

CIVIL AVIATION AUTHORITY OF THE PHILIPPINES

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System ^{a/}	2015	2016	2017	2018	
SOCIAL IMPACT	SO 1	Aviation Safety and Security							
		<i>International Civil Aviation Organization (ICAO) Standards Maintained</i>							
	SM 1	a. Enhance Safety Oversight Capability to Achieve a Universal Safety Oversight Audit Programme (USOAP) - Effective Implementation Score higher or equal to the Global Average by 2022	Actual Accomplishment	8%	Actual / Target x Weight a.2% b.2% c.2% d.2%	N/A	N/A	N/A	Establish Baseline
		b. Implement an Effective State Safety Program (SSP)				N/A	N/A	N/A	Establish Baseline
		c. Absence of Significant Safety Concerns (SSCs) under the USOAP Continuous Monitoring Approach (CMA), and Resolve any future SSCs within the time frame agreed with ICAO				0 SSCs	0 SSCs	0 SSCs	0 SSCs
		d. Certify All Aerodromes used for International Operations by 2020				N/A	N/A	N/A	Establish Baseline
	SO 2	Efficient Management of Airspace							
		<i>Air Navigation Services</i>							
	SM 2	a. Transitioning from Aeronautical Information Service (AIS) to Aeronautical Information (AIM) System;	Actual Accomplishment	7%	Actual / Target x Weight	N/A	N/A	N/A	Establish Baseline
		b. Performance Based Navigation (PBN) Implementation				N/A	N/A	N/A	Establish Baseline

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	c. Implementation of CNS/ATM - Communication Navigation/Air Traffic Management			a. 1%	N/A	N/A	N/A	Establish Baseline	
	d. An Enhanced Level of Civil/Military Cooperation			b. 1%	N/A	N/A	N/A	Establish Baseline	
	e. Enhanced Surveillance Capability including Automatic Dependent Surveillance-Broadcast (ADS-B) Technology			c. 1%	N/A	N/A	N/A	Establish Baseline	
	f. Air Traffic Flow Management/ Collaborative Decision Making (CDM) Implementation for high density airports			d. 1%	N/A	N/A	N/A	Establish Baseline	
	g. Common Regional Virtual (CRV) Private Network Implementation for Voice and Data of the Philippines ATM interconnection			e. 1%	N/A	N/A	N/A	Establish Baseline	
				f. 1%	N/A	N/A	N/A	Establish Baseline	
			g. 1%						
		Sub-total	15%						
CUSTOMERS & STAKEHOLDERS	SO 3	Provide Efficient and Reliable Service to Stakeholders							
	SM 3	Percentage of Satisfied Customers	Number of respondents which gave at least a Satisfactory rating / Total number of respondents	5%	(Actual / Target) x Weight 0% = If less than 80%	N/A	N/A	N/A	90% (Using the Standard Methodology and Questionnaire developed by GCG)
	SM 4	Improved Processing of Licenses and Registrations							
		a. Pilot Licenses	No. of issuances made within the prescribed time /		Actual / Target x Weight	No available data	No available data	90%	90%
New	2.5%								
	Renewed		2.5%						

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	b. Mechanic Licenses	No. of applications x 100							
	<i>New</i>		2.5%		No available data	No available data	90%	90%	
	<i>Renewed</i>		2.5%						
	c. Aircraft Certificate of Registration (COR)								
	<i>New</i>	2.5%	No available data		No available data	90%	90%		
	<i>Renewed</i>	2.5%							
Sub-total			20%						
FINANCE	SO 4	Sustained Financial Viability							
	SM 5	EBITDA	Actual Accomplishment	20%	Actual / Target x Weight	3,526.84	4,642.56	5,106.82	4,726
	SM 6	Gross Income	(in Million Pesos)	20%		6,655	7,846	N/A	10,085
	SM 7	Budget Utilization Rate	Budget Obligated / Total Budget for Infrastructure Projects	10%	Actual / Target x Weight	70%	38%	80%	80%
	Sub-total			50%					
INTERNAL PROCESS	SO 5	Accident Investigation							
	SM 8	Establishment of an Independent Accident Investigation Authority	Actual Accomplishment	7%	All or Nothing	N/A	N/A	N/A	Establishment of an Independent Accident Investigation Authority
	SO 6	Implemented Integrated Management System							
	SM 9	ISO Certification	Actual Accomplishment	3%	All or Nothing	N/A	N/A	N/A	ISO-aligned Documentation on One (1) Core Process
Sub-total			10%						

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LEARNING & GROWTH	SO 7	Enhance Employee Effectiveness and Productivity							
	SM 10	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or Nothing a. 2.5% b. 2.5%	N/A	N/A	N/A	a. Board-Approved Competency Model b. Establish Baseline
			Sub-total	5%					
			TOTAL	100%					

a/ But not to exceed the weight assigned per indicator.

