

PHILIPPINE RECLAMATION AUTHORITY

	Objective/Measure	Component			Baseline		Target	
		Formula	Weight	Rating Scale	2015	2016	2017	
SOCIAL IMPACT	SO 1	Increase Number of Environmentally Sound Buildable Areas for Development						
	SM 1	Exploration and Geo-Scientific Survey and Investigation of prospective marine sand quarry areas ¹	N/A	5%	All or nothing	Three priorities areas identified and ranked	Completion of bid documents	Hire consultant
	SM 2	Reclamation of 40-hectare Baseco Reclamation Project	N/A	5%	All or nothing	N/A	Preparation of preliminary engineering plans and bidding documents for restoration & completion	Conduct of public bidding for the conduct of Feasibility Study
	SO 2	Integrate a Comprehensive Coastal Defense/Protection Strategy into Development Plans						
	SM 3	Coastal defense strategy for Tacloban and Palo	N/A	10%	10% = Issuance of first 6 months' report to Global Resilience Partnership 5% = Signed MOA	Launched the project, and conducted 1 st Stakeholders Consultation	Presentation of the Master Plan to the LGUs and other government agencies, and followed-up LGU action plans	Initial implementation of Coastal Defense Strategy per agreements with funder and LGU
		Sub-total		20%				

¹ Three (3) potential marine sand quarry areas are (1) Bulacan-Pampanga-Bataan, (2) Malapascua, Cebu, and (3) Merida and Ormoc, Leyte.

		Component			Baseline		Target	
		Objective/Measure	Formula	Weight	Rating Scale	2015	2016	2017
FINANCIAL	SO 3	Increase Revenue and Improve Cash Flow						
	SM 4	Disposition of properties to minimize expenses	N/A	5%	5% = Final disposition of Bacolod properties 2.5% = Board approved TOR	N/A	N/A	Final disposition of Bacolod properties
				5%	5% = Lease of Esplanade 2.5% = Board approved new lease of terms	N/A	N/A	Lease of Esplanade
	SM 5	Net Income After Tax (NIAT)	Absolute Amount	20%	20% = Above ₱2 Billion 15% = ₱1.6 Billion to ₱2 Billion 10% = ₱1.0 Billion to ₱1.5 Billion 5% = ₱600 Million to ₱1.0 Billion 0% = less than ₱600 Million	₱2.18 Billion	₱648 Million	₱2 Billion

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	SO 4	Increase Inventory of Marketable Land Assets						
	SM 6	Disposition of unlawfully reclaimed areas	N/A	10%	10% = Endorsement to DENR of 3 Board approved applications 5% = Board approval of 3 applications	11.42 has. endorsed to DENR for recommendation for the issuance of Presidential Proclamation	20.38 has. endorsed to DENR for recommendation for the issuance of Presidential Proclamation	3 Board approved applications endorsed to DENR for recommendation for the issuance of Presidential Proclamation
		Sub-total		40%				
STAKEHOLDERS	SO 5	Increase Support of Stakeholders, Address Concerns of Affected Communities and Gain Social Acceptance of Development Projects						
	SM 7	Stakeholder Satisfaction Survey	N/A	10%	All or Nothing 0% = Less than 75% of respondents gave rating of at least Very Satisfactory	N/A	N/A	Establish Baseline on the percentage of respondents who rated PRA service with at least Very Satisfactory ²
		Sub-total		10%				
	SO 6	Implement Clear and Efficient Reclamation Guidelines and Public Estates Development and Management						
	SM 8	Programmatic, Environmental Assessment, Planning, and Engineering Studies pertaining to the Manila Bay	N/A	5%	All or Nothing	Request for Expression of Interest published	Request for Expression of Interest republished	Engagement of a consultant to develop Decision Support System

² Using the 5-point rating scale provided by the GCG under the PES Guidebook.

Component					Baseline		Target	
	Objective/Measure	Formula	Weight	Rating Scale	2015	2016	2017	
	SM 9	Formulation of new reclamation guidelines	N/A	5%	All or Nothing	Approved IRR of EO 146	N/A	Issuance of the Administrative Order on reclamation guidelines
	SM 10	Formulation of policies for land development	N/A	5%	All or Nothing	N/A	N/A	Issuance of policy on appraisal of properties
				5%	All or Nothing	N/A	N/A	Issuance of policy on new security plan
	Sub-total			20%				
ORGANIZATION	SO 7	Strengthen Culture of Continuous Training and Innovation in the Organization						
	SM 11	Implement Competency Framework	N/A	5 %	All or Nothing	N/A	Board-approved Competency Framework Model	Establish Competency Baseline of the Organization ³
	SO 8	Implement a Quality Management System (QMS)						
	SM 12	ISO Certification Process	N/A	5%	All or Nothing	N/A	N/A	DAP-issued Readiness for Certification of ISO 9001:2015
		Sub-total			10%			
	Total			100%				

³ Involves the implementation of set of methodologies used in evaluating whether an incumbent or candidate to a position possesses (1) the competencies required by the position, (2) the actual competency levels of the incumbent or candidate, and (3) the gaps between the actual competencies and competency levels of the incumbent or candidate, and the required competencies and competency levels of the position.