

NATIONAL ELECTRIFICATION ADMINISTRATION (NEA)

Component					Baseline		Targets		
	Objective/Measure	Formula	Wt.	Rating System	2022	2023	2024	2025	
SOCIAL IMPACT / STAKEHOLDERS	SO 1	To Ensure that the Electric Cooperatives Provide Accessible, Adequate, Quality, and Reliable Service							
	SM 1	Number of Completed / Energized Sitio Projects	Total actual completed/energized sitio projects	20%	(Actual / Target) x Weight	951	1,148	579	594
	SM 2	Number of Households Energized	Total actual households energized	15%	(Actual / Target) x Weight	554,584	501,777	500,000	474,000
	SO 2	To Generate Peak Performance Among Electric Cooperatives to Ensure Competitiveness							
	SM 3	Number of EC Officials and Employees Graduated from Certification/Competency Programs	Absolute Number	5%	(Actual / Target) x Weight	2,465	3,130	1,600	3,300
	SM 4	Improved EC Overall Performance Rating	Total actual number of ECs under “B”, “C”, or “D” with improved Overall Performance Rating	4%	(Actual / Target) x Weight	Deleted	6 ECs from “B” or “C” to at least “A”	Establishment of Baseline (based on the revised EC assessment policy)	4 ECs
	SO 3	To Enhance Networking to Gain Support for Program Implementation							
	SM 5	Customer Satisfaction Survey (CSS)	No. of Satisfied Respondents over Total No. of Respondents	5%	(Actual / Target) x Weight (0% = less than 80%)	98.00%	99.70%	90%	90% ¹
	Subtotal			49%					
FINANCIAL	SO 4	To Sustain the Organization’s Viability and Ensure Accountability and Transparency							
	SM 6	Amount of Loans Facilitated (PHP)	Absolute Amount	7.5%	(Actual / Target) x Weight (0% = less than 897.50 Million)	0.762 Billion	1.003 Billion	1.095 Billion	1.795 Billion

¹ Based on GCG-ARTA Joint Memorandum Circular No. 01, s. 2023. Covers external customers only.



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FINANCIAL	SM 7	Number of ECs that were Facilitated with Loans	Actual Number	2%	(Actual / Target) x Weight (0% = below 20 ECs)	N/A	N/A	15 ECs	40 ECs
	SM 8	High Collection Efficiency Maintained (%)	$\frac{\sum \text{Total Collections} - \text{Advanced Payments (Due for Succeeding Years)}}{\sum \text{Amortization Due for the Year}}$	10%	(Actual / Target) x Weight	98.74%	99.08%	98.53%	99.15%
	SM 9	Budget Utilization Rate (BUR)							
		a. Subsidy Utilization Rate – Obligation	Total Obligated Subsidy over Total COB from Subsidy (both net of PS Cost)	2%	(Actual / Target) x Weight	56.50%	94.54%	90%	90%
		b. Subsidy Utilization Rate – Disbursement	Total Disbursement over Total Obligations (both net of PS Cost)	2%	(Actual / Target) x Weight	34.70%	57.64%	90%	90%
		c. Corporate Funds Utilization Rate (CO & MOOE) – Disbursement	Total Disbursement over Total Corporate Fund (both net of PS Cost)	1%	(Actual / Target) x Weight	56.47%	50.02%	90%	90%
	Subtotal			24.5%					
INTERNAL PROCESS	SO 5	To Ensure Adherence to Compliance Standards and Regulatory Requirements while Upholding Resiliency and Inclusivity							
	SM 10	Percentage of Sitio Electrification Projects Funded that are Fully Compliant with NEA Standards and Specifications	Total Compliant Projects over Total Completed/Energized Projects from 4th Quarter of the Previous Year to 3rd Quarter of the Current Year	5%	(Actual / Target) x Weight	78.23%	83.70%	80% of projects done as of end of September 2024	80% of projects done by the end of September 2025



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INTERNAL PROCESS	SM 11	Percentage of Sitios Completed/Energized Within the Prescribed Timeline from Release of Funds to ECs	Actual Number of Sitios Completed/Energized within the Approved Timeline from Release of Funds to ECs over Total Number of Sitios Funded	5%	(Actual / Target) x Weight	79.39%	75.52%	80% completed and energized (within 180 calendar days from release of funds to ECs)	80% completed/ energized (within 180 calendar days from release of funds to ECs)
	SM 12	Compliance to Quality Standards	Actual Accomplishment	4%	All or Nothing	Surveillance Audit Passed	Recertification Audit Passed	Surveillance Audit Passed	Surveillance Audit Passed
	SM 13	Percentage of Implementation of ISSP	Number of Deliverables Due for 2025 Completed over Total number of Deliverables Due for 2025 ²	3.5%	(Actual / Target) x Weight	N/A	N/A	N/A	100% attainment of 2025 Deliverables based on the 2023-2025 ISSP
			Subtotal	17.5%					
LEARNING AND GROWTH	SO 6	To Cultivate a Resilient and Inclusive Organization by Strengthening Human Resource Capabilities and Competencies							
	SM 14	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	4%	All or Nothing	N/A	N/A	N/A	Board-Approved Public Service Continuity Plan (PSCP)
	SM 15	Percentage of Employees with Required Competencies Met	Total Number of Employees with Required Competencies Met over Total Number of Employees	5%	All or Nothing	Increased by 5.33%. 83.10% (241/290)	Increased by 0.34%. 83.44% (257/308)	Increase from 2023 Competency Level	Increase from 2024 Competency Level
			Subtotal	9%					
			TOTAL	100%					

² Deliverables refer to systems/applications.



BONUS STRATEGIC MEASURES AND TARGETS								
Component					Baseline		Targets	
	Objective/Measure	Formula	Wt.	Rating System	2022	2023	2024	2025
FINANCIAL	GAD Budget Utilization Rate	$\Sigma \text{ Total Actual Disbursement} \div \text{Approved COB for CO \& MOOE}$	1%	All or Nothing	N/A	N/A	N/A	5% of Total Budget
INTERNAL PROCESS	ISO Certification on any of the following standards:							
	Environmental Management System Certification	Actual Accomplishment	1%	All or Nothing	N/A	N/A	N/A	ISO 14001:2015 Certification
	Business Continuity Management System (BCMS)	Actual Accomplishment		All or Nothing	N/A	N/A	N/A	ISO 22301:2019 Certification

For GCG:


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Commissioner

For NEA:


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