JOHN HAY MANAGEMENT CORPORATION
CY 2025 Performance Scorecard

	Component					Annual Target (2025)	3rd Quarter	
	Objective/ Measure		Formula	Weight	Rating System		Target	Actual
CUSTOMERS/STAKEHOLDERS & SOCIAL IMPACT	**SO1**	**Develop Camp John Hay as a Premier Ecotourism and Investment Destination**						
	SM 1	Number of New Locators (Direct Lease)	Absolute Number	15%	(Actual/Target) x Weight	10	2	**12**
	SO 2	**Ensure Responsible and Sustainable Multiple Uses of the Forest Watershed**						
	SM2	Compliance to National Ambient Air Quality Standards on Particulate Matter 10 (PM10) Within the JHSEZ	Average of the Monthly Values in ug/m3 Particulate Matter 10 (PM10)	10%	All or Nothing	Within the National Ambient Air Quality Guidelines Provided under DENR Administrative Order No. 2000-81	Within the National Ambient Air Quality Guidelines Provided under DENR Administrative Order No. 2000-81	**Tests resulted in good air quality (Average of 13ug/m3)**
	SO 3	**Enforce Efficient and Effective Regulation in the JHSEZ and JHRA**						
	SM 3	Percentage of Satisfied Customers	Number of Respondents Who Gave a Rating of At Least Satisfactory/ Total Number of Respondents	10%	(Actual/Target) x Weight **0% = if less than 80%**	90%	90%	**Ongoing conduct of the survey by the outsourced Third-Party Consultant.**
		Sub-total		***35%***				

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FINANCIAL	**SO 4**	**Increase JHMC Revenues to Attain Financial Viability**						
	SM 4	Increase Internally Generated Revenue of JHMC	Revenue from Regulatory Functions, CUSA, Historical Core, and Gains and Miscellaneous Income	10%	(Actual / Target) x Weight	₱ 20.30 M	₱11,165,000.00	**₱24,169,167.89**
	SM 5	Zone Revenue Collection Efficiency	Actual Collection / Total Amount Due per Lease Agreement *(Excluding Advance Payments and Penalties Collected)*	7.5%	(Actual / Target) x Weight	100%	75%	**54%**
			Actual Collection / Actual Revenue from Regulatory Fees and Historical Core *(Excluding Advance Payments and Penalties Collected)*	7.5%	(Actual / Target) x Weight	100%	65%	**100%**
	SO 5	**Exercise Fiscal Discipline**						
	SM 6	Disbursement Budget Utilization Rate	Total Disbursements/ BCDA - Approved Corporate Operating (COB) *(Both Net of PS Cost)*	5%	(Actual / Target) x Weight	90% (183,610,350.00) BCDA - Approved COB *(Both Net of PS Cost)* - 204,011,500.00	70% (142,808,050.00)	**31.93% (65,143,364.27)**
		Sub-total		***30%***				

		Component				Annual Target (2025)	3rd Quarter	
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INTERNAL PROCESS	**SO 6**	**Continual Improvement of Process for Efficiency and Effectiveness**						
	SM 7	Percentage of Regulatory Permits for Business Enterprises Issued Within Applicable Processing Time	Total Number of Permits Issued Within Applicable Processing Time/ Total Number of Applications for Permits Received	10.0%	(Actual/Target) x Weight	100%	100%	**100%** **2416 out of 2416 Regulatory Permits for Business Enterprises were issued within applicable processing time.**
	SO 7	**Maintain the Quality and Environmental Management System**						
	SM 8	Maintenance of ISO 9001:2015 Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification Maintenance	Preparatory Activities	**Preliminary activities were being undertaken:** **a. Conduct of the 1st Verification Audit for the findings in CY 2024 on March 20, 2025.** **b. Approval of the Amended JHMC Quality and Risk Management Policy.** **c. Development and implementation of the Audit Plan for 2025.** **d. Conduct of the Internal Quality Audit is until 15 September 2025.** **e. Approval of the Quality Procedure in the Workplace (24 September 2025).** **f. Conduct of the ISO 9001:2015 QMS Review (30 September 2025).** **g. First Surveillance Audit by the Third Party is on 6-7 October 2025.**
	SM 9	Maintenance of ISO 14001:2015 Certification	Actual accomplishment	5%	All or Nothing	ISO 14001:2015 Certification Maintenance	Preparatory Activities	**Preliminary activities were being undertaken:** **a. Updating of Input-Activity-Output Registry of Offices.** **b. EMS Core Team Planning.** **c. Ongoing conduct of the Internal EMS Audit.**

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	SO 8	**Adapt Technology and Improve ICT Infrastructure as Effective Management Tools**						
INTERNAL PROCESS	SM 10	Implementation of the Information System Strategic Plan (ISSP)	Total Number of Deliverables Due for 2025 Attained/Total Number of Deliverables Due for 2025	5%	(Actual/Target) x Weight	100% Accomplishment of the 2025 ISSP Deliverables	Implementation	**a. Integrated Information System (ISS) - Ongoing preparation of the Terms of Reference.** **b. Enhancement of the Human Resource Information System (HRIS) - The procurement was awarded to the winning bidder (ongoing implementation).** **c. Enhancement of the Land and Assets Management Information System (LAMIS) - Uploaded the surveyed maps in accordance with the approved BCDA survey plan.**
		Sub-total		***25%***				

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	Objective/ Measure		Formula	Weight	Rating System		Target	Actual
LEARNING AND GROWTH	**SO 9**	**Improve Knowledge, Enhance Skills, and Promote Integrity, Professionalism, and Career Development**						
	SM 11	Percentage of Employees Meeting Required Competencies	Competency Level 2025 - Competency Level 2024 (where Competency Level = Total Number of Employees with Required Competencies Met/ Total Number of Employees)	5%	All or Nothing	Increase from 2024 Actual Competency Level	Implementation of the 2025 Human Resource Development Program (HRDP)	**Ongoing implementation of the 2025 HRDP.**
	SM 12	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	Board-Approved Public Service Continuity Plan (PSCP)	Preparatory Activities	**The PSCP is scheduled for Board approval in the fourth quarter of 2025.**
		Sub-total		***10%***				
		TOTAL		**100%**				

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BONUS STRATEGIC MEASURES						
GAD Budget Utilitization Rate	None	1%	All or Nothing	5% of Total COB	Implementation of GAD-attributed Projects, Activities, Programs (PAPs)	**Ongoing implementation of the GAD-attributed PAPs .**
ISO Certification on any of the following Standards: i. Environment Management System (EMS) Certification ii. Business Continuity Management System (BCMS)	None	1%	All or Nothing	Certification on Environmental Management System (ISO 14001:2015) or Business Continuity Management System (ISO 22301:2019)	Preparatory Activities	**1% EMS (ISO 14001:2015) Certifed**

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