



# AFP RETIREMENT AND SEPARATION BENEFITS SYSTEM

424 Capinpin Avenue, Camp General Emilio Aguinaldo, Quezon City 1110

## AFPRSBS BOARD APPROVAL SHEET

### AFPRSBS GCG Performance Scorecard CY 2014 & 2015

#### I. SENIOR MANAGEMENT COMMITTEE DECISION:

Approved per minutes of the SMC Meeting No. \_\_\_-2015 dated \_\_\_\_\_ 2015 the  
AFPRSBS GCG Performance Scorecard CY 2014 & 2015.

#### I. BOARD OF TRUSTEES DECISION:

Approved per minutes of the Board of Trustees Meeting No. 2 -2015 dated 24 April 2015:

### **AFPRSBS PERFORMANCE SCORECARD FOR CY 2014 & 2015**

Perspective	Objective	Measure				Target & Accomplishments		Targets
		Description	Formula	Weight	Data Provider	2014		2015
						Target	Accomplishments	Target
Stakeholders	Accurate refund of members' contribution	Processing of refund checks to members	Refund claims processed/Total no of applications received	10%	MG/TD	80%	106.71% (5,201/4,874)	80%
		Zero unserved refund applicants daily	% of refund applicants served/total no. of daily applicants	5%	MG	100%	100%	100%
	Prompt processing of member loan applications	Availability of loan facilities to members at minimal interest rates	% of loan checks released/total no of applications received	10%	MG	90%	110.27% (1,804/1,636)	90%
	Prompt processing of sales docs of retail real estate buyers	Timely processing of sales docs of new buyers upon submission of complete reqts	% of sales documents processed within Turn Around Time of 20 working days/Total sales docs	5%	MSD	90%	85.03% (267/314)	90%

**APFRSBS PERFORMANCE SCORECARD FOR CY 2014 & 2015**

Perspective	Objective	Measure				Target & Accomplishments		Targets
		* Description	Formula	Weight	Data Provider	2014		2015
						Target	Accomplishments	Target
	Fulfill remaining contractual obligations	Delivery of committed facilities / amenities to respective subdivision projects	Complete committed deliverables per approved subdivision plans by 2016;	3%	REG	Deliver 20% of Meralco facilities for Riviera Residential	100% Accomplished	100% street lighting for commercial area and 50% of Meralco facilities delivered for Riviera Resd'l Subd (subject to house construction of lot owners)
			Commence Bidding Process for Contracts for the Construction of Multi-Purpose Hall for Riviera and Villa Segovia Projects	3%		Bid-out two (2) Infrastructure Contracts	Final design approved; Structural and Electrical Plans prepared; Cost estimated and TOR prepared; Commenced with the preparation of Bidding Documents	Contracts awarded and Notice to Proceed issued
Financial	Ensure adequate funding of obligation to members due each year	Quick ratio	Cash and cash equivalents + Short-term money market placements / Yearly Members' Claims	5%	CD/MG	> 2:1	4.50:1 (P2.846B/P632M)	> 2:1
	Improve liquidity	% of liquid assets	Liquid assets / Total assets	5%	CD/IMG	19% (P2.969B/P15.610B)	22%	24%
		% of sale of RE assets	Total Cost of RE Assets Sold/ Total sellable RE assets inventory	5%	REG	9.23% (P108.151M/P 1.171B)	8.18%	5%
		% of total leased RE assets	Total leased RE assets/ Total leaseable RE assets	5%		100%	100%	100%
	Achieve optimum yield in fund investments	ROI		5%	IMG	Yield > Ave T-Bill Rate for 2014	2.72% (Yield) > 1.788% (Ave T-Bill Rate for 2014)	Yield > Ave T-Bill Rate for 2015
	Maximize returns from RE assets	Total sale of RE Assets/ Total cost of RE Assets	Gross Profit/Net Sales	5%	CD/REG	51.757% (P146.143M/P 282.362M)	50.639%	53%
	Attain targetted Net Income (excluding extraordinary revenues & expenses)	Annual Net income	Revenues-Expenses	15%	All Groups	P136.007M (Projected Net Income for 2014)	115.46%	P169.107M (Projected Net Income for 2015)

