



Strategic Measure	Formula	Weight	Rating System ¹	2021 Annual Target ¹	Quarterly Targets			
					1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
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%	PRA's Concurrence on the Final Report of DENR-MGB on the Geo-Scientific Survey/Investigation for Biliran, Leyte and Malapascua, Cebu Sites	Coordination with DENR-MGB on the finalization and review by the OGCC of the IA for the actual conduct of Geo-Scientific Survey/ Investigation for Biliran, Leyte and Malapascua, Cebu	Signing of IA with the with DENR-MGB for the actual conduct of fieldwork activities on Biliran, Leyte and/or Malapascua, Cebu	Coordination with DENR-MGB for the actual conduct of fieldwork activities on Biliran, Leyte and/or Malapascua, Cebu	PRA's concurrence on the submitted Final Report of the DENR-MGB on the Geo-scientific Survey/Investigation for Biliran, Leyte and Malapascua, Cebu
SM 2a: Implementation of Land Reclamation Activities : Pasay 360-hectare reclamation	Actual Accomplishment	7.5%	All or Nothing	100% Completion of the 2021 Deliverables per Project Timeline	Act on the timely approval of submitted pre-construction documents to trigger the initial mobilization of the General Contractor.	Close monitoring on the full mobilization of the General Contractor in terms of manpower, equipment and other resources to mount a large scale operation.	Conduct project monitoring and general supervision works as basis for the monthly report to be collated into a quarterly report for submission to the PRA Management.	Conduct project monitoring and general supervision works as basis for the monthly report to be collated into a quarterly report for submission to the PRA Management.
SM 2b: Implementation of Land Reclamation Activities : Navotas City reclamation	Actual Accomplishment	7.5%	All or Nothing	100% Completion of the 2021 Deliverables per Project Timeline	Act on the timely approval of submitted pre-construction documents to effect the issuance of NTM and trigger the initial mobilization of the General Contractor	Close monitoring on the full mobilization of the General Contractor in terms of manpower, equipment and other resources to mount a large scale operation	Issuance of Notice to Mobilize; and Conduct project monitoring and general supervision works as basis for the monthly report to be collated into a quarterly report for submission to the PRA Management	Conduct project monitoring and general supervision works as basis for the monthly report to be collated into a quarterly report for submission to the PRA Management
SM 2c: Implementation of Land Reclamation Activities : Batangas City reclamation	Actual Accomplishment	7.5%	All or Nothing	100% Completion of the 2021 Deliverables per Project Timeline	Act on the timely approval of submitted pre-construction documents to effect the issuance of NTM and trigger the initial mobilization of the General Contractor	Close monitoring on the full mobilization of the General Contractor in terms of manpower, equipment and other resources to mount a large scale operation	Conduct project monitoring and general supervision works as basis for the monthly report to be collated into a quarterly report for submission to the PRA Management	Conduct project monitoring and general supervision works as basis for the monthly report to be collated into a quarterly report for submission to the PRA Management

SOCIAL IMPACT/STAKEHOLDERS

Strategic Measure	Formula	Weight	Rating System ¹	2021 Annual Target ¹	Quarterly Targets			
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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	Secure approval from the LGU of Baras, Catanduanes for the Coastal Protection Strategy endorsed by PRA and its Partners	Signing of Expression of Collaboration (EOC) between PRA and LGU; set-up study team and gathering of available secondary data	Institutional setting, identification/ delineation of study area; and environmental scanning, verification and validation of secondary data	Stakeholders workshops and consultations, drafting and deliberation of the Coastal Protection Strategy	Completion of the Coastal Protection Strategy (CPS) Report and endorsement to the LGU (signed by both PRA and the designated LGU Department/ Office)
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	Actual Accomplishment	5%	(Actual/ Target) x Weight <i>0% = If less than 80%</i>	90%	1) Update composition of committee for Customer Satisfaction Survey (CSS); 2) Preliminary activities for the hiring of consultant to conduct the CSS for 2021.	Issuance of Notice of Award (NOA) to the technical provider to undertake the 2021 CSS; and Conduct of Inception meeting	Inception Report	1) Completed Interim Report.; and 2) 90% Satisfied Rating
SO 4: Increase Revenue and Improve Cash Flow								
SM 5: Net Income After Tax Commitment	Absolute Amount	15%	(Actual/ Target) x Weight	Php 541 Million	Php 33 Million	Php 116 Million	Php 512 Million	Php 541 Million
SO 5: Increase inventory of marketable land assets								
SM 6: Disposition of Unlawfully Reclaimed Areas	Absolute Number	10%	(Actual/ Target) x Weight	Endorsement to the DENR for issuance of Presidential Proclamation (PP) covering ten (10) sites	PRA Board Approval of two (2) applications for PP Endorsement with the DENR	PRA Board Approval of four (4) applications for PP Endorsement with the DENR	PRA Board Approval of four (4) applications for PP Endorsement with the DENR	Endorsement to the DENR for issuance of Presidential Proclamation (PP) covering ten (10) sites
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	Publication of Board-approved policy on PRA Monitoring of the Non-Environmentally Critical Projects in newspapers of general circulation and filing with the Office of the National Administrative Register (ONAR)	Submit draft policy to Legal for comments/ inputs	Submission of the draft policy to the Management Committee for deliberation	Submission of the final draft of the policy to Board for appropriate action/ approval	Publication of Board-approved policy on PRA Monitoring of the Non-Environmentally Critical Projects in newspapers of general circulation and filing with the Office of the National Administrative Register (ONAR)

