PHILLIPINE RECLAMATION AUTHORITY (PRA)

		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
SOCIAL IMPACT/STAKEHOLDERS	**SO 1**	**Increase the Number of Environmentally Sound Buildable Areas for Development**							
	SM 1	Implementation of the Dredgefill Extraction Operations Agreement (DEOA) for the Extraction of Dredgefill Sand from PRA Borrow Areas Issued with a Government Seabed Quarry Permit (GSQP)	Total Number of 2023 Deliverables Completed / Total Number of 2023 Deliverables for Completion Based on the Board-Approved Work Program	10%	(Actual / Target) x Weight	N/A	N/A	100% Completion of the 2022 Deliverables Based on the PRA-Approved Work Program	100% Completion of the 2023 Deliverables for All Reclamation Projects Based on the PRA Board-Approved Work Program
	SM 2	Implementation of Land Reclamation Activities	Total Number of 2023 Deliverables Completed / Total Number of 2023 Deliverables for Completion Based on the Board-Approved Work Program	25%	(Actual / Target) x Weight	Notice to Mobilize/Notice to Commence Actual Reclamation Works Issued to Proponent for the Pasay 360-Hectare Reclamation; Completed Preliminary Review/ Evaluation of the Preconstruction Plans and Documents Submitted by the Proponent for the	2021 Deliverables of the Pasay 360-Hectare Reclamation, Navotas City Reclamation, Batangas City Reclamation and Not Completed	100% Completion of the 2022 Deliverables Based on the PRA Board-Approved Work Program	100% Completion of the 2023 Deliverables for All Reclamation Projects Based on the PRA Board-Approved Work Program

	Component				Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
					Navotas City Reclamation			
SO 2	**Promote and Integrate a Comprehensive Coastal Defense/Protection Strategy into Development Plans**							
SM 3	Coastal Defense Strategy for Vulnerable Areas	Total Number of 2023 Deliverables Completed / Total Number of 2023 Deliverables for Completion Based on the Board-Approved Work Program	10%	(Actual / Target) x Weight	a. Final Report on the Scaling Out Project for Bulacan and Pampanga as Submitted to the Global Resilience Partnership b. Conduct of Environmental Scanning/ Investigation and Validation of Available Data; and Conduct of Stakeholders' Workshop/ Consultations	Two (2) of the Four (4) Milestones Accomplished	a. Signed Expression of Collaboration (EOC) with One of the Remaining LGUs Approved by PRA as Priority LGUs to Assist in the Formulation of the Coastal Protection Strategy b. Secure Approval from the LGU of Baras, Catanduanes for the Coastal Management Strategy Endorsed by PRA and its Partners	100% Completion of the 2023 Deliverables Based on the PRA Board-Approved Work Program
SO 3	**Increase Support of Stakeholders, Address Concerns of Affected Communities, and Gain Social Acceptance of Development Projects**							
SM 4	Percentage of Satisfied Customers/ Stakeholders	Total Number of Respondents Who Gave a Rating of At Least Satisfactory / Total Number of Respondents	5%	(Actual / Target) x Weight *If Less Than 80% = 0%*	76%	Joint Venture Partners: 100% Lessees/Buyers: 88.24%	90%	90%
	Sub-Total		**50%**					

Component					Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
SO 4	**Increase Revenue and Improve Cash Flow**							
SM 5	Net Income After Tax Commitment[1]	Total Income Less Total Expenses	15%	(Actual / Target) x Weight	₱920.12 Million	₱452.80 Million	₱2 Billion	₱2 Billion
SM 6	Disbursement Budget Utilization Rate	Total Disbursement / Total DBM-Approved Corporate Operating Budget	5%	(Actual / Target) x Weight	N/A	N/A	90%	90%
SO 5	**Increase Inventory of Marketable Land Assets**							
SM 7a	Disposition of Unlawfully Reclaimed Areas	Actual Accomplishment	5%	(Actual / Target) x Weight	Endorsed Two (2) Sites to DENR for Issuance of Presidential Proclamation	No Sites Endorsed to DENR	10 Unique Sites	Endorsement to the DENR for Issuance of Presidential Proclamation Covering Four (4) Sites
SM 7b	Disposition of Regularly Reclaimed Areas	Actual Accomplishment	5%	(Actual / Target) x Weight	N/A	N/A	N/A	Endorsement to the DENR for Issuance of Presidential Proclamation Covering Two (2) Sites
	Sub-Total		**30%**					

(FINANCE)

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[1] Refers to Net Income After Tax (NIAT) reported to the Commission on Audit (COA) as shown in PRA's Statement of Comprehensive Income.

		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
INTERNAL PROCESS	**SO 6**	**Streamline Processes and Procedures**							
	SM 8	Percentage of Requests[2] Processed Within the Prescribed Processing Time	Total Number of Applications Processed Within the Applicable Processing Time / Total Number of Requests Received	10%	(Actual / Target) x Weight	N/A	N/A	N/A	100%
		Sub-Total		*10%*					
ORGANIZATION	**SO 7**	**Strengthen Culture of Continuous Training and Innovation in the Organization**							
	SM 9	Percentage of Employee Meeting Required Competencies	Actual Accomplishment	5%	All or Nothing	PRA Individual Strategic Engagement Program Competency Assessment Manual	*Cannot Be Validated*	Improvement in the Competency Baseline of the Organization	Re-Establishment of Competency Baseline[3]
	SO 8	**Implement a Quality Management System**							
	SM 10	Improve Processes to Quality Management System	Actual Accomplishment	5%	All or Nothing	Passed the Surveillance Audit	ISO 9001:2015 Recertification Obtained	Pass the First Surveillance Audit for ISO 9001:2015 Recertification	Pass the Second Surveillance Audit for ISO 9001:2015 Recertification

[2] The measure shall cover the following core services of the corporation: (a) Applications for Approval of Reclamation Project and/or Reclamation for Component of a Development of Infrastructure Project; (b) Request for Restoration Clearance; (c) Request for Clearance for Miscellaneous/Foreshore Lease Applications; (d) Request for Approval of Design from Developers as Part of CBP-1A Association Design Committee; (e) Interim Lease of PRA Idle Properties; and (f) Sale and Lease of PRA Real Properties through Public Bidding.

[3] The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the formula:

$$\sum_{b=1}^{B} \frac{\left[\frac{\sum_{a=1}^{A}\left(\frac{Actual\ Competency\ Level}{Required\ Competency\ Level}\right)a}{A}\right]b}{B}$$, where a = Competency Required, A = Total Number of Competencies Required of Position, b = Personnel Profiled, B = Total Number of Personnel Profiled.

2023 Performance Scorecard *(Annex B)*

		Component				Baseline Data		Target	
	Objective/Measure		Formula	Weight	Rating System	2020	2021	2022	2023
		Sub-Total		*10%*					
		TOTAL		**100%**					