**Table A.5: Production Department KPI**

**Changeover Technical KPI**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **KPI** | **Internal SDP** | **Changeover BCS** | **COPT**  **(1st Output)** | **COPT**  **(1st Good Output)** | **CFA Staggered** | **Changeover Efficiency** | **COP** | Total |
| **Target** | **97%** | **100%** | **based on category** | | **85%** | **base on matrix** | **<2.0** |
| **SL Supervisor** | 50% |  |  |  | 20% | 10% | 20% | **100%** |
| **SSS** | 10% |  | 20% | 20% | 20% | 20% | 10% | **100%** |
| **CO SLS** | 10% | 10% | 20% | 20% | 10% | 20% | 10% | **100%** |
| **SLS** | 10% |  | 15% | 15% | 30% | 20% | 10% | **100%** |
| **CO Planner** | 10% | 30% | 15% | 15% |  | 30% |  | **100%** |
| **CO LOP** | 10% | 40% | 10% | 10% | 10% | 20% |  | **100%** |

**Sewing Line Technical KPI**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **KPI** | **COPT**  **(1st Output)** | **COPT**  **(1st Good Output)** | **CO Eff.** | **CFA Staggered Inspection** | **Machine Downtime** | **TPM/BEC Audit** | Total |
| **Target** | **based on category** | | **base on matrix** | **85%** | **1hr/day/line (Accum.)** | **100%** |
| **SSMS** | 15% | 15% | 30% | 10% | 10% | 20% | **100%** |
| **SL SMS** | 5% | 5% | 10% | 10% | 50% | 20% | **100%** |
| **SL SME** | 5% | 5% | 10% | 20% | 30% | 30% | **100%** |
| **CO SMS** | 20% | 20% | 30% | 10% | 10% | 10% | **100%** |
| **CO SME** | 20% | 20% | 30% | 10% | 10% | 10% | **100%** |

**Production Support KPI**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **KPI** | Internal SDP | Pass Rate | ICR | On Time Processing | Report Accuracy | Scan & Pack BCS | Cost Savings | QMS audit | 6S audit | COP | Total |
| **Target** | **97%** | **85%** | **<300 USD per P** | **5th of the month** | **0 Complain** | **95%** | 10K – 29K – 5%  30K – 49K – 10%  50K – 69K – 15%  70K – 89K – 20%  90K – 99K – 25%  100K above – 30% | **95%** | **95%** | **<2.0** |
| **PCO - project/ implementation** |  |  |  |  |  |  | 30% | 20% | 50% |  | 100% |
| **SL Assistant** | 40% |  |  |  |  | 40% |  | 10% | 10% |  | 100% |
| **Reliever (packer)** | 40% |  |  |  |  | 40% |  | 10% | 10% |  | 100% |
| **Reliever (presser)** | 50% | 50% |  |  |  |  |  |  |  |  | 100% |
| **LOP(PRS/PCK)** | 60% | 20% |  |  |  |  |  |  |  | 20% | 100% |
| **LOP(WB)** | 60% |  | 20% |  |  |  |  |  |  | 20% |  |
| **Production Clerk** |  |  |  | 50% | 50% |  |  |  |  |  |  |

NOTE: Packing Error Deduction applies to packer only, 1pc = Php 20.

**Production Sewing Line KPI**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Position** | **SDP** | **RFID Scan Rate** | **COPT** | **Pass Rate** | **Packing Error** | **ICR** | **Total** |
| **Target** | **97%** | **95%** | **95%** | **85%** | **1 pcs = 20php** | **<50 USD** |
| Line Leader | 20% |  | 10% | 30% |  |  | 60% |
| SL LOP | 30% |  |  | 30% |  |  | 60% |
| Water Beetle | 30% | 15% |  |  |  | 15% | 60% |
| Packer | 40% |  |  |  | Applicable | 20% | 60% |

**FAC Centralized Packing** **KPI**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **POSITION** | **SDP** | **DEHU EFFICIENCY (System Based)** | **PACKING RFT** | **Backlog Rate** | **QMS Audit** | **6S  Audit** | **TOTAL** |
| **Target** | **97%** | **95%** | **97%** | **12%** | **95%** | **95%** |
| IE | 25% | 30% | 5% | 10% | 25% | 5% | 100% |
| SLS | 25% | 25% | 10% | 15% | 20% | 5% | 100% |
| LOP | 40% |  | 15% | 10% | 25% | 10% | 100% |
| Packer | 40% |  | 15% | 10% | 25% | 10% | 100% |

