

PHILIPPINE DEPOSIT INSURANCE CORPORATION

	Component				Annual Target	1 st Quarter 2023	
	Strategic Objective (SO)/Strategic Measure (SM)	Formula	Weight	Rating System		Target	Actual
Socio-economic Impact	SO 1. Raise public awareness on deposit insurance to contribute in building depositor confidence in the banking system and in promoting financial inclusion						
	SM 1	Level of public awareness on deposit insurance	Actual accomplishment	5%	(Actual / Target) x Weight	6 percentage point increase in level of public awareness from 2022 survey results	Survey is targeted to be administered in Q3. TOR for engagement of service provider to conduct survey has been drafted for review of approving authority.
		<i>Sub-total</i>		5%			
Financial	SO 2. Maintain Deposit Insurance Fund (DIF) to adequately cover deposit insurance costs						
	SM 2	Adequate Capital against Deposit Insurance Costs	12-month average DIF/ 12-month average EID ¹	20%	All or nothing	5.5% ²	5.5% ² (based on a 3-month average) 8.40% (based on a 2-month average; for updating once the March 2023 FS is approved)
	SO 3. Ensure efficient budget utilization						
	SM 3	Efficient Utilization of Corporate Budget	Total Budget Utilization ³ / Total Board-approved Corporate Operating Budget (both net of PS)	5%	(Actual / Target) x Weight	90%	9.16%
		<i>Sub-total</i>		25%			

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Customers / Stakeholders	SO 4. Enhance client experience in PDIC services							
	SM 4a	Percentage of Satisfied Customers - Borrowers	No. of respondents who gave rating of at least satisfactory / Total number of survey respondents	2.5%	(Actual/Target) x Weight 0% = if less than 80%	90%	-	Survey is targeted to start in Q3. Review of TOR for the engagement of service provider is on-hold pending issuance of revised survey methodology from GCG and ARTA.
	SM 4b	Percentage of Satisfied Customers - Depositors		2.5%	0% = if lower or equal to previous year's accomplishment (if below 80%)	90%	-	
	SM 4c	Percentage of Satisfied Customers - Member Banks		5%		90%	-	
Sub-total			10%					
Internal Process	SO 5 Settle valid deposits/claims of depositors in closed banks within applicable processing time ⁴							
	SM 5	Settlement of Valid Insured Deposits Promptly within Applicable Turn-Around-Time - For Accounts with Less than or Equal to P100,000 Balances	Number of valid insured deposits paid within TAT / Total number of valid insured deposits for Accounts with Less than or Equal to P100,000 balances	10%	(Actual / Target) x Weight	100% of claims settled within TAT ⁵	100% of claims settled within TAT ⁵ for banks closed in the quarter where payout schedule is due	100% of claims settled within TAT
SM 6	Settlement of Valid Deposit Insurance Claims Promptly within Applicable Turn-Around-Time - For Accounts with More than P100,000 Balances	Number of valid deposit insurance claims settled within TAT/ Total number of valid deposit insurance claims filed during field operations claims settlement (FOCS)	10%	(Actual / Target) x Weight	100% of claims settled within TAT ⁵	100% of claims settled within TAT ⁵ for banks closed in the quarter where payout schedule is due	100% of claims settled within TAT	

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Internal Process	SO 6. Distribute assets to creditors and terminate liquidation of closed banks							
	SM 7	Asset Distribution Plans (ADP) of closed banks filed with the Liquidation Court (LC)	Actual Accomplishment	20%	(Actual / Target) x Weight	43 ADPs	-	One (1) ADP was approved by the appropriate approving authority (AAA) and another one (1) was submitted to AAA for approval. Three (3) other ADPs are for finalization. All five (5) ADPs are expected to be filed with LC by April 2023.
	SO 7. Contribute to financial stability by ensuring financial crisis preparedness							
	SM 8	Readiness Level for Participation in the Conduct of Financial Crisis Simulation	Actual Accomplishment	5%	All or Nothing per crisis management plan	Revised plans based on the gaps identified in the internal simulation	-	<ul style="list-style-type: none"> • Issued Office Order on the creation of Task Force for the Revision of Financial Crisis Management Plans • Formulated the Project Action Plans to address the documentation gaps noted in the internal simulation exercise • Ongoing conduct of pre-requisite or preparatory activities necessary prior to actual revision of the plans
	Sub-total			45%				
Learning and Growth	SO 8. Recruit, build up and retain motivated and competent workforce							
	SM 9	Improvement on the Competency Level of the Organization	Competency Baseline current year ⁶ - Competency Baseline previous year	5%	All or Nothing	Improvement on the Competency Level of the Organization based on the 2022 year-end assessment ⁷	-	<ul style="list-style-type: none"> • Conducted 3 internal and 6 external training programs to enhance competencies and address competency gaps. • Generated List of Target Assesseees for the Mid-Year Competency Assessment Survey (MCAS) 2023 – 67 assesseees (17 new hires, 50 promotees)

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SO 9. Build a responsive organization equipped with the necessary ICT and other systems to support operations								
Learning and Growth	SM 10	Implementation of Information Systems Strategic Plan (ISSP)	Actual Accomplishment	5%	All or Nothing per target ICT and information system	100% implementation of information and communication technology (ICT) and information systems projects based on the ISSP ⁸	-	1 ICT project completed out of 8 projects
	SM 11	ISO Certification	Actual Accomplishment	5%	All or Nothing per target ISO-certified process	Maintain ISO Certification for Assessment of Member Banks (AMB), Claims Settlement Operations (CSO), Loans Management (LM), Real Property Disposal (RPD), Bank Examination (BE)	-	<ul style="list-style-type: none"> •IQA program approved by the President •Conducted IQA for CSO & AMB •Coordinated with SOCOTEC on the schedule of 1st Surveillance Audit of CSO & AMB •Issued Office Order for the reconstitution of the ISO Team
	Sub-total				15%			
TOTAL				100%				

1- Capturing the period from January to December

2 - Ratio of DIF to estimated insured deposits (EID) – minimum of 5.50% (based on the current Maximum Deposit Insurance Coverage (MDIC) of P500,000; If any MDIC increase is implemented within the year, the resulting DIF/EID, which may fall below 5.5%, shall be considered on target.

3-Consists of disbursements, and accrued and unpaid obligations at year-end when services have been rendered, goods have been delivered or projects have been completed and accepted.

4 - A valid deposit insurance claim is considered settled when it is paid or dispatched to the Philippine Postal Corporation (PPC), or offset with an obligation, or in excess of the maximum deposit insurance coverage. Valid deposit insurance claims refer to claims for deposit accounts examined to be legitimate and eligible for deposit insurance. For depositors with valid insured deposit balances of P100,000 and below, filing of deposit insurance claim is waived for those with updated and complete mailing address, who have no obligations with the closed bank, and have not maintained the account under the name of business entity. All other depositors have to file deposit insurance claims with complete supporting evidences/documents acceptable to PDIC.

5 - See Annex A-1

6 - The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\sum_{i=1}^B \left[\frac{\sum_{j=1}^A (\text{Actual Competency})}{\text{Required Competency}} \right]$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled

7 - Year-end CAS covers all employees with competency baseline data established in the previous year.

8 - Excludes the time from failed bidding to the resumption of bidding.

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Date: 18 APR 2023