



Philippine Reclamation Authority  
2017 Performance Scorecard

Strategic Measure	Formula	Weight	Rating System	Baseline			Target	
				2014	2015	2016	2017	
<b>SO 1: Increase number of environmentally sound buildable areas for development</b>								
<b>SOCIAL IMPACT</b>	SM 1: Complete activities for the exploration and geo-scientific survey/investigation covering three (3) potential marine sand quarry areas for issuance of Government Seabed Quarry Permit (GSQP) by the DENR-MGB	Process/es undertaken to identify an area	5%	Milestones	Sent letter to MGB requesting technical assistance to undertake exploration of 3 sites.	3 priority areas identified and ranked	Completion of bid documents	Hiring of consultant
	SM 2: Completion of pre-reclamation and reclamation of Forty (40) Hectares Baseco Reclamation Project	Process/es undertaken to identify an area	10%	Milestones	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
	<b>SO 2: Integrate a comprehensive coastal defense/ protection strategy into development plans</b>							
	SM 3: Coastal defense strategy for Tacloban City and Palo	Processes undertaken	10%	Milestones	Assistance from the Dutch Gov't. in undertaking a follow-up scoping mission. Dutch Gov't. recommended to do comprehensive study & planning.	Successfully launched the project, conducted stakeholders consultation, commented on the draft inception reports, and facilitated the 1st Technical Workshop for LGU and presentation of inception report to LGU and stakeholders.	Presentation of the Master Plan to the LGUs and other GAS and followed-up LGU action plans	Secure funding to implement a recommended strategy in the Master Plan
SM 4: Coastal Defense Strategy for other vulnerable areas	Processes undertaken	10%	Milestones	N/A	N/A	Ocular inspections, identification of the inventory in the eastern seaboard and submission of priority area for possible funding assistance	PRA approval of a priority area and submission of a proposal to secure assistance from funding agencies	

Strategic Measure	Formula	Weight	Rating System	Baseline			Target
				2014	2015	2016	2017
<b>FINANCIAL</b>							
<b>SO 3: Increase Revenue and Improve Cash Flow</b>							
SM 5: Disposition of/development of scheme to minimize expenses for idle properties	Processes undertaken	5%	Milestones	N/A	N/A	N/A	A. Board approved TOR and contracts for the disposition of Bacolod properties (2.5%) B. Board approved new terms of lease of Esplanade (2.5%)
SM 6: Net Income commitment	Net Income After Tax	10%	Actual/Target x Weight	₱2,465 M	₱2,181 M	₱600 M	PhP 1 Billion
<b>SO 4: Increase inventory of marketable land assets</b>							
SM 7: Final disposition of unlawfully reclaimed areas	Processes undertaken	10%	Milestones	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	A. Two (2) Completed Staff Work for Board approval of applications for special registration and/or titling pursuant to PRA A.O. 2005-1 & 2008-3 B. Two (2) Completed Staff Work for endorsement for issuance of Presidential Proclamation to the DENR C. One (1) Completed Staff Work on Board Approval of illegal reclamation subject for forfeiture
<b>STAKEHOLDERS</b>							
<b>SO 5: Increase support of stakeholders, address concerns of affected communities and gain social acceptance of development projects</b>							
SM 8: Stakeholder satisfaction survey	Processes undertaken	5%	Milestones	N/A	N/A	N/A	Hiring of a consultant to design the survey

Strategic Measure	Formula	Weight	Rating System	Baseline			Target
				2014	2015	2016	2017
<b>INTERNAL PROCESS</b>							
<b>SO 6: Implement Clear and Efficient Reclamation Guidelines</b>							
SM 9: Programmatic environmental assessment, planning and engineering studies pertaining to the Manila Bay	Procurement process/es undertaken	5%	Milestones	Board-approved revised TOR	Publication of Request for Expression of Interest	Re-publication of Request for Expression of Interest	Engagement of a consultant
SM 10. Formulation of a new Administrative Order that will serve as reclamation guidelines	Process/es undertaken	5%	Milestones	Drafting of IRR of EO 146	Approved IRR of EO 146	N/A	To issue the Administrative Order
SM 11. PRA participation in monitoring of the proponent's compliance with the ECC conditions to avoid and/or mitigate negative environmental impacts	Process/es undertaken	5%	Milestones	N/A	Quarterly participation to MMT meetings and activities of MNRDP	Quarterly participation to MMT meetings and activities of MNRDP; Initiated the activation of MMT of reclamation projects and projects with reclamation components	Participate in the Multipartite Monitoring Team and/or be a resource person in the EIA process of at least five projects
<b>SO 7: Implement Clear and Efficient Public Estates Development and Management</b>							
SM 12. Formulation of policies for land development	Process/es undertaken	5%	Milestones	N/A	N/A	N/A	A. Board approved policy on appraisal of properties B. Board approved new security plan
<b>SO 8: Provide Efficient Infrastructure Development and Management Services</b>							
SM 13. Monitoring and timely repair of roads and other infrastructure projects	Process/es undertaken	5%	Milestones	N/A	N/A	Regular monitoring of PDMB, Asean Avenue, and Diokno Boulevard	A. Completion of bid documents & posting of the invitation to bid for the civil works of Superblock B CBP IA B. 60% accomplishment of design and consultancy work on PDMB as per <i>PRA validated progress report</i>

