

2019 PERFORMANCE SCORECARD (ANNEX B)

CIVIL AVIATION AUTHORITY OF THE PHILIPPINES (CAAP)

Component					Baseline Data		Targets		
	Objective/Measure	Formula	Weight	Rating System <sup>a/</sup>	2016	2017	2018	2019	
SOCIAL IMPACT	SO 1	Standard Aviation Safety and Security							
	SM 1	International Civil Aviation Organization (ICAO) Standards Maintained							
		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	5%	Actual / Target x Weight	N/A	N/A	Established Baseline	Higher than the Global Average as of 31 December 2019
		b. Implement an Effective State Safety Program (SSP) by 2025		5%		N/A	N/A	Established Baseline	Achieve Level 3: Implementation of GAP Analysis
		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		5%		0 SSCs	0 SSCs	0 SSCs	0 SSCs
	d. Certify All Aerodromes Used for International Operations by 2020	5%		N/A		N/A	Established Baseline	8 of 12 International Airports Certified	
<b>Sub-total</b>			<b>20%</b>						
CUSTOMERS & STAKEHOLDERS	SO 2	Reliable Service to Stakeholders							
	SM 2	Percentage of Satisfied Customers	Number of respondents which gave at least a Satisfactory rating / Total number of respondents	4%	(Actual / Target) x Weight  0% = If less than 80%	N/A	N/A	90%*	90%*
	<b>Sub-total</b>			<b>4%</b>					

\* Using the Standard Methodology and Questionnaire developed by GCG.

		Component				Baseline Data		Targets	
		Objective/Measure	Formula	Weight	Rating System <sup>al</sup>	2016	2017	2018	2019
FINANCIAL	SO 3	Improved Financial Viability							
	SM 3	Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA)	Actual Accomplishment (in Million Pesos)	15%	(Actual / Target) x Weight	4,507.42	3,915.90	4,726	4,420
	SM 4	Gross Income		15%		7,846	2,602	10,085	10,260
	SM 5	Budget Utilization Rate	Budget Obligated / Total Budget for Infrastructure Projects and Repair and Maintenance	10%	(Actual / Target) x Weight	38%	36.42%	80%	80%
	<b>Sub-total</b>			<b>40%</b>					
INTERNAL PROCESS	SO 4	Established Quality Management System							
	SM 6	ISO Certification	Actual Accomplishment	4%	All or Nothing	N/A	N/A	ISO-aligned Documentation on One (1) Core Process	ISO 9001:2015 Certification
	SM 7	Improved Processing of Licenses and Registrations							
a. Pilot Licenses		No. of issuances made within the prescribed time <sup>**</sup> / No. of applications x 100	2.0%	(Actual / Target) x Weight	No available data	No available data	90%	100%	

<sup>\*\*</sup> Subject to compliance with Republic Act 11032: "An Act Promoting Ease of Doing Business and Efficient Delivery of Government Services, Amending for the Purpose Republic Act No. 9485, Otherwise Known as the Anti-Red Tape Act of 2007, and for Other Purposes", signed 28 May 2018.

Component					Baseline Data		Targets		
	Objective/Measure	Formula	Weight	Rating System <sup>al</sup>	2016	2017	2018	2019	
	<i>Renewed</i>		2.0%						
	b. Mechanic Licenses								
	<i>New</i>		2.0%		No available data	No available data	90%	100%	
	<i>Renewed</i>		2.0%						
	c. Aircraft Certificate of Registration (COR)								
	<i>New</i>		2.0%		No available data	No available data	90%	100%	
	<i>Renewed</i>		2.0%						
	<b>SO 5 Efficient Management of Airspace</b>								
INTERNAL PROCESS	<i>Air Navigation Services</i>								
	SM 8	a. Transitioning from Aeronautical Information Service (AIS) to Aeronautical Information (AIM) System by 2020	Actual Accomplishment	4%	(Actual / Target) x Weight	N/A	N/A	Established Baseline	State AIS AIM Accomplishments (10 out of 21)
		b. Performance Based Navigation (PBN) Implementation		4%		N/A	41.46% (17 out of 41)	Established Baseline	Established PBN Procedures in 20 instrument airports (international and domestic)
		c. Implementation of CNS/ATM - Communication Navigation/ Air Traffic Management		4%		N/A	Infrastructure 100% Completed and Functional	Established Baseline	100% Completion of 6 CNS/ATM Transition Activities
		d. Enhanced Surveillance Capability including Automatic Dependent Surveillance-Broadcast (ADS-B) Technology by 2020		4%		N/A	N/A	Established Baseline	ADS-B Ground Stations (2 out of 6)
		<b>Sub-total</b>			<b>32%</b>				

Component					Baseline Data		Targets		
	Objective/Measure	Formula	Weight	Rating System <sup>a/</sup>	2016	2017	2018	2019	
LEARNING & GROWTH	SO 6	Enhanced Personnel Effectivity and Productivity							
	SM 9	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	4%	All or Nothing a. 2% b. 2%	N/A	N/A	a. Board-Approved Competency Model b. Establish Baseline	a. Board-Approved Competency Model b. Establish Baseline
			<b>Sub-total</b>	<b>4%</b>					
			<b>TOTAL</b>	<b>100%</b>					

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