

NATIONAL ELECTRIFICATION ADMINISTRATION (NEA)

	Objective/Measure	Component			Baseline		Targets		
		Formula	Wt.	Rating System	2016	2017	2018	2019	
SOCIAL IMPACT	SO 1	To empower member-consumers as responsible owners of the Electric Cooperatives							
	SO 2	To ensure that the Electric Cooperatives provide accessible, adequate, quality, and reliable service							
STAKEHOLDERS	SM 1	Number of completed and energized sitio projects	Total actual completed and energized sitio projects	20.00%	Actual / Target	3,335	1,048	1,817	962
	SM 2	Number of consumer connected	Total actual consumers connected	10.00%	Actual / Target	N/A	N/A	N/A	460,000
	SO 3	To generate peak performance among Electric Cooperatives to ensure competitiveness							
	SM 3	Number of EC officials and employees graduated from certification/competency programs	Absolute Number	5.00%	Actual/Target	3,559	2,755	2,150	2,200
	SM 4	Percentage of ECs adopting the Balanced Scorecard Model	<u>ECs adopting performance scorecard</u> Total number of ECs	0.00%	-	48.33%	69.42%	90% (109 ECs) [*]	91% (110 ECs) [†]

^{*} 109 ECs out of a universe of 121 ECs, pursuant to NEA Memorandum Circular No. 2018-040 dated 3 July 2017.

[†] 111 ECs out of a universe of 121 ECs

	Objective/Measure	Component			Baseline		Targets		
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	SM 5	Improved EC Overall Performance Rating from "B" or "C" to at least "A" Rating	$\frac{\text{Number of improved ECs}}{\text{Total number of ECs under "B" and "C"}}$	0.00%	-	-	12 ECs	4 ECs (under "B" and "C" rating) [‡]	NEA Board-approved Criteria and Parameters in Assessing EC Overall Performance
	SO 4	To enhance networking to gain support for program implementation [§]							
	SM 6	Percentage of Satisfied Customers	$\frac{\text{No. of Satisfied Respondents}}{\text{Total No. of Respondents}}$	5.00%	(Actual / Target) 0% = If less than 80%	N/A	4.0 or 80% (Moderately Satisfied)	90%	90%**
			Subtotal	40.00%					
FINANCIAL	SO 5	To sustain the organization's viability and ensure accountability and transparency							
	SM 7	Amount of loans facilitated (PHP Billion)	Below Php 225M is 0%. For the amount ≥ Php 225M, 8% is proportionally distributed, i.e.: $\frac{\{\text{Actual amount of loans facilitated} \geq \text{Php 225M}\}}{\{[\text{Target amount} - \text{Php 224M}] \div 8\%\}}$	8.00%	Actual/Target	2.543	2.255	1.700	0.450

[‡] Based on NEA's 2016 EC Overall Performance Assessment as of 3 May 2017.

[§] Based on NEA's proposed Strategy Map submitted on 17 April 2018.

** Using the Standard Methodology and Questionnaire developed by the GCG.

	Objective/Measure	Component			Baseline		Targets		
		Formula	Wt.	Rating System	2016	2017	2018	2019	
FINANCIAL	SM 8	Percentage of ECs under Category B, C and D provided with loans	$\frac{\text{Category B, C, and D ECs provided with loans}}{\text{Total number of B, C, and D ECs}}$	0.00%	-	-	-	59%	Report of Actual Accomplishments
	SM 9	High collection efficiency maintained (%)	$\frac{\sum \text{Total collections} - \text{advanced payments (due for succeeding year)}}{\sum \text{Amortization due for the year}}$	7.00%	Actual/Target	99.95	100.70%	-	100%
	Subtotal			15.00%					
INTERNAL PROCESS	SO 6	To upgrade organizational infrastructures							
	SM 10	Percentage of sitio electrification projects funded that are fully compliant with NEA standards and specifications	$\frac{\text{Total compliant projects}}{\text{Total funded projects}}$	7.00%	Actual/Target	84.18%	60.15%	80% of projects done as of end of September 2018	80% of projects done as of end of September 2019
	SM 11	Percentage of sitios completed and energized within 180 calendar days from release of funds to ECs	$\frac{\{(\text{Actual percentage of sitios completed and energized within 180 days from release of funds to ECs}) \times 100\}}{[\text{Target rate}]}$	7.00%	Actual/Target	57.14% ^{††}	89.28%	80%	80%

^{††} Percentage of sitios completed and energized within 150 calendar days from release of funds to ECs.

	Component				Baseline		Targets	
	Objective/Measure	Formula	Wt.	Rating System	2016	2017	2018	2019
INTERNAL PROCESS	SM 12	Percentage of regular loans released within prescribed processing periods**						
	SM 12a	Regular-Term Loans	$\frac{\text{Loans released within period}}{\text{Total loan applications with complete documentations}}$	7.00%	Actual over Target	97.86%	100%	100% (released within 24 days)
	SM 12b	Short-Term Loans	$\frac{\text{Loans released within period}}{\text{Total loan applications with complete documentations}}$	7.00%	Actual over Target	100%	100%	100% (released within 13 days)
	SM 13	Percentage of calamity loans released within 7 days	$\frac{\text{Loans released within period}}{\text{Total loan applications with complete documentations}}$	7.00%	Actual over Target	62.50% (released within 6 days)	45%	85% (released within 7 days)
			Subtotal	35.00%				

**Subject to compliance with Republic Act 11032: "An Act Promoting Ease of Doing Business and Efficient Delivery of Government Services, Amending for the Purpose Republic Act No. 9485, Otherwise Known as the Anti-Red Tape Act of 2007, and for Other Purposes", signed 28 May 2018.

	Objective/Measure	Component		Wt.	Rating System	Baseline		Targets	
		Formula				2016	2017	2018	2019
LEARNING AND GROWTH	SO 7	To enhance human resources, knowledge, skills and behavioral competencies							
	SM 14	Compliance to Quality Standards	Actual Accomplishment	5.00%	All or Nothing	Surveillance Audit Passed	ISO 9001:2015 Certified	Surveillance Audit Passed	Surveillance Audit Passed
	SM 15	Percentage of employees with required competencies met	Total number of employees with <u>required competencies met</u> Total number of employees	5.00%	All or Nothing	Board-approved Competency Framework	Established Baseline (100%) ^{§§}	Increase from Baseline ^{***}	Increase from 2018 Competency Level
			Subtotal	10.00%					
			TOTAL	100.00%					

^{§§} In 2017, NEA established the baseline of competencies among 40 profiled/ assessed executive/middle management employees.

^{***} NEA is expected to rebase the 2017 competency level using all its employees as total population or universe.