	Strategic Measure	Formula	Weight	Rating System	Baseline			Target
					2014	2015	2016	2017
ORGANIZATION	<b>SO 9. Strengthen culture of continuous training and innovation in the organization</b>							
	SM 14. Competency Framework Plan for both management and staff	Process/es undertaken	5%	Milestones	N/A	N/A	Board-approved Competency Framework Model	Establishment of Baseline (Assembling the Competency Profiles)
	<b>SO 10. Implement a Quality Management System (QMS)</b>							
	SM 15. ISO Certification Process	Process/es undertaken	5%	Milestones	Submitted Draft IRR of EO 146 to NEDA	Flowcharts are approved by the Reclamation Committee of the PRA Board	Coordination with DAP	DAP - issued Readiness for Certification of ISO 9001:2015
		<b>Total</b>	<b>100%</b>					

Strategic Measure	Formula	Weight	Rating System	Baseline		FY 2017 Target (PAN)	2017							
				2015	2016		1st Quarter		2nd Quarter		3rd Quarter		4th Quarter	
							Target	Actual	Target	Actual	Target	Actual	Target	Actual
<b>SO 1: Increase number of environmentally sound buildable areas for development</b>														
SM 1: Complete activities for the exploration and geo-scientific survey/investigation covering three (3) potential marine sand quarry areas for issuance of Government Seabed Quarry Permit (GSQP) by the DENR-MGB	Process/es undertaken to identify an area	5%	Milestones	3 priority areas identified and ranked	Completion of bid documents	Hiring of consultant	BAC Review of complete Bid Documents			Board Approval of Bid Documents		Publication & Bidding Process		Bidding Process & Award, if bidding does not fail; Otherwise, Rebid the project
SM 2: Completion of pre-reclamation and reclamation of Forty (40) Hectares Baseco Reclamation Project	Process/es undertaken to identify an area	10%	Milestones	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	Conduct hydrographic/ bathymetric and topographic survey, consultation and secure comments and/or clearances from concerned government agencies	Conducted hydrographic/ bathymetric and topographic survey	Continue consultation process and secure Management approval of the Terms of Reference (TOR) & Approved Budget of the Contract	Sent out letters to concerned government agencies	BAC Review of the complete Bid Documents & Board Approval		Publication/posting of invitation to bid	
<b>SO 2: Integrate a comprehensive coastal defense/ protection strategy into development plans</b>														
SOCIAL IMPACT	SM 3: Coastal defense strategy for Tacloban City and Palo	Processes undertaken	10%	Milestones	Successfully launched the project, conducted stakeholders consultation, commented on the draft inception reports, and facilitated the 1st Technical Workshop for LGU and presentation of inception report to LGU and stakeholders.	Presentation of the Master Plan to the LGUs and other GAs and followed-up LGU action plans	Secure funding to implement a recommended strategy in the Master Plan	1. Secure funding assistance. 2. Project kick-off		1. Finalize selection of sites and work program. 2. Finalize the legal documentation to implement the funding assistance (Agreements with funder and with the LGU).		1. Conduct training on the mangrove rehabilitation procedures. 2. Pilot site preparation, procurement of mangrove seedlings and hiring of manpower.		(1) Preparation and start of planting of mangroves; (2) First 6 months report to Global Resilience Partnership
	SM 4: Coastal Defense Strategy for other vulnerable areas	Processes undertaken	10%	Milestones	N/A	Ocular inspections, identification of the inventory in the eastern seaboard and submission of priority area for possible funding assistance	PRA approval of a priority area and submission of a proposal to secure assistance from funding agencies	Continue site assessment and data gathering of the areas identified as vulnerable to storm surges and coastal flooding.		1. Completion of site inspection and assessment. 2. Board approval of priority area.		Finalize Expression of Collaboration with the concerned LGU for the coastal master plan		Submit concept paper/funding proposal to various funding agencies.

