



Vision:

“To be a pre-eminent Civil Aviation Authority in the world and a global brand of excellence in civil aviation”

Mission:

“To ensure a safe, secure and green Philippine Sky”

Core Values:

- Fairness
- Integrity
- Accountability
- Transparency



CIVIL AVIATION AUTHORITY OF THE PHILIPPINES (CAAP)

Components					Baseline Data		Recalibrated	Target	
	Objective/Measure	Formula	Weight	Rating System ^{a/}	2018	2019	2020	2021	
SOCIAL IMPACT	SO 1	Standard Aviation Safety and Security							
		<i>International Civil Aviation Organization (ICAO) Standards Maintained</i>							
		a. Universal Safety Oversight Audit Programme (USOAP) - Effective Implementation Score	Actual Percentage	5%	All or Nothing	70.52% USOAP Effective Implementation (EI) Score	EI Score: 70.52% <i>Global Average: 68.78%</i>	Higher than the Global Average	Higher than the Global Average
	SM 1	b. Effective State Safety Program (SSP) Level	Actual Accomplishment	5%	All or Nothing	Level 2 SSP Implementation	Level 2	Level 3: Implementation of GAP Analysis	Level 3: Implementation of GAP Analysis (<i>Improvement from 2020</i>)
		c. Absence of Significant Safety Concerns (SSCs)	Actual Accomplishment	5%	All or Nothing	0 SSCs	0 SSCs	0 SSCs	0 SSCs
		d. Percentage of International Airports with Aerodrome Certification	Number of International Airports with Aerodrome Certification / Total Listed International Airports	5%	Actual / Target	50% (6 out of 12)	6 out of 8 International Airports Certified	7 out of 8 International Airports Certified	100% International Airports Certified (<i>9 out of 9</i>)
	Sub-total		20%						

Components					Baseline Data		Recalibrated	Target	
	Objective/Measure	Formula	Weight	Rating System ^{a/}	2018	2019	2020	2021	
CUSTOMERS / STAKEHOLDERS	SO 2	Reliable Service to Stakeholders							
	SM 2	Percentage of Satisfied Customers	Number of respondents who gave <i>at least</i> a Satisfactory rating / Total number of respondents	3%	Actual / Target 0% = If less than 80%	No survey conducted	85.50%* (3,604 of 4,215)	Using the Enhanced Guidelines for the Conduct of the CSS prescribed by the GCG	
		a. Passengers					85.44%	Excluded**	90%
		b. Concessionaires					86.82%	90%	90%
	c. Local Airport Authorities	50.00%					90%	90%	
	Sub-total		5%						
FINANCIAL	SO 3	Improved Financial Viability							
	SM 3	Gross Income	Business Revenue + Service Revenue + Interest Income	10%	Actual / Target	₱9.527 Billion	₱10.388 Billion	₱3.08 Billion	₱6.209 Billion
	SM 4	Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA)	Net Income + Interest + Taxes + Depreciation + Amortization	10%		₱5.098 Billion	₱5.203 Billion	₱1.999 Billion	₱0.712 Billion
	SM 5	Budget Utilization Rate	Budget Obligated / Total Budget for Infrastructure Projects	10%	Actual / Target	35.27%	51.93%	62%	83%
	Sub-total		30%						

* Using the Standard Methodology and Questionnaire developed by GCG.

** Per GCG's Letter to CAAP dated 05 January 2021.

Components					Baseline Data		Recalibrated	Target		
	Objective/Measure	Formula	Weight	Rating System ^{a/}	2018	2019	2020	2021		
INTERNAL PROCESS	SO 4	Established Quality Management System								
	SM 6	ISO Certification	Actual Accomplishment	5%	All or Nothing	Quality Manual produced	1. Quality Manual 2. 15 Preparatory Activities, including Readiness Assessment	ISO 9001:2015 Certification	ISO 9001:2015 Certification	
	SM 7	<i>Percentage of License and Registration Applications Processed Within the Prescribed Period</i>								
		a. Pilot Licenses	No. of issuances made within the prescribed time (as approved by ARTA) / No. of applications x 100		Actual / Target					
		<i>New</i>				3.0%	91.45%	91.21%	100%	100%
		<i>Renewed</i>				3.0%	96.52%	98.19%	100%	100%
		b. Mechanic Licenses								
		<i>New</i>				3.0%	97.09%	92.38%	100%	100%
		<i>Renewed</i>				3.0%	96.51%	96.64%	100%	100%
		c. Aircraft Certificate of Registration (COR)								
		<i>New</i>				3.0%	85.97%	85.15%	35%	100%
		<i>Renewed</i>				3.0%	95.12%	99.48%	80%	100%

Components					Baseline Data		Recalibrated	Target
	Objective/Measure	Formula	Weight	Rating System ^{a/}	2018	2019	2020	2021
SM 8	Implementation of Safe and Secured Information Systems	Actual Accomplishment	3%	All or Nothing	N/A	N/A	N/A	Online Payment System Integration with the LBP <i>(for the Renewal of Permits and Licenses of Airmen)</i>
SO 5	Safe and Efficient Management of Airspace							
SM 9	Number of Accomplished Steps for the Transition to Aeronautical Information Management (AIM) System	Cumulative Number	3%	Actual / Target	7 Accomplished Steps out of 21	State AIS AIM Accomplishments (10 out of 21)	State AIS AIM Accomplishments (12 out of 21)	State AIS/AIM Accomplishments (13 out of 21)
SM 10	Implementation of ADS CPDLC	Actual Accomplishment	3%	All or Nothing	N/A	<i>Completion of the following CNS/ATM Transition Activities:</i> <ul style="list-style-type: none"> • Migration of Mactan Sub-ACC • Implementation of 50 nautical miles reduced separation on airway POTIB M646 • Implementation of ADS-C/ CPDLC West Pacific • Implementation of ADS-C/ CPDLC West Philippine Sea 	N/A	Implementation of ADS-C/CPDLC in the West Sector of the Manila FIR
SM 11	Implementation of AIDC	Actual Accomplishment	3%	All or Nothing	N/A	<i>AIDC Operational Implementation for Indonesia, Singapore, Hong Kong and Taipei</i>	N/A	AIDC Implementation between Manila and Ujung Pandang (Indonesia) ACCs

Components					Baseline Data		Recalibrated	Target	
	Objective/Measure		Formula	Weight	Rating System ^{a/}	2018	2019	2020	2021
	SM 12	Provision of Space-Based ADS-B Data	Actual Accomplishment	3%	Actual / Target	One (1) ADS-B Ground Station installed in ATMC in Manila	One (1) ADS-B Ground Station	Percentage of Completion of the Supply/ Installation and Integration for the six (6) new ADS-B Ground Stations Based on Project Schedule	100% Provision of Space-Based ADS-B Data for North-West Manila FIR
	SM 13	Air Traffic Flow Management (ATFM)/ Collaborative Decision Making (CDM) Implementation for High Density Airports	Actual Accomplishment	3%	All or Nothing	Level 2 ATFM Nodes	N/A	N/A	Subscription to an ATFM System Tool Suited for ATFM/CDM and Multi-Nodal (Level 3) ATFM
	Sub-total			41%					
LEARNING & GROWTH	SO 6	Enhanced Personnel Effectivity and Productivity							
	SM 14	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	4%	All or Nothing	No accomplishment	No Competency Model Approved by CAAP Board and Baseline was Not Established	Board-Approved Competency Model for Unaffected Organizational Units	Board-Approved Competency Model for Unaffected Organizational Units
	Sub-total			4%					
TOTAL			100%						

a/ But not to exceed the weight assigned per indicator.