

PHILIPPINE RECLAMATION AUTHORITY

Component					Baseline Data		Target		
Objective/Measure	Formula	Weight	Rating System	2018	2019	2020	2021		
SOCIAL IMPACT / STAKEHOLDERS	SO 1	Increase Number of Environmentally Sound Buildable Areas for Development							
	SM 1	Secure Approval of Government Seabed Quarry Permit (GSQP) for Lubang Island and Simo Banks-Nasugbu; Leyte-Biliran; Malapascua of Cebu; Maasin of Leyte; and Oton-Guimaras Coastal Waters for Marine Sand Quarry	Actual accomplishment	10%	Signing of IA with DENR-MGB for the actual conduct of fieldwork activities on Biliran, Leyte, and Malapascua, Cebu – 5% Concurrence on the submitted Final Report of the DENR-MGB on the scientific survey for Biliran, Leyte, and Malapascua, Cebu – 10%	Target not met due to the delays in contract finalization. The conduct of Seismic Profiling, Bathymetric Profiling, Water Sampling and Sediment Sampling was not implemented.	Completion of geo-scientific survey / investigation of at least two (2) sites out of five (5) quarry sites	Signed Implementing Agreement (IA) with DENR-MGB for Biliran, Leyte and Malapascua, Cebu	PRA's Concurrence on the Final Report of DENR-MGB on the Geo-Scientific Survey/Investigation for Biliran, Leyte and Malapascua, Cebu Sites
	SM 2	Implementation of Land Reclamation Activities:							
	SM 2a	Pasay 360-Hectare Reclamation	Actual accomplishment	7.50%	All or Nothing	N/A	N/A	Notice to Mobilize / Notice to Proceed Issued to Proponent	100% Completion of the 2021 Deliverables per Project Timeline

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SM 2b	Navotas City Reclamation	Actual accomplishment	7.50%	All or Nothing	N/A	N/A	Initial / Preliminary review / Evaluation of the Pre-Construction Documents	100% Completion of the 2021 Deliverables per Project Timeline
SM 2c	Batangas City Reclamation	Actual accomplishment	7.50%	All or Nothing	N/A	N/A	PRA's Review/ Evaluation and approval of the submitted pre-construction documents as pre-construction documents as preconditions of the Notice to Proceed Issued to the Proponent	100% Completion of the 2021 Deliverables per Project Timeline
SO 2	Promote and Integrate a Comprehensive Coastal Defense / Protection Strategy into Development Plans							
SM 3	Coastal Defense Strategy for Vulnerable Areas	Actual accomplishment	10%	Milestones ⁴	<i>No reports submitted</i>	a. Submission to GRP, through One Architecture, of Final Report on Seed Grant Project (for Tacloban City and Palo, Leyte), and	a. Final Report on the Scaling Out Project for Bulacan and Pampanga as submitted to the Global Resilience Partnership	Secure approval from the LGU of Baras, Catanduanes for the Coastal Protection Strategy endorsed by PRA and its Partners

⁴ See **Appendix A** for milestone-based rating system.

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Objective/Measure	Formula	Weight	Rating System	2018	2019	2020	2021	
						Scaling-up Proposal b. Secure approval from the LGU on the Framework Plan for the conduct of the respective Coastal Protection Master Plan for the Cities of Surigao and Bislig	b. Conduct of Environmental Scanning/ Investigation and Validation of available data and conduct of stakeholders' workshop/consultations	
SO 3 Increase Support of Stakeholders, Address Concerns of Affected Communities and Gain Social Acceptance of Development Projects								
SM 4	Percentage of Satisfied Customers	Actual accomplishment	5%	(Actual / Target) x Weight 0% = If less than 80%	Methodology and Questionnaire are not compliant with the Standard Methodology and Prescribed Questionnaire issued by GCG	90%	90%	90%
		Sub-total	47.50%					