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							Target	Actual	Target	Actual	Target	Actual	Target	Actual
<b>SO 3: Increase Revenue and Improve Cash Flow</b>														
SM 5: Disposition of/development of scheme to minimize expenses for idle properties	Processes undertaken	5%	Milestones	N/A	N/A	A. Board approved TOR and contracts for the disposition of Bacolod properties (2.5%) B. Board approved new terms of lease of Esplanade (2.5%)		Advised Salem on the expiry of the lease contract and inquired of their intension to renew	A. Draft Terms of Reference for the bidding B. Formulated the new terms of lease		A. Draft Contract to Sell/Deed of Absolute Sale for review of Legal Dept. & Board approval of TOR and contracts B. Negotiate with Salem on new terms of lease & submit for Board approval the new terms of lease			
SM 6: Net Income commitment	Net Income After Tax	10%	Actual/Target x Weight	₱2,181 M	₱600 M	PhP 1 Billion		₱20 M		₱800 M		₱950 M		PhP 1 Billion
<b>SO 4: Increase inventory of marketable land assets</b>														
FINANCIAL	SM 7: Final disposition of unlawfully reclaimed areas	Processes undertaken	10%	Milestones	Total of 10 has. Board-approved for endorsement to the DENR	Total of 20 has. Board-approved for endorsement to the DENR	A. Two (2) Completed Staff Work for Board approval of applications for special registration and/or titling pursuant to PRA A.O. 2005-1 & 2008-3 B. Two (2) Completed Staff Work for endorsement for issuance of Presidential Proclamation to the DENR C. One (1) Completed Staff Work on Board Approval of illegal reclamation subject for forfeiture	A) Assessment of documents for the CSW of the following sites: 1) Del Rosario St., Catbalogan City; 2) Mati City LGU & Cagayan Corn; 3) Naga City LGU Note: Any two (2) of the above sites	Assessed documents for the CSW of the following sites: 1) Del Rosario St., Catbalogan City; 2) Mati City LGU & Cagayan Corn; 3) Naga City LGU	A) Continue assessment & conduct final evaluation on any two (2) of the four (4) sites; C) Assessment and review of the documentation of Soitech Agricultural Product Corp. (SAPC) &/or any other site		A) Finalize two (2) CSW & submit for Board approval; B) Prepare CSW on the endorsement to the DENR for issuance of PP for two (2) Board approved sites; C) Submit one (1) CSW to PRA Management on the forfeiture of illegal reclamation		A) PRA Board approved two (2) applications under AO 2005-1 & 2008-3; B) CSW of two (2) applications for issuance of PP endorsed by PRA to the DENR; C)PRA Board approval on the forfeiture of illegal reclamation
	<b>SO 5: Increase support of stakeholders, address concerns of affected communities and gain social acceptance of development projects</b>													
STAKEHOLDERS	SM 8: Stakeholder satisfaction survey	Processes undertaken	5%	Milestones	N/A	N/A	Hiring of a consultant to design the survey							

