



Strategic Measure	Formula	Weight	Rating System	Baseline Data					2018 Annual Target
				2013	2014	2015	2016	2017	
<b>SO 1: Increase number of environmentally sound buildable areas for development</b>									
SM 1: Attain Government Seabed Quarry Permit (GSQP) for Bulacan-Pampanga-Bataan; Leyte-Biliran; Malapascua of Cebu; Maasin of Leyte; and Oton-Guimaras Coastal Waters for Marine Sand Quarry	Actual accomplishment	10%	All or Nothing	N/A	Sent letter to MGB requesting technical assistance to undertake exploration of 3 sites.	3 priority areas identified and ranked	Completion of bid documents	Failed bidding (Procurement of services for the conduct of exploration of three marine sand quarry areas)	Conduct of the following activities: a) Seismic Profiling b) Bathymetric Profiling c) Water Sampling and Sediment Sampling
SM 2: Completion of the Preparatory Activities for Land Reclamation	Actual accomplishment	10%	All or Nothing	N/A	N/A	N/A	Preparation of preliminary engineering plans and bidding documents for restoration & completion	Publication of invitation to bid for the procurement of services for the conduct of Feasibility Study	Hire consultant for the conduct of Feasibility Study (FS), Environmental Impact Study (EIS), and drafting of Terms of Reference for Detailed Engineering Design (DED)
<b>SO 2: Integrate a comprehensive coastal defense/ protection strategy into development plans</b>									
SM 3: Coastal defense strategy for Vulnerable Areas	Actual accomplishment	5%	All or Nothing	Scoping Mission in Tacloban and recommendation of possible coastal defense strategy	Assistance from the Dutch Gov't. in undertaking a follow-up scoping mission. Dutch Gov't. recommended to do comprehensive study & planning.	Launched the project and conducted 1st Stakeholders Consultation	Presentation of the Master Plan to the LGUs and other GAs and followed-up LGU action plans; and Ocular inspections, identification of the inventory in the eastern seaboard and submission of priority area for possible funding assistance	Secured funding to implement a recommended strategy in the Master Plan, particularly the non-structural/ green strategy;  and  PRA Board approved priority areas; Coordinated & submitted the PRA Investment Plan to Netherlands Red Cross and Jan de Nul in seeking possible funding or technical grants	Submission of Final Report to Global Resilience Partnership (GRP) through One Architecture for Tacloban City and Palo, Leyte;  and  Submission of Inception Report and Acceptance and approval of at least one LGU of Framework Plan for the Coastal Protection Master Plan (CPMP)

SOCIAL IMPACT/STAKEHOLDER

FINANCE									
<b>SO 3: Increase support of stakeholders, address concerns of affected communities and gain social acceptance of development projects</b>									
SM 4: Percentage of Satisfied Customers	Actual accomplishment	5%	All or Nothing Lower than 80% = 0%	N/A	N/A	Stakeholders Engagement and Management Plan	N/A	Signed Memorandum of Agreement/ (Hired the Development Academy of the Philippines (DAP) as the consultant to design the survey)	Establish Baseline
<b>SO 4: Increase revenue and improve cash flow</b>									
SM 5: Net Income commitment	Absolute amount	15%	(Actual/Target) x Weight	₱2,477 M	₱2,465 M	₱2,181 M	₱600 M	PhP 1.5 Billion	₱250 M
SM 6a: Disposition of Properties to Minimize Expense: Bacolod Properties	Actual accomplishment	5%	All or Nothing			N/A	N/A	Board approved TOR and contracts for the disposition of Bacolod properties	Final disposition of Bacolod Properties
<b>Strategic Measure</b>	<b>Formula</b>	<b>Weight</b>	<b>Rating System</b>	<b>Baseline Data</b>					<b>2018 Annual Target</b>
				<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
SM 6b: Disposition of Properties to Minimize Expense: Esplanade Properties	Actual accomplishment	5%	All or Nothing			N/A	N/A	Board approved new terms of lease of Esplanade	Collection of lease of Esplanade
<b>SO 5: Increase inventory of marketable land assets</b>									
SM 7: Disposition of unlawfully reclaimed areas	Absolute number	10%	(Actual/Target) x Weight	Total of 6 has. endorsed to the DENR	Total of 7.5 has. Board-approved for endorsement to the DENR	Total of 10 has. Board-approved for endorsement to the DENR	Total of 20 has. Board-approved for endorsement to the DENR	Endorsement to DENR of 3 Board approved applications	10 Board-approved applications to DENR for its recommendation of the issuance of Presidential Proclamation

