

		Component				Baseline		Target		
Objectives/ Measures	Formula	Weight		Rating Scale		2013	2014	2015	2016	
		2015	2016	2015	2016					
<b>SO 10</b>	<b>Debt Management</b>									
SM 18	Debt Level (Bank Loans)	Debt level equal to or lower than the projected level by end of a given year	5%	5%	140 Billion - 144 Billion = 5% 145 Billion - 149 Billion = 4% 150 Billion - 154 Billion = 3% 155 Billion - 159 Billion = 2% 160 Billion - 164 Billion = 1% >165 Billion = 0%		₱155 Billion	₱154.9 Billion	₱155 Billion	₱155 Billion
		<b>Sub-total</b>	<b>17%</b>	<b>22%</b>						
<b>SO 11</b>	<b>Establish Quality Management System (QMS)</b>									
SM 19	ISO 9001 - 2008 Aligned QMS Established		5%	5%	5% = ISO Certification by February 2015 3% = GAP Assessment by December 2015				Certification of Registration & Licensing and Technical and Research Services Processes	ISO Certification of Procurement and Distribution Processes
<b>SO 12</b>	<b>Establish Competency Framework</b>									
SM 20	Council-Approved Competency Framework		5%	5%	All or Nothing				Hire a Consultant	Competency-Based Job Description  Council Approved Competency Framework in 2016
		<b>Sub-total</b>	<b>10%</b>	<b>10%</b>						
		<b>Total Weight</b>	<b>100%</b>	<b>100%</b>						

\* Rating scale of Actual/Target x Weight shall not exceed the weight

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