

| Performance Measures | | | | Baseline | | | Target |
|---|---|--------|--|----------|------|------|-------------------------------------|
| Description | Formula | Weight | Data Provider <i>if applicable</i> | 2010 | 2011 | 2012 | 2013 |
| MFO 1 : PROVIDE SAFE AND EFFICIENT AIR TRANSPORT AND REGULATORY SERVICES | | | | | | | |
| QUALITY: Regaining stature of CAAP as a credible and world-class civil aviation authority | | | | | | | |
| Full Compliance to International Civil Organization (ICAO) Aviation Safety Standards / Standard And Recommended Practices (SARPs) and Removal of the Significant Safety Concerns (SSCs) | Compliance with the eight (8) critical elements of Safety Oversight System according to ICAO document 9734 to address the SARPs <ul style="list-style-type: none"> • CE 1 – Primary Aviation Legislation • CE 2 – Specific Operating Regulation • CE 3 – State Civil Aviation System and Safety Oversight Function • CE 4 – Technical Personnel Qualification and Training • CE 5 – Technical Guidance, Tools and the Provision of Safety Critical Information | 40% | Universal Safety Oversight and Audit Program (USOAP) | N/A | N/A | N/A | 100% Accomplished: 07 March 2013 |

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|---|---|------------|--|-----|-----|-----|---------------------------------------|
| | <ul style="list-style-type: none"> • CE 6 – Licensing, Certification, Authorization and Approval Obligations • CE 7 – Surveillance Obligation • CE 8 – Resolution of Safety Concerns | | | | | | |
| Lifting of the European Union (EU) ban on Philippine air carriers flying to various EU destinations | Removal of Philippine air carriers from the EU blacklist | 10% | USOAP | N/A | N/A | N/A | 100% Accomplished: 10 July 2013 |
| Reinstatement of status of Philippine air carriers flying to all US destinations and routes | Reinstatement of the Category 1 rating of the US Federal Aviation Administration (FAA) | 10% | Flight Standards Inspectorate Service (FSIS) | N/A | N/A | N/A | 100% Accomplished by 31 December 2013 |
| Subtotal of Weights: | | 60% | | | | | |



| MFO 2: RESTRUCTURE THE PHILIPPINE CIVIL AVIATION SYSTEM | | | | | | | |
|---|---|-----|--|-----|-----|--|---|
| QUALITY: Streamlined Philippine aviation industry | | | | | | | |
| Minimizing conflicts of interests as regulators in the aviation industry | Approval of the DOTC on the proposal to create an independent and separate government agency to handle aircraft accident investigation to replace the present Aircraft Accident Investigation and Inquiry Board (AAIIB) | 10% | Office of the CAAP Corporate Secretary | N/A | N/A | N/A | Completion of documentary requirements and submission to the DOTC for approval |
| Full integration of the Philippines in the proposed ASEAN Single Aviation Market (ASAM) | Membership of CAAP in the EU-ASEAN Air Transport Integration Project (AATIP) Project Steering Committee (PST) | 10% | Office of the Director General | N/A | N/A | Inclusion of ASAM as a key objective in the CAAP Strategic Roadmap | For 2013: 30% Full Integration: 1. Finalization of the EU AATIP 2013 Work Program on Aviation Safety, Air Traffic Management, and Market Laws/ Economics 2. Validation of Aviation Safety, Air Traffic Management, and Market Laws/ Economics of the Philippines as an ASEAN member state 3. Alignment of regulatory capability and safety standards paving the way |