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INTERNAL PROCESS	SM 8. Re-development of Coastal Plaza Condominium Project (CPCP)	Actual Accomplishment	7.5%	Milestones	Publication of Public Bidding for the disposition of free areas	Submission of all documents required by the Department of Human Settlements & Urban Development (DHSUD) for the approval of the Alteration of the Site Development Plan.	a) Filing of application for Certificate of Project Completion with DHSUD; and b) Filing of requirements with the Register of Deeds for the processing of consolidation/ subdivision of titles	a) Submission of completed requirements to DHSUD for the approval of the amendment of the Master Deed with Declaration of Restrictions; and b) Approval by the Board of Directors of the Terms of Reference for the disposition of free areas	Publication of bidding requirements for the disposition of free areas
	SM 9a. Maintenance and timely repair of roads and other infrastructure projects: Rehabilitation of PRA Roads	Actual Accomplishment	5%	All or Nothing	100% implementation of the 2021 deliverables in the Memorandum of Agreement	Approval of change in mode of implementation from Agency-to-Agency to Procurement Agency Agreement; and	Finalize Memorandum of Agreement (MOA) between PRA and DPWH-NCR, where DPWH-NCR assumes the role of Procurement Agent for the Rehabilitation of PRA Roads and Construction of One (1) Road.	OGCC Review and Execution of the MOA	Start of Bidding Process; and Notice of Award to Winning Consultant
	SM 9b. Maintenance and timely repair of roads and other infrastructure projects: Construction of One (1) Road					Preparation of Memorandum of Agreement			
	SM 9c. Maintenance and timely repair of roads and other infrastructure projects: Road Repair Works of PRA Roads				100% completion of road repair/maintenance works through cutting/squaring	N/A	Notice to Proceed (NTP) to be issued to winning contractor and start of road repair works		100% Completion of road repair works
SO 7. Strengthen culture of continuous training and innovation in the organization									
ORGANIZATION	SM 10. Percentage of Employees Meeting Required Competencies	Actual Accomplishment	5%	All or Nothing	Improvement of Competency Baseline of the Organization	1. Prepare Learning & Development Program to prioritize employees requiring immediate intervention based on the result of the Competency Assessment; 2. Negotiate with DAP to conduct the following competency: - Re-assessment to determine the improvement - Technical assistance in the provision of right intervention/ training - Training/intervention for HR Personnel for the conduct of future assessment.	1. Execution of contract with DAP; and 2. Conduct of trainings/ interventions	1. Conduct trainings/ Interventions; and 2. Preliminary activities for the re-assessment	Increase the 79% competent employees (16% who Demonstrate the competency model plus 63% who are Approaching the competency model) based on the 2019 competency assessment result.
	SO 8. Implement a Quality Management System (QMS)								
	SM 11. Improve Processes to Quality Management System	Actual Accomplishment	5%	All or Nothing	Recertification under ISO 9001:2015 Standard	Required trainings/workshops for the Recertification under ISO 9001:2015 Standards	Issuance of Notice to Proceed (NTP)/ Execution of Contract	Internal Quality Audit; and Management Review	Recertification under ISO 9001:2015
		Total	100%						

¹ Based on Final CY 2021 PES transmitted by GCG dated 31May2021