

## PHILIPPINE RETIREMENT AUTHORITY (PRetA)

Component						Baseline Data			Target
	Objective/Measure	Formula	Weight	Rating System	2016	2017	2018	2019	
SOCIAL IMPACT	SO 1	Generate Investment and Foreign Exchange							
	SM 1	Annual Foreign Currency Generated	Outstanding visa deposit in banks at the end of the year	15%	Lower than \$384.66 Million = 0% \$384.66 Million to \$448.45 Million = 3% \$448.46 Million to \$512.21 Million = 5% \$512.22 Million to \$575.99 Million = 8% \$576 Million and Above = 10%	\$423.90 Million	\$455.94 Million	\$520.13 Million	\$576 Million
		Sub-total		15%					
	SO 2	Stakeholders with Excellent PRA Experience							
STAKEHOLDERS	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 less than 80% = 0%	Notice of Award (NOA) to Sustainable Development Solutions	Satisfactory  81.1% of respondents gave at least Satisfactory rating (score of 6)	Survey result is not acceptable	90%

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STAKEHOLDERS	SO 3	Increase Number and Productivity of Industry Partners							
	SM 3	Number of Retirees Availing of Merchant Partners' Services and PRetA-Accredited Retirement Facilities	Absolute Number	2.5%	Actual / Target) x Weight	-	-	2,333 Retirees (Merchant Partners)	3,000 Retirees (Merchant Partners)
				2.5%		-	-	Availment to Retirement Facilities cannot be validated	25 Retirees (Retirement Facilities)
				2.5%		19 Retirees (Government Partners)	31 Retirees (Government Partners)	16 Retirees (Government Partners)	20 Retirees (Government Partners)
	SO 4	Increase Total Enrollees							
	SM 4	Cumulative Net Enrollment by End of the Year	Absolute Number of Cumulative Gross Enrollment at the end of the rating period – Absolute Number of Cumulative Cancellations at the end of the rating period	12.5%	(Actual / Target) x Weight	-	Report cannot be validated	46,596	53,787
	Sub-total		30%						

Component						Baseline Data			Target
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FINANCIAL	SO 5	Maximize Budget							
	SM 5	Improve Budget Utilization Rate	Total Amount Disbursed (Net of PS) / Total DBM-Approved COB (Net of PS)	10%	All or Nothing	82.62%	-	72.30%	Not lower than 90% but not exceeding 100%
	SO 6	Maintain Financial Viability							
	SM 6	Improve Revenue Generation	Absolute Amount of Operating Revenues including Interest Income from Visa Deposits of Retirees	10%	(Actual/Target) x Weight If Below ₱777.13 Million = 0%	₱664.66 Million	₱777.13 Million	₱893.84 Million	₱929.59 Million
	SO 7	Maximize Revenues							
	SM 7	Improve Net Operating Income	(Revenues + Interest Income from Visa Deposits) – Operating Expenses	10%	(Actual/Target) x Weight If Below ₱508.56 Million = 0%	₱469.36 Million	₱508.56 Million	₱606.06 Million	₱629.65 Million
		Sub-total		30%					
INTERNAL PROCESS	SO 8	Intensify Marketing and Promotion Campaign							
	SM 8	Increase Return on Marketing Expense <sup>1</sup>	Passport and Visa or Application Fees + Accreditation Fees (excluding Annual PRA Fees) / Marketing Expense + Marketers Fee	5%	(Actual/Target) x Weight If Below 262% = 0%	303%	203%	246%	303%

<sup>1</sup> Includes traveling, advertising and promotion, postage and delivery, representation and medical examination fees.

Component					Baseline Data			Target
	Objective/Measure	Formula	Weight	Rating System	2016	2017	2018	2019
	<b>SO 9</b>	<b>Improve Marketing Process</b>						
	SM 9	Rationalize Marketing Program, Activities and Projects	Actual Accomplishment	5%	All or Nothing	-	-	Board-Approved Five-Year Marketing Plan
	<b>SO 10</b>	<b>Optimize the Utilization of Information Technology</b>						
	SM 10	Automation of PRA Processes	Actual Accomplishment	5%	All or Nothing	-	-	SRRV Application Processing Information System (SAP-IS) Fully Operational Fully Operational and Functional SRRV Servicing Information System
		<b>Sub-total</b>		<b>15%</b>				
LEARNING & GROWTH	<b>SO 11</b>	<b>Quality Management System</b>						
	SM 11	Attain ISO Certification	Actual Accomplishment	5%	All or Nothing	Final Gap Assessment	ISO Certificates issued on 12 April 2018	ISO 9001:2015 Certified Maintain ISO 9001:2015 Certificate
		<b>Sub-total</b>		<b>5%</b>				
	<b>SO 12</b>	<b>Improve Competencies of the Workforce</b>						
	SM 12	Improve Competency of the Organization	Number of employees meeting competency standards / Total number of employees for the year	5%	All or Nothing	No Competency Framework and Baseline Established	Baseline established	Needs Assessment Report and Action Plan for Year II (2019) Improvement in the Competency Baseline of the Organization <sup>2</sup>
		<b>Sub-total</b>		<b>5%</b>				
		<b>TOTAL</b>		<b>100%</b>				

<sup>2</sup> 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:

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

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