Contract</i>							
	SM 8	a. Ports Bid out based on the Approved Implementing Rules and Regulations	3.0%	Actual Number	Actual / Target x Weight	N/A	N/A	2	2
	SO 6	Optimize Stakeholders' Satisfaction							
	SM 9	Percentage of Satisfied Customers	3.0%	Number of respondents which gave <i>at least</i> a Satisfactory rating / Total number of respondents	Actual / Target x Weight <i>0% = If less than 80%</i>	75%	84%	80%*	90%*
STAKEHOLDERS	SM 10	% of Common Permits Released within the Indicated Processing Time**	7.5%	Number of Permits released within prescribed period/Total Permits released	Actual / Target x Weight	100%	100%	100%	100%
	SM 11	Number of Ports Compliant with International Ship and Port Facility Security (ISPS) Code	7.5%	Cumulative Number	Actual / Target x Weight	N/A	88	100	105

* Using the Standard Methodology and Questionnaire developed by GCG.

** Subject to compliance with the Ease of Doing Business Act (R.A. 11032).

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Objective/Measure		Weight	Formula	Rating Scale ^{a/}	2016	2017	2018	2019	
		Sub-total	21.0%						
INTERNAL PROCESSES	SO 7	Be Recognized for its International Best Practices on its Core Processes							
		<i>Integrated Management System (IMS) ISO 9001:2015 Quality Management System (QMS), ISO 14001:2015 Environmental Management System (EMS) and ISO 18001 Occupational Health and Safety (OH&S)</i>							
	SM 12	a. Number of Ports which passed the 1st Surveillance Audit	5.0%	Actual Number	Actual / Target x Weight	N/A	N/A	1	5
		b. Number of Ports which passed the 2nd Surveillance Audit	5.0%	Actual Number	Actual / Target x Weight	N/A	N/A	1	3
		c. Number of Ports which passed the Recertification Audit	5.0%	Actual Number	All or Nothing	N/A	N/A	N/A	1
		Sub-total	15%						
LEARNING & GROWTH	SO 8	Raise Employee Competence to Global Standards							
	SM 13	Percentage of Employees Meeting Required Competencies	5.0%	Actual Accomplishment	Actual / Target x Weight	N/A	N/A	Board Approved Competency Model	Establish Baseline
			Sub-total	5.0%					
		TOTAL	100%						

a/ But not to exceed the weight assigned per indicator.

