

**BASES CONVERSION AND DEVELOPMENT AUTHORITY
2019 PERFORMANCE SCORECARD
(PES Form 1)**

BSC Perspective	Measure	Formula	Weight	Rating System	2019 Annual Targets		Q 1 Target	Actual Accomplishment As of March 31, 2019	Rating	
					BCDA	GCG				
Social Impact	SO 1	Improve the facilities for the Military								
	SM 1	Facilities constructed	Actual Accomplishment	10%	All or nothing	NOA issued to winning bidder for Design Consultancy Services for relocation/ replication of Philippine Navy facilities	NOA issued to winning bidder for Design Consultancy Services for relocation/ replication of Philippine Navy facilities	Preparation of bidding documents for the procurement of design consultancy services	1. The design consultancy services for relocation/ replication of Philippine Navy facilities is subject for rebidding. 2. Ongoing revision of terms of reference.	0.00%
	SO 2	Create communities where families can work, live and play together								
	SM 2	Mixed-Use Areas to include Industrial and Residential areas developed	Actual Accomplishment	10%	All or nothing	Development Contract signed in NCC	Signed Development Contract For the 500-Hectare Mixed Use Area in New Clark City	N/A	Conduct of Feasibility Study for the 500-hectare development.	0.00%
	SM 3	Actual Investment in BCDA Economic Zones	Total amount in PhP	10%	(Actual/Target) x Weight 0% = If below PHP 485 M	PhP 485 Million	PHP 622 Million	Financial targets are set on an annual basis	Php 269 M	0.00%
	Subtotal			30%					Subtotal	0.00%
Financial	SO 3	Provide consistent contribution to the AFP and National Government								
	SM 4	Total Remittance to the AFP and National Government	Total amount in PhP	10%	All or nothing	PhP 1,700 M	100% Remittance of Required Mandatory Contribution to the National Government	Financial targets are set on an annual basis	Php 5 B	10.00%

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Financial	SO 4	Ensure sustainability of BCDA by building recurring revenue sources and effectively managing costs									
	SM 5	Cash Proceeds from Business Contracts	Total Cash Proceeds from Joint Venture Agreements and Lease Contracts (in PHP)	10%	(Actual/Target) x Weight 0%=If PHP3,200 M	PhP 3,900 M	PHP 3,909 M	Financial targets are set on an annual basis	Php 702 M	0.00%	
	Subtotal			20%						Subtotal	10.00%
Stakeholder	SO 5	Execute and deliver quality development projects on time, on specs and on budget									
	SM 6	Developmental and Infrastructure Projects Implemented	Actual Accomplishment in the Clark International Airport (CIA) Expansion Project	10%	All or nothing	Completion of 50% of Structural Works of the Clark Passenger Terminal Building	Completion of 100% of the Project Deliverables for 2019 Based on the EPC Agreement and its Attachments/ Schedules	Construction of structural works	Ongoing Construction of structural works	0.00%	
	SO 6	Cultivate strong and fair partnerships with customers and stakeholders									
	SM 7	Percentage of Satisfied Customers	Number of Respondents who rated at least Satisfactory/ Total Number of Survey Respondents	5%	(Actual/Target) x Weight 0% = If below 90%	95.00%	95% of Respondents rated at least Satisfactory	Presentation of previous study to ManCom	Ongoing preparation of terms of reference for consultancy services on conduct of stakeholder satisfaction survey.	0.00%	
	SM 8	Support mechanism among the BCDA Group strengthened	Actual Accomplishment	5%	All or nothing	BCDA Group Corporate Planning Summit	Board-approved Policy on the Improvement of the Related Processes within the BCDA Group	Review of planning guidelines	1. PCEO-approved planning guidelines of BCDA Group. 2. For securing of Board approval per GCG directive.	0.00%	
Subtotal			20%						Subtotal	0.00%	




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Internal Business Process	SO 7	Design, develop, and ensure full execution of master plans of communities								
	SM 9	Development of BCDA Special Economic Zones Synchronized	Actual Accomplishment	10%	All or nothing	Approved Urban Design Guidelines in NCC	Board-approved Urban Design Standards and Guidelines for New Clark City	N/A	Finalization of Design Standards.	0.00%
	SO 8	Establish and maintain robust internal control and governance systems								
	SM 10	Information Technology Systems Implemented	Actual Accomplishment	10%	All or nothing	Completion of system development of the visual framework module	Roll-out/ Implementation of the Knowledge Management System	Market Study and Evaluation	1. Approval of Procurement of Cloud Knowledge Management/ Collaboration Software	0.00%
	SM 11	ISO Certification for all processes	Actual Accomplishment	5%	All or nothing	BCDA QMS recertified to ISO 9001:2015	ISO 9001:2015 Certification Maintained	Review and enhancement of operational controls and procedures	1. Designation of Quality Management System Committee 2. Submitted for approval the following: <ul style="list-style-type: none"> • Special Order on ISO Core Team • Internal Quality Audit Program for 2019 • Special Order on conduct of internal audit in 2nd Quarter of 2019 	0.00%
Subtotal				25%				Subtotal	0.00%	

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Learning and Growth	SO 9	Build and maintain a highly competent, creative and committed work force								
	SM 12	Percentage of Employees Meeting the Required Competencies	Actual Accomplishment	5%	% of employees meeting the required competencies	Integration of CBFM in the Recruitment & Selection and Performance Management Processes	Improvement in the Competency Baseline of the Organization	Validation of generated baseline	Ongoing validation of generated baseline	0.00%
			Subtotal		5%					Subtotal
		TOTAL		100%					TOTAL	10.00%

Certified Correct:

Jocelyn L. Caniones
JOCELYN L. CANIONES
AVP, Planning Services Department

4/30/19
Date

Nena D. Radoc
NENA D. RADO
VP, Financial Services Group

Date

Aileen Anunciacion R. Zosa
AILEEN ANUNCIACION R. ZOSA
Executive Vice President

Date

Approved by:

Vivencio B. Dixon
VIVENCIO B. DIXON
President & CEO

Date