Strategic Measure	Formula	Weight	Rating System	Baseline		FY 2017 Target (PAN)	2017							
				2015	2016		1st Quarter		2nd Quarter		3rd Quarter		4th Quarter	
							Target	Actual	Target	Actual	Target	Actual	Target	Actual
<b>SO 6: Implement Clear and Efficient Reclamation Guidelines</b>														
SM 9: Programmatic environmental assessment, planning and engineering studies pertaining to the Manila Bay	Procurement process/es undertaken	5%	Milestones	Publication of Request for Expression of Interest	Re-publication of Request for Expression of Interest	Engagement of a consultant			Preparations for the negotiation: (a) Discussions/meetings with BAC (b) Board directive/approval on the negotiation		Preparations for the negotiation: (c) Notification for the negotiation		Negotiation and Award of Consultancy Contract: (b) Award of Consultancy Contract  NTP Issuance to Winning Consultant: (a) Signing of Consultancy Contract (b) Issuance of NTP	
SM 10. Formulation of a new Administrative Order that will serve as reclamation guidelines	Process/es undertaken	5%	Milestones	Approved IRR of EO 146	N/A	To issue the Administrative Order			Preparation of working draft		Preparation of working draft;  Submission to management of working draft		Submission to the Board of final draft	
SM 11. PRA participation in monitoring of the proponent's compliance with the ECC conditions to avoid and/or mitigate negative environmental impacts (5%)	Process/es undertaken	5%	Milestones	Quarterly participation to MMT meetings and activities of MNRDP	Quarterly participation to MMT meetings and activities of MNRDP; Initiated the activation of MMT of reclamation projects and projects with reclamation components	Participate in the Multipartite Monitoring Team and/or be a resource person in the EIA process of at least five projects	Semestral monitoring of at least five (5) projects		Semestral monitoring of at least five (5) projects		Semestral monitoring of at least five (5) projects		Semestral monitoring of at least five (5) projects	
<b>SO 7: Implement Clear and Efficient Public Estates Development and Management</b>														
SM 12. Formulation of policies for land development	Process/es undertaken	5%	Milestones	N/A	N/A	A. Board approved policy on appraisal of properties B. Board approved new security plan		A. On-going evaluation  B.1 Research on appraisal practices and policies initiated to serve as reference in the preparation of policy paper for appraisal of PRA properties B.2 History of fair market values of PRA properties prepared.	A.1 Consult/research on existing rules, guidelines, laws and policies regarding appraisal of real estate (COA, Finance Dept. and other government agencies) A.2 Prepare policy paper based on research and standard practices  B.1) Evaluate effectiveness of existing security plan based on incident reports of the Security Officers		A. Prepare policy paper based on research and standard practices and Submit policy to the Board for approval  B. Prepare a revised Security Plan that will address the weaknesses and inadequacies of existing plan and Secure Board approval of the new security plan			
<b>SO 8: Provide Efficient Infrastructure Development and Management Services</b>														
SM 13. Monitoring and timely repair of roads and other infrastructure projects	Process/es undertaken	5%	Milestones	N/A	Regular monitoring of PDMB, Asean Avenue, and Diokno Boulevard	A. Completion of bid documents & posting of the invitation to bid for the civil works of Superblock B CBP IA B. 60% accomplishment of design and consultancy work on PDMB as per PRA validated progress report	A. Preparation of TOR for the hiring of consultant for the conduct of detailed engineering for roads at Superblock B, CBP-1A	A. Bid documents of the following submitted to BAC for review on March 31, 2017: (a) Superblock B, CBP-1A Roads	A. Preparation of TOR for the hiring of consultant for the conduct of detailed engineering for roads at Superblock B, CBP-1A		A. Engineering design for roads at Superblock B, CBP-1A B. Engagement of consultant for PDMB Design		A. Advertisement/posting of the invitation to bid for civil works for roads at Superblock B, CBP-1A B. 60% accomplishment of design & consultancy work as per validated progress report	

INTERNAL PROCESS

Strategic Measure	Formula	Weight	Rating System	Baseline		FY 2017 Target (PAN)	2017							
				2015	2016		1st Quarter		2nd Quarter		3rd Quarter		4th Quarter	
							Target	Actual	Target	Actual	Target	Actual	Target	Actual
<b>SO 9. Strengthen culture of continuous training and innovation in the organization</b>														
SM 14. Competency Framework Plan for both management and staff	Process/es undertaken	5%	Milestones	N/A	Board-approved Competency Framework Model	Establishment of Baseline (Assembling the Competency Profiles)	Approval of the proposal re: technical assistance in writing Competency Modelling and Position Profiling; Award and execution of Contract/Notice To Proceed	Jan. 4, 2017 - The proposal and draft MOA was submitted to BAC for evaluation pursuant to Implementing Guidelines of Agency to Agency Agreement.  Feb. 3, 2017 - The Board approved the procurement of services of Development Academy of the Philippines (DAP).  Mar. 1, 2017 - Notice of Award was issued. Draft MOA was transmitted to DAP for comment.	Development/Writing of competency models for core and technical competencies		Development/Writing of competency models for technical and leadership competencies		Establishment of Baseline (Assembling the Competency Profiles)	
<b>SO 11. Implement a Quality Management System (QMS)</b>														
SM 15. ISO Certification Process	Process/es undertaken	5%	Milestones	Flowcharts are approved by the Reclamation Committee of the PRA Board	Coordination with DAP	DAP - issued Readiness for Certification of ISO 9001:2015	Board approval of Agency to Agency Agreement with DAP	Board approved A to	Draft QMS Manual for approval		Annual Audit Programme and Plan		DAP - issued Readiness for Certification of ISO 9001:2015	
	<b>Total</b>	<b>100%</b>												

ORGANIZATION