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FINANCE	SO 4	Increase Revenue and Improve Cash Flow							
	SM 5	Net Income After Tax Commitment ⁵	Absolute amount	15%	(Actual/Target) x Weight	₱230.38 Million	₱400 Million	₱874 Million ⁶	₱541 Million ⁷
	SO 5	Increase Inventory of Marketable Land Assets							
	SM 6	Disposition of Unlawfully Reclaimed Areas	Absolute number	10%	(Actual/Target) x Weight	PRA endorsed four (4) Board-approved applications to the DENR for the issuance of Presidential Proclamation.	Endorsement to the DENR for issuance of Presidential Proclamation covering an area of at least ten (10) hectares	<u>Endorsement to the DENR for Issuance of Presidential Proclamation covering ten (10) sites</u>	Endorsement to the DENR for Issuance of Presidential Proclamation covering ten (10) sites
			Sub-total	25%					
INTERNAL PROCESS	SO 6	Implement Clear and Efficient Reclamation Guidelines and Public Estates Development and Management							
	SM 7	Formulation of a New Policy	Actual accomplishment	5%	All or Nothing	Board-approved mechanics on the conduct of Swiss Challenge was not published in 2018.	Publication of Board-approved policy on the integration of coastal protection and green spaces in reclamation projects in newspapers of general circulation	Publication of Board-Approved Utilization Guidelines on the Social Environmental Fund (SEF) in Newspapers of General Circulation and	Publication of Board-Approved Policy on PRA Monitoring of the Non-Environmentally Critical Projects in Newspapers of General Circulation and Filling with Office of the National

⁵ Refers to the Net Income after Tax (NIAT) that is reported to the Commission on Audit (COA) as shown in PRA's Statement of Comprehensive Income.

⁶ Based on PRA's submitted 2020 Corporate Operating Budget (COB).

⁷ Based on PRA's submitted 2021 Corporate Operating Budget (COB).

Component					Baseline Data	Target		
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						and filing with UP Law Center	Filing with UP Law Center	Administrative Register (ONAR)
SM 8	Re-development of Coastal Plaza Condominium Project (CPCP)	Actual accomplishment	7.50%	Milestones ⁸	No consultant was hired	100% of the targets for the year are implemented based on the Board-approved CPCP Business Plan	100% of the Deliverables for the year are implemented based on the Board-approved CPCP Business Plan	Publication of Public Bidding for the disposition of free areas
SM 9	Maintenance and Timely Repair of Roads and Other Infrastructure Projects:							
SM 9a	Rehabilitation of PRA Roads through Agency-to-Agency Implementation	Actual accomplishment	5%	All or Nothing	No consultant was hired	Implementation of 100% Contract Deliverables	Implementation of 100% of Contract Deliverables for the Detailed Engineering and Design	100% implementation of the 2021 deliverables in the Memorandum of Agreement with the DPWH
SM 9b	Construction of One (1) Road through Agency-to-Agency Implementation							100% implementation of the 2021 deliverables in the Memorandum of Agreement with the DPWH

⁸ See **Appendix A** for milestone-based rating system.

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	SM 9c	Road Repair Works of PRA Roads						100% completion of road repair/maintenance works through cutting/squaring	
		Sub-total	17.50%						
ORGANIZATION	SO 7 Strengthen Culture of Continuous Training and Innovation in the Organization								
	SM 10	Percentage of Employees Meeting Required Competencies	Actual accomplishment	5%	All or Nothing	Board-approved Manual of Competencies and Competency-Based Job Descriptions for all positions	Competency Assessment conducted to 100% of Employees to establish competency baseline	Improve Competency Baseline of the Organization	Improve Competency Baseline of the Organization ⁹
	SO 8 Implement a Quality Management System								
	SM 11	Improve Processes to Quality to Management System	Actual accomplishment	5%	All or Nothing	Certification under ISO 9001:2015	Pass Surveillance Audit	Pass the 2nd Surveillance Audit	Recertification under ISO 9001:2015 Standard
			Sub-total	10%					
		TOTAL	100%						

⁹ 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:

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

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

APPENDIX A

STRATEGIC MEASURE AND MILESTONES	WEIGHT
SM 3: COASTAL DEFENSE STRATEGY FOR VULNERABLE AREAS	
Expression of Collaboration between PRA and Municipality of Baras has been signed	2.50%
Identification of study area and environmental scanning (ocular) conducted	2.50%
CPS finalized and endorsed to the LGU and stakeholders	2.50%
Approval by the LGU of the CPS through a municipal resolution	2.50%
Total	10%
SM 8: DEVELOPMENT OF PRA PROPERTIES (COASTAL PLAZA CONDOMINIUM PROJECT)	
Submission of all documents required by the DHSUD for the approval of the Alteration of the Site Development Plan	1.50%
Filing of application for Certificate of Project Completion with DHSUD; and filing of requirements with Register of Deeds for the processing of consolidation / subdivision of titles	1.50%
Submission of completed requirements to DHSUD for the approval of the amendment of Master Deed with Declaration of Restrictions; and approval by the Board of Directors of the Terms of Reference for the disposition of free areas	1.50%
Publication of Public Bidding for the disposition of free areas	3.00%
Total	7.50%