

PHILIPPINE RETIREMENT AUTHORITY (PRA)

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
SOCIAL IMPACT	SO 1	Generate Economic Growth and Sustainability							
	SM 1	Annual Foreign Currency Generated	Amount of Gross Visa Deposits ¹ in Banks Remitted During the Year	20%	(Actual / Target) x Weight	N/A	N/A	\$13.57 Million	\$31.77 Million
		<i>Sub-total</i>		20%					
STAKEHOLDERS	SO 2	Stakeholders with Excellent PRA Experience							
	SM 2	Percentage of Satisfied Customers	Number of Respondents Who Gave At Least Satisfactory Rating / Total Number of Respondents	10%	(Actual / Target) x Weight If Below 80% = 0%	63%	75.80%	90%	90%
	SO 3	Increase Total Enrollees							
	SM 3	Annual Gross Enrollment	Absolute Number of Gross Enrollment in 2023	20%	(Actual / Target) x Weight	N/A	N/A	1,300	3,850
	<i>Sub-total</i>			30%					

¹ Shall include deposits withdrawn for conversion to investment, advance remittances, and excess deposits.

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SO 4	Maintain Financial Viability							
SM 4	Improve Net Operating Income	(Revenues + Interest Income from Visa Deposits) – Operating Expenses	15%	(Actual / Target) x Weight	₱515.82 Million	₱448.59 Million	₱180.67 Million	₱323.63 Million
SM 5	Improve Budget Utilization Rate	Total Disbursements / Total DBM-Approved Corporate Operating Budget (Both Net of PS Cost)	5%	(Actual / Target) x Weight	N/A	N/A	90%	90%
	Sub-total		20%					
SO 5	Rebound and Rebuild Marketing and Promotion Campaign							
SM 6	Increase Return on Marketing Expense	(Passport and Visa or Application Fees + Accreditation Fees ²) + Initial Annual PRA Fees) ÷ (Marketing Expenses ³ + Marketer's Fee)	5%	(Actual / Target) x Weight	227.96%	Cannot Be Validated	126.52%	160.35%
SM 7	Boost Marketing Programs, Activities, and Projects	Actual Accomplishment	5%	All or Nothing	Measure excluded	N/A	N/A	Board-Approved Strategic Marketing Plan

² Fees for the accreditation of marketers.

³ Includes travelling, advertising and promotion, postage and courier, transportation and deliveries, and representation fees.

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SO 6	Streamline Processes Based on Industry Best Practices							
SM 8	Percentage of Applications Processed Within Prescribed Period from Receipt of Complete Documents:							
SM 8a	Application of SRRV	Number of Applications Processed Within Prescribed Period ⁴ / Total Number of Applications with Complete Documents	2.50%	(Actual / Target) x Weight	Cannot Be Validated	Cannot Be Validated	100%	100%
SM 8b	Cancellation of SRRV		2.50%	(Actual / Target) x Weight	Cannot Be Validated	Cannot Be Validated	100%	100%
SM 9	Attain ISO Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certificate Maintained	ISO 9001:2015 Certificate Maintained	Maintain ISO 9001:2015 Certificate	Maintain ISO 9001:2015 Certificate
	Sub-total		20%					
SO 7	Optimize Utilization of Information Technology							
SM 10	Automation of PRA Processes	Total Number of Deliverables Due for 2023 Attained / Total Number of Deliverables Due for 2023	5%	(Actual / Target) x Weight	10 out of 23 ICT Projects Attained Based on the 2020-2022 ISSP	23.09% or six (6) out of the 23 ISSP deliverables for 2021 attained	100% Attainment of 2023 Deliverables (Based on DICT-Endorsed ISSP 2021-2023)	100% Attainment of 2023 Deliverables ⁵ (Based on DICT-Endorsed ISSP 2022-2024)

LEARNING & GROWTH

⁴ Prescribed period based on PRA's compliance with Republic Act (R.A.) No. 11032, otherwise known as the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

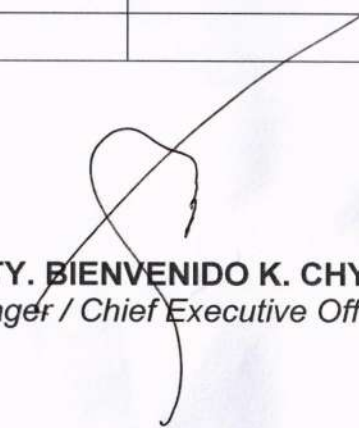
⁵ Deliverables refer to systems/applications.

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SO 8	Improve Competencies of the Workforce							
SM 11	Improved Competency Baseline of the Organization	Competency Baseline 2023 ⁶ – Competency Baseline 2022	5%	All or Nothing	Cannot Be Validated	Cannot Be Validated	Improvement in the Competency Baseline of the Organization	Improvement in the Competency Baseline of the Organization
	<i>Sub-total</i>		10%					
	TOTAL		100%					

For GCG:


Justice ALEX L. QUIROZ (ret.)
Chairperson

For PRA:


ATTY. BIENVENIDO K. CHY
General Manager / Chief Executive Officer (CEO)

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

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

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