

**PHILIPPINE NATIONAL OIL COMPANY
ANNUAL SCORECARD MONITORING REPORT OF CY 2015**

Perspectives	Performance Measures				Baseline	CY 2015 Targets	CY 2015 Accomplishment	Rating	
	Objective/Measure	Formula	Weight	Data Provider	2014				
SOCIAL IMPACT	SO 1 Provided Vital Energy Infrastructure for the Development of the Energy Industry								
	SM1	Establishment of the Country's Natural Gas Infrastructure							
		a. BatMan Pipeline Project	90% = Completion of DFS 95% = PNOC Board Approval of DFS 100% = Certification of DOE on the PNOC Approved DFS	20%	Office of the President	Completed Technical Study	Completion of the BatMan 1 DFS approved by the PNOC Board and such approval certified by the DOE	PNOC Board approved BatMan 1 DFS certified by the DOE	20%
		b. Spur Lines	Pass or Fail	10%	Office of the President	N/A	Inclusion of the preliminary study in the PNOC Board approved DFS	Inclusion of the preliminary study in the PNOC Board approved BatMan1 DFS certified by the DOE	10%
	SM 2	Establishment of the Country's Strategic Petroleum Reserve	Pass or Fail	10%	Corporate Planning Department	N/A	Submission of a concept paper for SPR (Board Approved)	Concept Paper for SPR Approved by the Board	10%
STAKEHOLDERS	SO 2 Operated in an Environment of Fairness and Transparency in our Dealing with Stakeholders								
	SM 3	Stakeholder Satisfaction Rating	Outstanding = 100% VS = 95% S = 90% Based on average of survey results	5%	PNOC Liaison & Monitoring Unit (Third Party : Philippine Information Agency)	N/A	Average of at least satisfactory rating (DOE, CSC, Congress, PNOC-EC, PNOC-RC & SC 38 Consortium)	PNOC achieved the highest adjectival rating of "very satisfactory" in the survey (with average mean score of 4.59 out of 5)	5%
FINANCE	SO 3 Ensure Sound Financial Condition								
	SM 4	Net Income (excluding all income or dividends received from operating subsidiaries and Banked Gas) Based on profitability formula on Item 6 in the GCG MC 2014-05 (Re-issued)	Actual Net Income/ Target Net Income	10%	Accounting Department	P1.983 billion	P130 million	P323.47 million	10%
	SO 4 Ensure Optimal Use of Assets								

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	SM 5	Sale of Banked Gas	Gross Sales	10%	Treasury Department	N/A	Signed Joint Tender Agreement (JTA)	JTA signed	10%	
LEARNING & GROWTH	SO 5 Build Operating Company Capabilities									
		SM 6	% Implementation of the PNOC Reorganization Plan	Pass or Fail	5%	Administration Department	N/A	Execution of an Agreement with Development Academy of the Philippines (DAP)	Executed a Memorandum of Agreement with DAP	5%
		SM 7	% completion of the Transition Plans	100% = 15/18; 95% = 13-14; 90% = 11-12; 85% = 10 or less	15%	Transition Task Force	N/A	80% completed (15/18 activities assumed from PDMC based on Transition Plan submitted)	21 activities assumed from PDMC based on Transition Plan submitted PNOC Transition Task Force has also completed the turnover & assumption of PNOC-AFC's functions except those subject to COA and NAP requirements	15%
	SO 6 Develop Full Employee Potential									
		SM 8	% Implementation of the Strategic Performance Management System (SPMS) in 2016	100% = x/n; 95% = x/n; 90% = x/n; 85% = x/n or less	5%	Performance Management Team	Initial Implementation	90% of issues addressed	PNOC Performance Management Team has resolved 7 out of 7 issues identified (100%)	5%
	SM 9	Competency Framework	100% = 90% & above of employees 95% = 85%-89%; 90% = 80-84%; 85% = <80%	10%	Administration Department	100% of employees provided with a development intervention based on current TO	100% of employees provided with a development intervention based on current TO	94.23% (98/104) of employees provided with a development intervention based on current TO	10%	

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	S07	Develop a Professional Culture and Better Employee Morale							
	SM 10	Pass the ISO 9001:2008 surveillance audit for PNOC				N/A	N/A	N/A	0
		Total Weight		100%					100%

Certified Correct by:

Maria Belinda L. Cubelo

Maria Belinda L. Cubelo
OIC Manager, Corporate Planning

1. 26. 2016

Date

Glenda G. Martinez

Glenda G. Martinez
SVP for Management Services

1. 26. 2016

Date

Approved by:

Antonio M. Cailao

Antonio M. Cailao
President & Chief Executive Officer

2/11/16

Date

Sec. Zenaida Y. Monsada

Sec. Zenaida Y. Monsada
Secretary, DOE &
Chairperson, Board of Directors

Date



Republic of the Philippines
DEPARTMENT OF ENERGY

IN REPLYING PLS. CITE:

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