SO 6: Implement Clear and Efficient Reclamation Guidelines and Public Estates Development and Management										
INTERNAL PROCESS	SM 8: Programmatic environmental assessment, planning and engineering studies: Manila Bay	Actual accomplishment	5%	All or Nothing	Completed publication requirements	Board-approved revised TOR	Publication of Request for Expression of Interest	Re-publication of Request for Expression of Interest	Declaration of failure of bidding	Hire consultant for development of a Decision Support System pertaining to Manila Bay
	SM 9. Formulation of a new policy	Actual accomplishment	5%	All or Nothing	N/A	N/A	N/A	Approved IRR of EO 146	N/A	Publication of approved mechanics on conduct of Swiss Challenge in the form of an Administrative Order in newspapers of general circulation and filing with UP Law Center
	SM 10. Public Estates Development: Re-development of Coastal Plaza Condominium	Actual accomplishment	5%	All or Nothing	N/A	N/A	N/A	N/A	N/A	Board approved Business Plan with concrete timeline of activities and deliverables per year
	SM 11a. Maintenance and timely repair of roads and other infrastructure projects: Construction of two (2) roads at Superblock B	Actual accomplishment	5%	All or Nothing	N/A	N/A	N/A	N/A	Preparation of TOR and Bid Documents; BAC Review of Bid Documents	Hire consultant for civil works





Philippine Reclamation Authority

Strategic Measure	Formula	Weight	Rating System	2018 Annual Target	Proposed Targets			
					1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
<b>SO 1: Increase number of environmentally sound buildable areas for development</b>								
SM 1: Attain Government Seabed Quarry Permit (GSQP) for Bulacan-Pampanga-Bataan; Leyte-Biliran; Malapascua of Cebu; Maasin of Leyte; and Oton-Guimaras Coastal Waters for Marine Sand Quarry	Actual accomplishment	10%	All or Nothing	Conduct of the following activities: a) Seismic Profiling b) Bathymetric Profiling c) Water Sampling and Sediment Sampling	<ul style="list-style-type: none"> <li>• Consultation with GEP</li> <li>• Coordination with MGB and NAMRIA for possible collaboration</li> </ul>	Facilitate Contract Signing with MGB/NAMRIA	Conduct of Surveys and Investigation by MGB	Conduct of the following activities (by MGB): a) Seismic Profiling b) Bathymetric Profiling c) Water Sampling and Sediment Sampling
SM 2: Completion of the Preparatory Activities for Land Reclamation	Actual accomplishment	10%	All or Nothing	Hire consultant for the conduct of Feasibility Study (FS), Environmental Impact Study (EIS), and drafting of Terms of Reference for Detailed Engineering Design (DED)	Preparation & evaluation of Bid Documents with BAC	<ul style="list-style-type: none"> <li>• Preparation &amp; evaluation/ finalization of Bid Documents with BAC</li> <li>• Board approval of Bidding Documents</li> <li>• Publication of RFEI and Shortlisting</li> </ul>	<ul style="list-style-type: none"> <li>• Bidding process -issuance of Bid Docs -evaluation of technical/ financial proposals of qualified bidders, etc.</li> </ul>	Facilitate Contract Signing, and Prepare Draft Notice to Proceed (NTP)
<b>SO 2: Integrate a comprehensive coastal defense/ protection strategy into development plans</b>								
SM 3: Coastal defense strategy for Vulnerable Areas	Actual accomplishment	5%	All or Nothing	Submission of Final Report to Global Resilience Partnership (GRP) through One Architecture for Tacloban City and Palo, Leyte; and Submission of Inception Report and Acceptance and approval of at least one LGU of Framework Plan for the Coastal Protection Master Plan (CPMP)	<ul style="list-style-type: none"> <li>a) Beach forest / mangrove planting</li> <li>b) Finalize &amp; submit 2nd 6-month report to GRP;</li> </ul> and <ul style="list-style-type: none"> <li>c) Negotiation and follow-up investment proposals with prospective grantors</li> </ul>	<ul style="list-style-type: none"> <li>a) Completion of planting activities</li> <li>b) Training for livelihood of target community (community livelihood program);</li> </ul> and <ul style="list-style-type: none"> <li>c) Finalize Expression of Collaboration (EOC) between PRA and concerned LGU</li> </ul>	<ul style="list-style-type: none"> <li>a) Final report to GRP through One Architecture</li> <li>b) Project turn-over to LGU;</li> </ul> and <ul style="list-style-type: none"> <li>c) Board approval of contracts/ agreements between PRA and grantor</li> <li>d) Secure grant for CPMP for one site/ LGU</li> <li>e) Ocular inspection survey, data gathering together with LGU</li> </ul>	<ul style="list-style-type: none"> <li>a) Drafting of proposal for scaling up</li> <li>b) Project maintenance and monitoring;</li> </ul> and <ul style="list-style-type: none"> <li>c) Draft Framework Plan in coordination with LGU for the CPMP</li> </ul>

