

HOME DEVELOPMENT MUTUAL FUND

	Component				For the Year 2023		
	Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating System	Target	Actual	
<b>CUSTOMER</b>	SO 1	Increase and Sustain Membership					
	SM 1	Percentage of Labor Force Covered	Total Active Members as of Performance Year / Adjusted Coverable <sup>1</sup>	10.00%	(Actual / Target) x Weight	86.53% (14,434 Million ML of 16,681 Million Coverable)	86.59% (14,445 Million ML of 16,681 Million Coverable)
	SO 2	Provide Affordable Home Financing					
	SM 2	Actual Take-Outs under SH and LC	Actual Take-Out Units from SH and LC	15.00%	(Actual / Target) x Weight	101,721	91,100
	SO 3	Improve Access and Delivery of Products and Services to Enhance Customer Satisfaction					
	SM 3	a) Ensure Customers Satisfaction - Individual Members	Number of respondents who gave a rating of at least satisfactory / Total number of respondents	5.00%	(Actual / Target) x Weight 0% = if below 80%	90%	The Client Satisfaction Measurement (CSM) Report was submitted to ARTA on April 15, 2024
		b) Ensure Customers Satisfaction - Business Organizations / Employers		2.50%			
		c) Ensure Customers Satisfaction - Partner Developers		2.50%			
		<i>Sub-total</i>		<b>35.00%</b>			

<sup>1</sup> Adjusted Coverable pertains to the Total Employed Persons by Major Industry Group based on the latest available data on Labor Force Survey of the Philippine Statistics Authority (average of Jan. & Apr. 2022), excluding Agriculture, Other Service Activities, and Activities of Extraterritorial Organization and Bodies. Additional sector/membership for exclusion (i.e. below 18 y.o., Retirees, and Hard to map workers) from the total number coverable may be made upon submission of data from PSA and subject to determination based on applicable laws.

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<b>FINANCIAL</b>	<b>SO 4</b>	<b>Increase Asset Size</b>					
	<b>SM 4</b>	Increase Net Financial Asset Level	Total Assets less ROPA, net; Property and Equipment, net; Intangible Assets, net; and Other Assets, Non-current assets held for sale; and right of use asset	10.00%	(Actual / Target) x Weight 0% = if less than ₱511.227 Billion	₱864.048 Billion	₱900.543 Billion
	<b>SO 5</b>	<b>Ensure Financial Sustainability</b>					
	<b>SM 5</b>	Increase Income Level <sup>2</sup>	Gross Income less Total Expenses	10.00%	(Actual / Target) x Weight	₱39.982 Billion (after Investment Contract Benefit Expense or MP2 Returns)	₱41.743 Billion
	<b>SM 6</b>	Increase Members' Savings	Total Members Savings Collected	15.00%	(Actual / Target) x Weight	₱67.592 Billion	₱89.263 Billion
	<b>SO 6</b>	<b>Improve Asset Quality</b>					
	<b>SM 7</b>	Improve Performing Loans Ratio	Accounts current to 3 months / Total Outstanding Balance (exclusive of Interim Releases, Sales Contract Receivables (SCR) under Remediation, Mortgage Contract Receivables (MCR) Referred to Foreclosure and with Petition for Extra - Judicial Foreclosure)	10.00%	(Actual / Target) x Weight 0% = if 80% and below	91.00%	92.84%

<sup>2</sup> Subject to adjustment upon determination of the effect on compliance with Philippine Financial Reporting Standard (PFRS) 9 - Expected Credit Loss (ECL) Model.

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<b>INTERNAL BUSINESS PROCESS</b>	SO 6	Improve Asset Quality					
	SM 8	Budget Utilization Rate (BUR)	Total Actual Disbursement / Total Approved Budget	5.00%	(Actual / Target) x Weight	90%	67.77%
	<b>Sub-total</b>			<b>50.00%</b>			
	SO 7	Streamline Processing Time					
	Improve Processing Time on:						
	SM 9	a) End-User Financing (EUF) Approval and Take-out	Number of EUF application Processed within Applicable Processing Time / Total number of EUF application received	2.50%	(Actual / Target) x Weight 0% = if below 95%	100% within applicable processing time based on compliance with Republic Act No. 11032 or EODB and Efficient Government Service Delivery Act of 2018	98.25%
		b) Short-Term Loan (STL) Approval and Disbursement	Number of loans Processed within Applicable Processing Time / Total number of loans processed	2.50%			99.30%
	SO 8	Practice Principles of Good Governance and Attain Performance Excellence					
	SM 10	Ensure compliance to Government Quality Management Systems Standards (GQMSS)	Actual Accomplishment	2.50%	All or Nothing	Maintenance of ISO 9001: 2015 Certification covering the following core processes:  1. Membership Registration; 2. Short-Term Loan and Provident Benefit Claims	1. Membership Registration - ISO Certification is maintained (Audit was conducted on March 07-20, 2023)  2. Short-Term Loan and Provident Benefit Claims - ISO Certification is maintained (Audit was conducted on June 15, 2023)
				2.50%		Maintenance of ISO 9001: 2015 Certification for Housing Loans Origination and Management	HL Origination and Management - ISO Certification is maintained (Audit was conducted on August 18, 2023)
<b>Sub-total</b>			<b>10.00%</b>				


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<b>LEARNING AND GROWTH</b>	<b>SO 9</b>	<b>Continuous Develop Competent and Engaged Employees</b>				
	SM 11	Competent Workforce	Competency Level 2023 <sup>3</sup> - Competency Baseline 2022	5.00%	All or Nothing	Improvement on the competency level of the organization based on the 2022 year-end assessment
						11% increase in the Competency Level 113% 2023 Competency Level 102% 2022 Baseline
		<b>Sub-total</b>		<b>5.00%</b>		
		<b>TOTAL</b>		<b>100.00%</b>		

<sup>3</sup> The Competency Level of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:


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

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

Certified Correct:


  
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04.25.2024  
Date

  
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04.25.2024  
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04.30.2024  
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