

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

BSC Perspective	Measure	Formula	Weight	Rating System	2019 Annual Targets		Q 3 Target	Actual Accomplishment As of September 30, 2019	
					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	Bidding for the procurement of Design Consultancy Services	The results of the post-qualification and bidding activities presented to the BCDA Board on 25 September 2019.
	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 in NCC signed	Signed Development Contracts For the 500-Hectare Mixed Use Area in New Clark City	N/A	Concluded negotiations with prospective partners
	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 1.7 B
		Subtotal		30%					
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 1.7 B	100% Remittance of Required Mandatory Contribution to the National Government	Financial targets are set on an annual basis	Php 5.4 B

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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 below PHP3,200 M	PhP 3.9 B	PHP 3.909 B	Financial targets are set on an annual basis	Php 5.7 B
	Subtotal			20%					
	SO 5 Execute and deliver quality development projects on time, on specs and on budget								
Stakeholder	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
	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	1. Procurement of Services 2. Conduct of Study	Bidding process ongoing

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	Subtotal		20%						
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	The Design Standards and Guidelines for the New Clark City was presented to the Philippine Japan Initiative for CGC (PJIC) Board on 03 September 2019.
	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 of the KMS	Installation of the Visual Framework Module of the KMS	Installation of Visual Framework Module	Visual Framework Module installed
	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	ISO 9001:2015 Certification Follow-up Audit	1. Conduct of surveillance audit on 10 July 2019 2. ISO 9001:2015 Certification Maintained
	Subtotal		25%						

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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 Competency-Based Framework Model (CBFM) in the Recruitment & Selection and Performance Management Processes	Improvement in the Competency Baseline of the Organization	1. Implementation of intervention 2. Post-intervention assessment	Ongoing post-intervention assessment
	Subtotal			5%					
TOTAL			100%						

Certified Correct:

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

_____ Date

Nena D. Radoc
NENA D. RADOC
SVP, Financial Services Group

_____ Date

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

_____ Date

Approved by:

Vivencio B. Dizon
VIVENCIO B. DIZON
President & CEO

_____ Date