

PHILIPPINE CROP INSURANCE CORPORATION (PCIC)

		COMPONENT				BASELINE DATA		TARGET	
		OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2021	2022	2023	2024
SOCIAL IMPACT	SO 1	Protect Agricultural Investments by Farmers, Fisherfolk and other Agricultural Stakeholders							
	SM 1	Amount of Cover (₱ Million)							
		a. Fully Subsidized	Actual Accomplishment	5%	(Actual/Target) x Weight	₱110,095.79	₱128,729.59	₱90,330.50	₱94,023.89
		b. Partially Subsidized		5%				₱329.25	₱362.19
		c. Non-subsidized		5%				₱66,512.14	₱68,855.70
Sub-Total			15%						
CUSTOMERS/ STAKEHOLDERS	SO 2	Expand the number of farmers, fisherfolk and other agricultural stakeholders insured							
	SM 2	Share of small farmers and fisher with agricultural insurance to total number of farmers and fisherfolk increased (in percent)	Total number of unique farmers and fisherfolk enrolled / Total number of farmers and fisherfolk listed in RSBSA	0%	(Actual/Target) x Weight	30.80%	35.17%	36%	40.50%
	SM 3	Number of Subsistence Farmers Enrolled							
		a. Fully Subsidized	Actual Accomplishment	15%	(Actual/Target) x Weight	2,458,588	2,704,797	2,521,540	2,717,608
		b. Partially Subsidized		10%		853,870	1,134,388	18,081	19,890
c. Non-Subsidized	10%					1,305,240	1,345,806		
SO 3	Raise satisfaction level for insurance products and services among its clients								
SM 4	Percentage of Satisfied Customers	Number of respondents who gave at least	5%	(Actual/Target) x Weight	93.01%	87.65%	92%	92%	

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		satisfactory rating / Total number of respondents		0% = If less than 80%					
	Sub-Total		40%						
FINANCE	SO 4	Increase Revenue							
	SM 5	a. Improved Budget Utilization of Government Premium Subsidy (GPS)	Amount of Utilized Budget / GPS Received	4%	(Actual/Target) x Weight	100%	100%	100%	100%
		b. Improved Budget Utilization of Internally Generated Fund	Total Disbursement / Board approved Corporate Operating Budget (both net of Personnel Cost (PS) Cost)	4%	(Actual/Target) x Weight	N/A	90%	90%	90%
	SM 6	Return on Asset (ROA)	Net Income / Average Assets	4%	(Actual/Target) x Weight	N/A	1.72%	6%	2.23% ¹
	SM 7	Return of Equity (ROE)	Net Income / Average Equity	4%	(Actual/Target) x Weight	N/A	6.52%	16%	8.10% ²

¹ Target subject to recalibration by the Governance Commission once the projected year-end Asset figure for 2024 per 2024 Corporate Operating Budget is approved by the PCIC Board of Directors.

² Target subject to recalibration by the Governance Commission once the projected year-end Equity figure for 2024 per 2024 Corporate Operating Budget is approved by the PCIC Board of Directors.

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	OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2021	2022	2023	2024	
	SM 8	Gross Margin Ratio	Underwriting Income ³ / Net Premiums	4%	(Actual/Target) x Weight	N/A	N/A	N/A	15.07%
		Sub-Total		20%					
INTERNAL PROCESSES	SO 5	Improve the Efficiency and Effectiveness of the Systems and Procedures for Implementing the Agricultural Insurance Programs							
	SM 9	Percentage of systems developed under the 2024 ISSP	Number of 2024 deliverables completed / Total number of 2024 deliverables per ISSP submitted to DICT	5%	(Actual/Target) x Weight	N/A	N/A	100% accomplishment of the ISSP target deliverables	100% accomplishment of the ISSP target deliverables
	SM 10	Percentage of complaints resolved within the prescribed timeline ⁴	Number of complaints resolved within the prescribed timeline / Total number of complaints received with complete documents	5%	(Actual/Target) x Weight	86.73%	93.68%	100%	100%

³ Net Premiums less Direct Costs

⁴ Applicable processing time based on compliance with Republic Act No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

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OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2021	2022	2023	2024	
SM 11	Percentage of claims processed within the prescribed timeline ⁵	Number of claims settled within the prescribed timeline / Total number of claims received with complete documents	5%	(Actual/Target) x Weight	67.77%	87.12%	100%	100%
SM 12	ISO Certification 9001	Actual Accomplishment	5%	All or nothing	ISO Recertification	Passed 1st Surveillance Audit	Passed 2 nd Surveillance Audit on the provision of agricultural insurance protection	Recertification
	Sub-Total		20%					

⁵ Ibid.

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LEARNING AND GROWTH	SO 6	Enhance the Human Resource Management							
	SM 13	Improvement on the Competency Level	Competency Baseline ⁶ (current year) – Competency baseline (previous year)	5%	All or nothing	84%	78.65%	Establish Competency Baseline	Improvement from the established competency baseline
		Sub-Total		5%					
		TOTAL		100%					

For GCG:



HON. MARIUS P. CORPUS
Chairperson

For PCIC:



HON. JOVY C. BERNABE
President

⁶ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

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

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