**Table A.6: PPIC Department KPI**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **ALLOCATION/ MATERIAL CONTROLLER** | CPU Performance | Material Completion | SIS BCS | Internal SDP | APS Eff VS Actual Eff Audit | SL Lead time | Ontime incentive submission (16 of the month) | Incentive amount accuracy | Ontime CMP Sending | CMP Accuracy | TOTAL |
| POSITION | 95% | 98% | 95% | 97% | 10% GAP | 5 days prior to inline | Zero Issue | Zero Issue | 100% | 100% |
| MC/Allocation Supervisor | 40% | 20% | 40% |  |  |  |  |  |  |  | 100% |
| Planning Coordinator: Material Completion | 50% | 50% |  |  |  |  |  |  |  |  | 100% |
| Planning Coordinator: Material Controller | 20% |  | 40% | 40% |  |  |  |  |  |  | 100% |
| Planning Coordinator: PMS/Incentive Checker |  |  |  |  |  |  | 20% | 30% | 20% | 30% | 100% |
| Scheduler | 40% |  |  | 20% | 40% |  |  |  |  |  | 100% |
| Planner | 40% |  |  | 20% |  | 40% |  |  |  |  | 100% |
| Clerk |  |  |  |  |  |  |  |  | 50% | 50% | 100% |

MC Handle = $0.00 monthly ICR on handled styles, additional 1,500 php on incentive.

MC Supervisor = $0.00 Overall monthly ICR, additional 2,5000 php on incentive

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **MERCHANDISER/ THREAD COORDINATOR** | CPU Performance | Sample SDP | Internal SDP | Ontime thread booking (based on TS) | Thread ICR | TOTAL |
| POSITION | 95% | 97% | 97% | 98% | <10% |
| MR -Supervisor | 30% | 50% | 20% |  |  | 100% |
| MR -TL | 30% | 50% | 20% |  |  | 100% |
| MR | 30% | 50% | 20% |  |  | 100% |
| Thread Coordinator |  |  |  | 50% | 50% | 100% |
| Thread Analyst |  |  |  | 50% | 50% | 100% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **WAREHOUSE** | Internal SDP | WH ICR | | TOTAL |
| 97% | 100% | $0 |
| POSITION | 50% | $1.00 and above |
| Miniwh Sup | 50% | 50% | | 100% |
| Miniwh TL | 50% | 50% | | 100% |
| Clerk | 50% | 50% | | 100% |
| Asst | 50% | 50% | | 100% |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **WIP/ LOGISTICS** | Internal SDP | SMS SDP | Logistics Efficiency | | Cartoon Booking | Carton Discrepancy (temporary CTN/Dimension/Sticker | CLOG Discrepancy | TOTAL |
| 97% | 97% | 100% | 95% and Above | 100% |
| POSITION | 50% | below 95% | Zero Issie | <10 issue |
| Logistics/WIP Supervisor | 40% | 20% | 40% | |  |  |  | 100% |
| PPIC WIP Coordinator | 50% | 50% |  | |  |  |  | 100% |
| Logistics TL | 30% |  | 50% | | 10% |  | 10% | 100% |
| Cartoon Coordinator | 10% |  | 25% | | 40% | 15% | 10% | 100% |
| Pack Plan Coordinator | 25% |  | 50% | |  | 15% | 10% | 100% |
| PPIC Assistant - Others | 20% |  | 60% | |  |  | 20% | 100% |
| PPIC Assistant - CTN Marker | 20% |  | 50% | |  | 15% | 15% | 100% |

