



# PHILIPPINE ARMY TRANSFORMATION ROADMAP 2028

**A WORLD-CLASS ARMY THAT IS A SOURCE OF NATIONAL PRIDE**

## PHILIPPINE ARMY CHARTER STATEMENT

### 2028 VISION

A World-Class Army that is a Source of National Pride

### MISSION

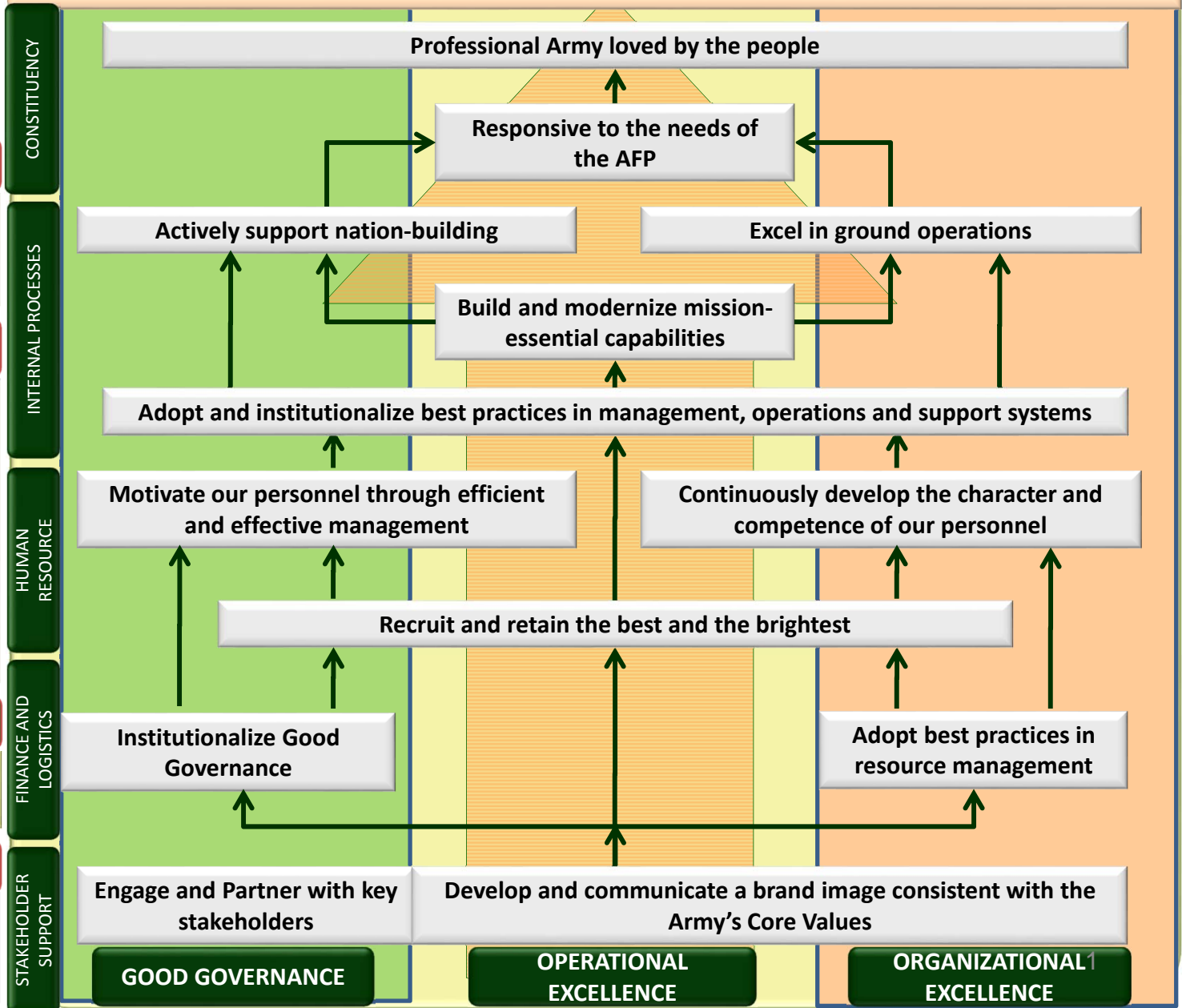
To develop, organize, train, equip, support and sustain Army forces for the conduct of prompt and sustained ground operations to accomplish the AFP mission.