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|-----------------------------|--|--|--|--|--|--|--|
| | | | | | | | <p>for the ASEAN Harmonized Regulatory Manual</p> <p>4. Manualization of the “set up, scope and priority of the AATIP ATM activities.”</p> <p>For 2014: 70% Full Integration. The additional 40% will be the product of the 2014 workplan to be concluded by the ASEAN Member States.</p> <p>For 2015: 100% Full Integration. The additional 30% will be the product of the 2015 workplan to be concluded by the ASEAN Member States</p> |
| Subtotal of Weights: | | | | | | | 20% |



| MFO 3: DEVELOP AND UTILIZE THE AIR POTENTIAL OF THE PHILIPPINE FLIGHT INFORMATION REGION (FIR) | | | | | | | |
|--|--|------------|--|-----|---------------------------------|---|--|
| QUALITY: Encourage and develop an air transportation system properly adapted to the present and future of foreign and domestic commerce of the Philippines | | | | | | | |
| Upgrade the present Air Navigation and Traffic Equipment which is the EUROCAT radar, in order to extend its life to 2016 to coincide with the operation of the CNS-ATM | Lifting of COA restriction that the upgrade was not a duplication but an extension of life while awaiting the CNS-ATM Resumption of infrastructure / construction activities | 10% | Office of the Corporate Secretary/ Aerodrome Development and Management Service (ADMS) | N/A | N/A | N/A | COA restrictions fully lifted. Resumption of pre-construction works (CNS-ATM Air Traffic Management Building) |
| Subtotal of Weights: | | 10% | | | | | |
| GENERAL ADMINISTRATIVE SUPPORT SERVICES | | | | | | | |
| Rehabilitation of the Civil Aviation Training Center | % of project completion as detailed per Phase. Phase I – Southern Wing (Ground and 2 nd Floor) Phase II – Northern Wing (Admin and 2 nd Floor) Phase III – Northern Wing (Ground Floor) | 5% | Office of the Director General/ ADMS | N/A | Nov-Dec: Bidding Process | May: Awarding of contract. June: Project on hold due to change in CAAP administration | For 2013: Phase I – 70% of the construction For 2014: Phase I – 100% of the construction Phase II –100% of the construction Phase III –100% of the construction |
| Development of the Philippine Aviation Safety Audit (PASA) Manual | For 2013: Integration of the Philippine Civil Aviation Regulations (PCAR), ICAO Annexes, and Code of Corporate Governance For 2014: Codification of the above documents | 5% | Office of the Director General/ FSIS | N/A | N/A | N/A | For 2013: 100% Accomplished by December 31, 2013 For 2014: 100% Accomplished by December 31, 2014 |

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|---|---|----|-------------------|---|---|---|------------------|
| Implementation of the previous year's COA Audit Recommendations | Implementation of COA Audit Recommendations for all notices received on FY 2012 | 0% | | 35% implemented 7 Fully Implemented 5 Partially implemented | 36% implemented 12 Fully Implemented 11 Partially implemented | 100% implemented Refer to COA Audit Report for 2013 for the actual status of CAAP's compliance with COA's audit findings | 100% implemented |
| Compliance with the Good Governance Conditions | Compliance with the eleven (11) Good Governance Conditions as set by the IATF for 2013 | 0% | | N/A | N/A | N/A | 100% compliant |
| Guarantee a responsive and enabling organizational structure | % of filled-up regular positions as compared to the total (3,545) DBM-approved positions. Full migration of all ATO qualified staff to CAAP plantilla. | 0% | HR and Admin Dept | N/A | N/A | Under CAAP: 52.92% 1876 filled-up positions. | 100% integration |
| Sustain a culture of excellence and service quality | % of filled-up regular positions as compared to the total (3,545) DBM-approved positions. Full migration of all ATO qualified staff to CAAP plantilla. | 0% | HR Dept. and CATC | 13% | 24.92% | 25.26% | 35% |

Civil Aviation Authority of the Philippines


Interim Performance Scorecard 2013


| | | | | | | | |
|---|--|-------------|-------------|-----|-----|-----|------|
| Compliance rating to the Anti Red Tape Act (ARTA) | % of requests responded within: | | | | | | |
| | 1. Five (5) days for simple transactions; | 0% | Admin Dept. | N/A | N/A | 60% | 100% |
| | 2. Ten (10) days for complex transactions from date of receipt | | | | | | |
| Subtotal of Weights: | | 60% | | | | | |
| TOTAL OF WEIGHTS: | | 100% | | | | | |


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14 October 2013