

NATIONAL HOUSING AUTHORITY (NHA)

Component					Baseline Data ¹		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
STAKEHOLDERS/SOCIAL IMPACT	SO 1	Scale-Up Provision of Safe and Affordable Housing Responsive to the Needs of Informal Settler Families (ISFs) and Low-Income Formal Sector							
	SM 1	Percent of Housing Units Started	Total Number of Housing Units ² Started through Notice to Proceed (NTP) / Total Board-Approved Target Starts Less Number of Units Affected by External Factors	10%	(Actual / Target) x Weight	78.92%	35%	100% of Total Board-Approved Target Starts	100% of Total Board-Approved Target Starts
	SM 2	Percent of Housing Units Completed Within the Project Duration	Total Number of Fully Completed Units in 2022 / Total Number of Completions Target Less Number of Units Re-Scheduled /Deferred as a Result of Granted Time Extensions, Granted Work Suspension Orders, and	10%	(Actual / Target) x Weight	25.96%	50%	90% of Total Completions Target	90% of Total Completions Target

¹ The 2020 baseline data is based on the Validated 2020 Performance Scorecard released by the Governance Commission while the 2021 baseline data is based on the reported accomplishment of the NHA.

² Housing units include the following: (1) House and Lot Packages; (2) Housing Units; (3) Lots, (4) Low-Rise Building Units. The same definition shall apply to the term “housing unit” used in succeeding measures.

Component					Baseline Data ¹		Target	
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
		Termination of Contracts						
SM 3a	Percentage of Calamity-Stricken Families Provided with Emergency Housing Assistance	Total Calamity-Stricken Families Provided with Housing Assistance / Total Requests for Emergency Housing Assistance Covered by Cash Available	5%	(Actual / Target) x Weight	N/A	66%	100%	100%
SM 3b	Percentage of Emergency Housing Assistance Processed Within Applicable Processing Time	Total Number of Emergency Housing Assistance Processed Within the Applicable Processing Time / Total Number of Emergency Housing Assistance Requests Processed	5%	(Actual / Target) x Weight	N/A	61%	100%	100%
SM 4	Percent of Housing Units Disposed	Total Number of Units Awarded or Disposed / Total Number of Inventory	5%	(Actual / Target) x Weight	74.46%	78%	70%	72.50%

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Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
SM 5 Percent of Unoccupied Housing Units	Total Number of Unawarded Vacant Residential Lots/Units / Total Number of Saleable Residential Lots/Units as of December 31, 2022	5%	{1 – [(Actual – Target) / Target]} x Weight	<i>Unverifiable</i>	6%	20%	20%	
SO 2	Strengthen Strategic Partnerships with Stakeholders							
SM 6 Number of Beneficiary-Families Provided Access to Livelihood Trainings and Other Income-Generating Interventions	Actual Number of Beneficiary Families in NHA-Administered Projects Provided Livelihood Trainings and Other Income Generating Interventions	5%	(Actual / Target) x Weight	25,724	30,848	23,145	42,000	
SO 3	Improve Stakeholder Satisfaction							
SM 7 Percentage of Satisfied Customers	Number of Respondents Who Gave a Rating of At Least Satisfactory / Total Number of Survey Respondents	10%	(Actual / Target) x Weight <i>If Lower Than 80% = 0%</i>	98%	97%	90%	90%	

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	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
		Sub-Total	55%						
FINANCIAL	SO 4	Ensure Efficient Budget Management							
	SM 8a	Budget Utilization Rate: Obligations	Total Obligations / DBM-Approved Corporate Operating Budget (Both Net of PS Cost)	5%	(Actual / Target) x Weight	N/A	N/A	90%	90%
	SM 8b	Budget Utilization Rate: Disbursements	Total Disbursement / DBM-approved Corporate Operating Budget (Both Net of PS Cost)	5%	(Actual / Target) x Weight	23.03%	44%	90%	90%
	SM 8c	Budget Utilization Rate: Disbursements	Total Disbursement / Prior Years Subsidy	5%	(Actual / Target) x Weight	N/A	N/A	90%	90%
	SO 5	Increase Inventory of Marketable Land Assets							
	SM 9	Collection Efficiency of Residential Lots/Units	Total Actual Collection for Residential Lots / Total Amount Due	10%	(Actual / Target) x Weight	Unverifiable	29%	50%	50%
			Sub-Total	25%					

Component					Baseline Data ¹		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
INTERNAL PROCESS	SO 6	Establish Quality Management System							
	SM 10	ISO Certification	Actual Accomplishment	10%	All or Nothing	No Reported Accomplishment	ISO 9001:2015 Certification Attained	ISO 9001:2015 Certification Maintained	ISO 9001:2015 Certification Maintained
	SO 7	Utilize Information and Communication Technology Optimally							
	SM 11	Implementation of the Information Systems Strategic Plan (ISSP)	Number of Completed Deliverables Due in 2023 / Total Number of Deliverables Due for 2023 ³	5%	(Actual / Target) x Weight	Board-Approved 2019-2021 Submitted to DICT and No 2020 Deliverables Completed	Board-Approved 2021-2023 ISSP Submitted to DICT and Completed 3 out of the 2021 ISSP Deliverables	Completed 100% of 2022 Deliverables Based on 2021-2023 ISSP	Completed 100% of 2023 Deliverables Based on 2021-2023 ISSP
		Sub-Total		15%					
LEARNING AND GROWTH	SO 8	Enhance and Develop Employee Competencies							
	SM 12	Improvement on the Competency Level of the Organization	Competency Baseline ⁴ 2023 – Competency Baseline 2022	5%	All or Nothing	Completed Management-Approved Competency-Based Position Profiles and Job Descriptions and Exclusion of Other Competencies in the Competency	Competency Baseline Established	Improvement in the Competency Baseline of the Organization	Improvement in the Competency Baseline of the Organization

³ Deliverables refer to systems/applications.

⁴ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the formula:

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

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

Component					Baseline Data ¹		Target	
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
					Assessment on Executive and Managerial Incumbents			
		Sub-Total	5%					
		TOTAL	100%					