**Table A.7: Quality Department KPI**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **QCD KPI** | Target |  |  | |
| Endline | | Roving | | Packer | Top sample | Implementation | Inspection | clerk | Packing audit | MD QC | QC Packer/Clog QC/BV team |
| CFA Staggered Pass Rate- Per line per shift | 1.0-4.5%=100%  4.51- 6.5%=80%  6.51-9.0 %=50% | 60% | | 60% | |  |  |  |  |  |  |  |  |
| QMS Quality Audit Result- Per team | 100%=100% 98-99.9%=70% 96-97.9%=50% | 20% | | 20% | | 40% | 30% | 100% | 40% | 50% | 30% | 30% | 30% |
| CFA Internal Final Inspection in CLOG(excluding packing error) Per team | 1.0-4.5%=100%  4.51- 6.5%=80%  6.51-9.0 %=50% | 20% | | 20% | |  |  |  |  |  | 10% |  |  |
| Packing error case q'ty (confirm by QCM | 0 case=100%  1 case=80%  2 case=50%  3 case and above=0% |  | |  | |  |  |  |  |  | 40% | 40% |  |
| External Pass Rate | 100%=100% | 10% | | 10% | | 40% |  |  | 40% |  | 20% | 10% | 10% |
| BV Pass Rate | 100%=100% |  | |  | |  |  |  |  |  |  |  | 20% |
| SDP | 99-100%=100% 97-98.9%=50 |  | |  | | 20% |  |  | 20% |  |  | 20% | 40% |
| On time and correct Report Sending | 100%=100% |  | |  | |  |  |  |  | 25% |  |  |  |
| Washing Specimen On time sending | 100%=100% |  | |  | |  |  |  |  | 25% |  |  |  |
| Top and Test sample on time delivery Rate | 90-100%=100% 85-89.9%=80% 80-84.9%=50% |  | |  | |  | 30% |  |  |  |  |  |  |
| CFA Top Sample Pass Rate | 98-100%=100% 95-97.9%=80% 90-95%=50% |  | |  | |  | 40% |  |  |  |  |  |  |
| Scan & Pack Output | 100%=above 13K ave. output/day  50%=below 13k ave. output/ day |  | |  | |  |  |  |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **QCD KPI** | **TARGET** | **QC SUP.** | **QC TL** | | | |
| **Implementation/TOP Sample** | **Production** | **Logistics** | **CLOG** |
| CFA Staggered Pass Rate- Per line per shift | 1.0-4.5%=100%  4.51- 6.5%=80%  6.51-9.0 %=50% | 40% |  | 40% |  |  |
| QMS Quality Audit Result- Per team | 100%=100%  98-99.9%=70%  96-97.99%=50% | 20% | 60% | 20% | 30% | 30% |
| CFA Internal Final Inspection in CLOG (excluding packing error) Per team | 1.0-4.5%=100%  4.51- 6.5%=80%  6.51-9.0 %=50% | 10% |  | 20% |  |  |
| Packing error case q'ty (confirm by pacing audit QC | 0 case=100%  1 case=80%  2 case=50%  3 case and above=0% |  |  |  | 35% |  |
| External Pass Rate | 100%=100% | 10% |  | 10% | 15% | 10% |
| BV Pass Rate | 100% = 100% |  |  |  |  | 20% |
| SDP | 99-100%=100% | 10% |  |  | 10% | 30% |
| COP | 2.0-2.09 =100%  2.1-2.14 =70%  2.15-2.19= 50%  2.2 above = 0% | 10% | 40% | 10% | 10% | 10% |

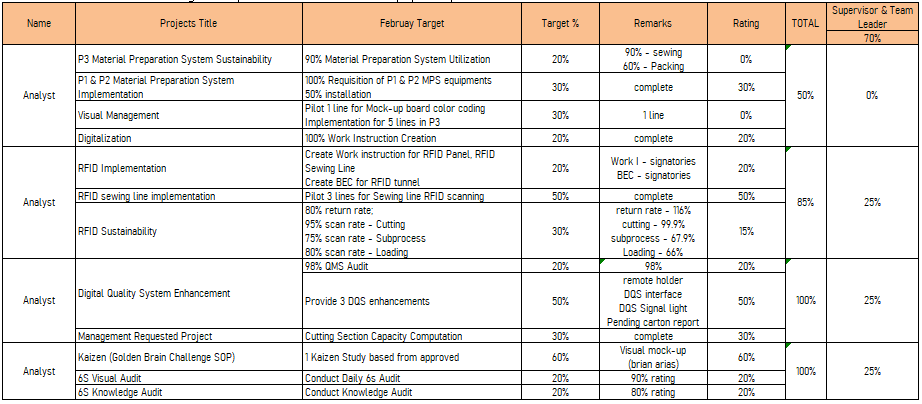
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **SUPPLY QC KPI** | **Target** | **QCR** | | | **QC TL** | |
| **SUPPLY QC CLERK** | **CUTTING QC** | **SUB-PROCESS QC** | **CUTTING QC TL** | **SUB-PROCESS QC TL** |
|
| M2 sub process audit | 100%=100%  98-99.9% Below=>50% | 50% | 100% | 100% | 100% | 100% |
| WASHING SPECIMEN ON TIME SENDING evaluated by wash lab | 100% => 100% | 50% |  |  |  |  |
| Customers feedback  (Complaint from Production/QC cfm by QCM) | NO COMPLAINTS |  | Forfeit in charge | Forfeit in charge | DEDUCT 20% PER COMPLAINT | DEDUCT 20% PER COMPLAINT |

|  |  |  |  |
| --- | --- | --- | --- |
| **SUBCON PRINTING QC KPI** | **Target** | **QC** | **QC TL** |
| Printing QC process Audit | 99-1100% = 100%  97-98% = 50% | 100% | 100% |
| Customer Feedback (Complaint from production/QC cfm by QCM) | No Complaints | Deduct 20% per complain | Deduct 20% per complain |