SOCIAL IMPACT/STAKEHOLDERS

	Strategic Measure	Formula	Weight	Rating System	2018 Annual Target	Proposed Targets				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
FINANCE	<b>SO 3: Increase support of stakeholders, address concerns of affected communities and gain social acceptance of development projects</b>									
	SM 4: Percentage of Satisfied Customers	Actual accomplishment	5%	All or Nothing Lower than 80% = 0%	Establish Baseline	Issuance of Notice to Proceed (NTP); and Inception Meeting : Planning for Project Activities	Development of survey form and other mechanism; and Board approval of the survey form	Pilot testing of the Survey Form and Reporting of CSS baseline results	CSS baseline report	
	<b>SO 4: Increase revenue and improve cash flow</b>									
	SM 5: Net Income commitment	Absolute amount	15%	(Actual/Target) x Weight	₱250 M	₱25 M	₱75 M	₱100 M	₱250 M	
	SM 6a: Disposition of Properties to Minimize Expense: Bacolod Properties	Actual accomplishment	5%	All or Nothing	Final disposition of Bacolod Properties	Assess bidding terms vs. actual market demand; Secure Board approval of revised TOR	Publication of invitation to bid for a Bacolod property; pre-bid conferences	Conduct of re-bidding	Final disposition of Bacolod Properties	
	SM 6b: Disposition of Properties to Minimize Expense: Esplanade Properties	Actual accomplishment	5%	All or Nothing	Collection of lease of Esplanade	Collection of lease of Esplanade	Collection of lease of Esplanade	Collection of lease of Esplanade	Collection of lease of Esplanade	
	<b>SO 5: Increase inventory of marketable land assets</b>									
SM 7: Disposition of unlawfully reclaimed areas	Absolute number	10%	(Actual/Target) x Weight	10 Board-approved applications to DENR for its recommendation of the issuance of Presidential Proclamation	<ul style="list-style-type: none"> <li>Notify proponents to comply with the PRA requirements for SR and/or titling pursuant to PRA AO Nos. 2005-1 and 2008-3</li> <li>Identify and assess applications nearing compliance with the PRA requirements</li> <li>Conduct data gathering, measurements and/or Joint Verification Surveys (JVS)</li> <li>Review and Evaluation of Applications for SR and/or titling pursuant to PRA AO Nos. 2005-1 and 2008-3</li> </ul>	<ul style="list-style-type: none"> <li>Review and Evaluation of Applications for SR and/or titling pursuant to PRA AO Nos. 2005-1 and 2008-3</li> <li>Submit Seven (7) CSW for PRA Board Approval</li> </ul>	<ul style="list-style-type: none"> <li>Review and Evaluation of Applications for SR and/or titling pursuant to PRA AO Nos. 2005-1 and 2008-3</li> <li>Submit Seven (7) CSW for PRA Board Approval</li> <li>Endorsed to the DENR the Six (6) CSW for the issuance PP</li> </ul>	<ul style="list-style-type: none"> <li>Review and Evaluation of Applications for SR and/or titling pursuant to PRA AO Nos. 2005-1 and 2008-3</li> <li>Submit Six (6) CSW for PRA Board Approval</li> <li>Endorsed to the DENR the Four (4) CSW for the issuance PP</li> </ul>		