### CORE PURPOSE

Serving the People, Securing the Land

### CORE VALUES

Honor  
Patriotism  
Duty



# CGPA SCORECARD

STRATEGIC PERSPECTIVE	STRATEGIC OBJECTIVES	PERFORMANCE MEASURE	OPR	PERFORMANCE TARGETS							
				2011 Base	2012	2013	2014	2015	2016	2022	2028
STAKEHOLDER SUPPORT	1) Develop & communicate a brand image consistent with the Army's Core Values	1) Net Trust Rating	OG7	TBD	plus 15	plus 20	plus 25	plus 30	plus 35	No data provided	No data provided
	2) Engages & Partner with key stakeholders	2) Number of completed IDSE activities	OG5	145	159	175	192	211	232	232	232
		3) Growth rate of completed projects/activities with key stakeholders	OG7	TBD	230	242	254	267	280	5%* CY 2021	5%* CY 2027
		4) Growth rate of formalized partnership with key stakeholders		TBD	112	118	124	130	136	5%* CY 2021	5%* CY 2027
FINANCE & LOGISTICS	3) Institutionalize good governance	5) COA Adverse Findings	MFO	22	15	12	9	7	0	0	0
	4) Adopt best practices in resorce management	6) Program Implementation Rate	ARMO	TBD	100%	100%	100%	100%	100%	100%	100%
		7) Absorptive Capability		96.05%	100%	100%	100%	100%	100%	100%	
		8) Logistics Performance Index	OG4	2.6	2.7	2.8	2.8	2.8	3	3.2	3.5

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<b>HUMAN RESOURCES</b>	5) Recruit and retain the best and brightest	9) Quality Recruit Index	OG1	Officer-80%	85%	86%	87%	88%	89%	93%	95%
		10) Nr of Competent Personnel who were separated voluntarily		Officer-48 EP- 627 Total= 675	607	540	472	405	338	169	68
		11) Forced Attration Rate		0.32% (270)	0.37% (320)	0.5% (428)	0.75% (642)	1% (856)	1.5% (1,284)	2.5% (2,139)	4% (3,442)
	6) Continuously build and develop the character and the competence of our personnel	12) Number of offenses (DLO cases) with less grave and grave penalties		493	419	394	345	295	247	123	49
		13) Individual Training Readiness	OG8	78% (R2)	80% (R2)	81% (R2)	82% (R2)	82% (R2)	85% (R2)	95% (R1)	97% (R1)
	7) Motivate our personnel through efficient and effective management	14) Personnel Satisfaction Index	OG1	2.9	2.95	3	3.1	3.2	3.3	3.5	3.8

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INTERNAL PROCESS	8) Adopt and institutionalize best practices in management, operations, and support systems	15) Doctrine Development Throughput Time	OG8	3013 days	2555 days	2190 days	1825 days	1704 days	1582 days	1460 days	730 days
		16) Number of ISO or internationally certified offices/units	OG5	New Measure	0	1	3	4	5	11	17
	9) Build and modernize mission-essential capabilities	17) Unit Training Readiness Rating-Regular	OG8	77%	78%	80%	81%	83%	85%	95%	97%
		18) Unit Training Readiness Rating -Ready Reserve	OG9	69%	60% (R3)	65% (R3)	70% (R3)	75% (R2)	85% (R1)	90% (R1)	95% (R1)
		19) Equipment Readiness	OG4	65%	70%	80%	85%	90%	95%	95%	95%
		20) Maintenance Readiness		62%	70%	80%	85%	90%	95%	95%	95%
	10) Excel in ground operations	21) Combat Effectiveness Rating	OG3	64%	60%	65%	70%	75%	80%	95%	100%
		22) Unit Performance Evaluation Rating		73%	75%	80%	85%	90%	95%	98%	100%
	11) Actively support nation-building	23) Number of national development projects supported	OG7	New Measure	TBD	TBD	TBD	TBD	TBD	TBD	TBD
		Major government plans/programs/projects supported		Restated measure	28	42	56	70	83	TBD	TBD

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CONSTITUENCY	12) Responsive to the needs of the AFP	24) Over-all Operational Readiness	OG3	64%	70%	80%	95%	95%	95%	98%	100%
	13) Professional Army loved by the people	25) Net Satisfaction Rating	OG7	New Measure	plus 15	plus 20	plus 25	plus 30	plus 35	plus 65	plus 95