**AFPRSBS PERFORMANCE SCORECARD FOR CY 2014 & 2015**

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		Description	Formula	Weight	Data Provider	2014		2015
						Target	Accomplishments	Target
Internal Process	Asset consolidation	% completion of Inventory of Real Estate Assets		2%	REG	80% Completed	Accomplished	100% Completed
		Title transfer in RSBS name of following properties: Green Meadows, Villa de Toledo, Calamba, SLS Rawland & Hermosa, Bataan Property	94 TCTs for transfer to AFPRSBS name	2%	REG	10% of TCTs transferred in RSBS name	Accomplished	23% of TCTs transferred in RSBS' name
	Asset valuation	% of real estate properties appraised	% of appraised real estate properties/total real estate properties for appraisal	2%	REG	90% of real estate properties appraised	Commenced with the bidding process for Consultancy Contract	100% of real estate properties appraised
	Preserve/enhance value of RE assets	Securing of DAR Conversion/ Exemption Orders for Biluso, Lancaan, SLS Rawland Lots 15 & 16, Mt Zion, Lot 20, Lot 1A-2B1 to 3, Tanauan Batangas, Calubcob	Bid-out Consultancy Contracts for the application of Land Use Conversion/ Exemption Order	2%	REG	Bid-out Consultancy Contract for the following properties: Biluso, Lancaan, SLS Rawland Lots 15 & 16	Bidding of consultancy services failed because no bidders submitted formal bids	Bid-out Consultancy Contract for the following properties: Batas Lot 20, Batas Lot 1A-2B1 to 3, Tanauan, Batangas, Calubcob
		Recovery of Rawlands from Informal Settlers	No of cases filed in court	2%	LD/REG	11 cases filed in court	Accomplished (11 cases filed in court)	15 cases filed in court
	Establish an accurate and updated member's contribution ledgers	% of uploaded remittances within 60 days		2%	MG/MISO	60% remittances uploaded	87.37% Accomplished (P1.116 Billion out of P1.339 Billion remittance were uploaded)	60% remittances uploaded
	Establish an accurate and updated customers' ledgers	% of Subsidiary Ledger with updated entries	% of Subsidiary Ledger/Volume of Total Ledgers	2%	IMG/REG/CD	30% of Total SL	50% of Total SL Accomplished	50% of Total SLs



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Learning & Growth	Improve IT System	Server Migration Project and Database Infrastructure Upgrade 100% accomplished	100% accomplishment	2%	MISO	Server Migration Project 100% accomplished	Accomplished	Network infrastructure enhancement upgrade 100% accomplished
Learning & Growth	Prepare employees for separation	Regular employees has acquired 1 additional skill or attended 1 technical or vocational seminar	% of employees sent to new skills training/seminar	1%	HRO	25% of regular employees	Accomplished	50% of regular employees
		GCG-approved separation package	Management recommendation for a financial package that will be given to all employees as compensation for the involuntary loss of their employment	1%	HRO/ Separation Committee	RSBS SMC approved Separation Package	Accomplished	RSBS BOT-approved Separation Package
		Employee records ready for issuance to employees upon separation	% Completion and updating of HRIS	1%	HRO	Updating of HRIS 25% complete	Accomplished	Updating of HRIS 50% complete


100%


**RECOMMENDATION:**

Notation of the Board of Trustees of the AFPRSBS Performance Evaluation Scorecard for CY 2014 & 2015

**NOTED BY:**

  
**GENERAL GREGORIO PIO P. CATAPANG JR. AFP**  
 Chairman

  
**NORMAN C. LEGASPI**  
 Vice-Chairman


  
**UNDERSECRETARY HONORIO S. AZCUETA**  
 Member


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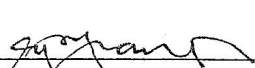
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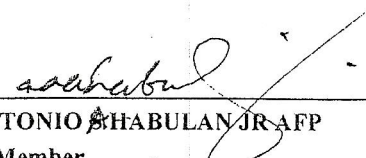
LTGEN HERNANDO A IRIBERRI PA  
Member

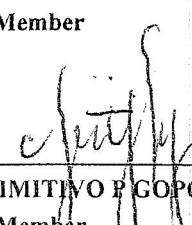
  
VADM JESUS C MILLAN AFP  
Member

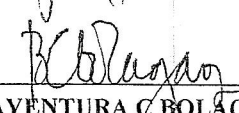
  
MGEN JOSE C LARUS AFP (RET)  
Member

  
FCMS GUILLERMO P FRANCISCO PA  
Member

LTGEN JEFFREY F DELGADO AFP  
Member

  
RADM ANTONIO SCHABULAN JR AFP  
Member

  
RADM PRIMITIVO P GOJO AFP  
Member

  
2LT BUENAVENTURA C BOLAGAO JR (RET)  
Member