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<b>INTERNAL PROCESS</b>	<b>SO 6: Implement Clear and Efficient Reclamation Guidelines and Public Estates Development and Management</b>									
	SM 8: Programmatic environmental assessment, planning and engineering studies: Manila Bay	Actual accomplishment	5%	All or Nothing	Hire consultant for development of a Decision Support System pertaining to Manila Bay	Review of bidding documents	a) Submission to and review of the BAC of the revised TOR and bidding documents; b) Submission to the Board for approval of the recommendations of BAC on the revised bidding documents and rebidding	Bidding	Issuance of Notice of Award	
	SM 9. Formulation of a new policy	Actual accomplishment	5%	All or Nothing	Publication of approved mechanics on conduct of Swiss Challenge in the form of an Administrative Order in newspapers of general circulation and filing with UP Law Center	Submission of recommendations to the Board Reclamation Committee for approval	Board approval of the draft Competitive Challenge Guidelines	Publication of the approved policy		
	SM 10. Public Estates Development: Re-development of Coastal Plaza Condominium	Actual accomplishment	5%	All or Nothing	Board approved Business Plan with concrete timeline of activities and deliverables per year	Identification of business strategy for the redevelopment and preparation of business plan	Presentation to Mancom of proposed redevelopment plan/undertake revision	Finalize business plan	Board approval of business plan	
SM 11a. Maintenance and timely repair of roads and other infrastructure projects: Construction of two (2) roads at Superblock B	Actual accomplishment	5%	All or Nothing	Hire consultant for civil works	Selection phase/ Bidding process for consultancy work	Continuation of selection phase	Issuance of Notice of Award, and Notice to Proceed and commencement of Detailed Engineering Phase	Completion of Detailed Engineering phase, Board approval and start of bidding process (advertisement) for civil works; Hire consultant for civil works		

	Strategic Measure	Formula	Weight	Rating System	2018 Annual Target	Proposed Targets			
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ORGANIZATION	SM 11b. Maintenance and timely repair of roads and other infrastructure projects: Rehabilitation of PDMB (President Diosdado Macapagal Boulevard). ASEAN Avenue, and Diokno Boulevard	Actual accomplishment	5%	All or Nothing	Complete Detailed Engineering Services	Selection phase/ Bidding process for consultancy work	Continuation of selection phase	Issuance of Notice of Award, and Notice to Proceed and commencement of Detailed Engineering Phase	Complete detailed engineering phase and Board approval
	<b>SO 7: Strengthen culture of continuous training and innovation in the organization</b>								
	SM 12. Percentage of Employees Meeting Required Competencies	Actual accomplishment	5%	All or Nothing	Board-Approved competency-based job descriptions for all positions	Writing competency job descriptions	Writing competency job descriptions	Writing competency job descriptions	Board approved competency job descriptions for all positions
	<b>SO 8. Implement a Quality Management System (QMS)</b>								
	SM 13. Improve Processes to Quality Management System	Actual accomplishment	5%	All or Nothing	Certification under ISO 9001:2015	Technical Guidance on Enhancement of Operational Controls and Procedures, Technical Guidance on QMS Implementation, Basic Course on Productivity and Quality Improvement Approaches, Workshop on Auditing QMS	Readiness Assessment	Engagement of the services of an International Accredited Certification Body	Certification under ISO 9001:2015
	<b>Total</b>		<b>100%</b>						