**Table A.8: FIE KPI (Production Team)**

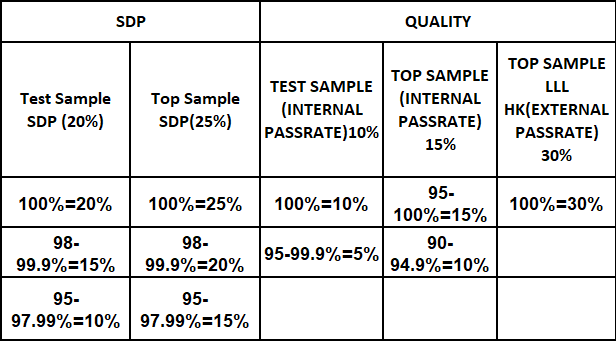
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **KPI** | **Sample Study for New Styles** | **100% Documentation** | | | **GSD Accuracy** | **Final Mapping LBR (2nd day)** | **COPT (1st Output)** | **COPT (1st Good Output)** | **CO Efficiency** | **LBR Improvement (5th Day)** | **PPH** | **Operator Efficiency (5th day)** | **Kaizen Idea** | **Reports** | **Total** | **Team Leader** |
| **TARGET** | **100%** | **Prelim Flow chart** | **Approved Mapping LBR (80%)** | **ERCS** | **Analyst -100%**  **IE Tech – 80%** | **70%** | **Based on Category** | | | **80%** | **Based on per Prod Floor's Target** | **80%** | **Saved Time of 240 sec (from SMV)** | **Ontime & 100% accurate** | **70%** |
| **GSD Analyst** | **20%** | **10%** | **30%** | **10%** | **30%** |  |  |  |  |  |  |  |  |  | **100%** | 25% |
| **IE Coordinator** |  |  |  |  |  | **15%** | **10%** | **15%** | **30%** |  | **20%** |  |  | **10%** | **100%** | 25% |
| **Process Engr** |  |  |  |  |  |  |  |  |  | **15%** | **35%** | **15%** | **25%** | **10%** | **100%** | 50% |

**Table A.9: FIE KPI (Project Team)**



Note: Sample list of projects per month and may change depending on factory needs.

**Table A.10: Top Sample Team**



**Table A.14: Auto Template Section**

|  |  |  |
| --- | --- | --- |
| AT Operator(per person) | **AT Efficiency** | **Amount/day** |
| 80%-89.99% | 80 |
| 90%-100% | 110 |
| Indirect Operator/clerk | 80% Ave AT efficiency=70/day | |
| 97% loading ready date=30/day | |
| 100%1 day WIP =30/day | |
| AT TL/LOP/Specialist | 80% Ave AT efficiency=80/day | |
| 97% loading ready date=50/day | |
| 100%1day WIP =50/day 100% 2days WIP=100/day | |
| Sub process supervisor AT | 80% Ave AT efficiency=100/day | |
| 97% loading ready date=70/day | |
| 100%1day WIP =50/day 100% 2days WIP=100/day | |

**Table A.15: Heat Transfer Section**

|  |  |  |
| --- | --- | --- |
| HT Operator(per person) | **HT Efficiency** | **Amount/day** |
| 80%-89.99% | 50 |
| 90%-96.99% | 80 |
| 97%-100% | 100 |
| Indirect Operator | 80% Ave HT efficiency=50/day | |
| 97% loading ready date=30/day | |
| 100%1day WIP =30/day | |
| HT TL / LOP | 80% Ave HT efficiency=60/day | |
| 97% loading ready date=50/day | |
| 100%1day WIP =50/day 100% 2days WIP=100/day | |
| Sub process supervisor (HT,BD) | Bonding BCS 100%=50/day | |
| 80% Ave HT efficiency=100/day | |
| 97%loading ready date=50/day | |
| 100%1day WIP =50/day 100% 2days WIP=100/day | |

**Table A.16: Bonding Section**

|  |  |
| --- | --- |
| BD operator | Bonding BCS 100%=50/day  Bonding BCS 97%=40/day  Bonding BCS 95%=30/day |
| TL/specialist | Bonding BCS 100%=60/day  Bonding BCS 97%=50/day  Bonding BCS 95%=40/day |
| 97%loading ready date=50/day |
| 100%1day WIP =50/day 100% 2days WIP=100/day |
|

**Table A.17: Fusing Section**

|  |  |  |
| --- | --- | --- |
| FM Operator(per person) | **FM Efficiency** | **Amount/day** |
| 80%-89.99% | 50 |
| 90%-96.99% | 80 |
| 97%-100% | 100 |
| TL | 100% 1day WIP | 50 |
| 80%-89.99% FM Efficiency | 60 |
| 90%-96.99% FM Efficiency | 90 |
| 97%-100% FM Efficiency | 110 |

**Table A.18: Loading Section**

|  |  |
| --- | --- |
| Loader/setter | 97% loading ready date=30/day |
| 100%1day WIP =50/day 100% 2days WIP=80/day |
|
| In-house FIFO assistance(HT,BD,AT) | 100% In-house Farm out BCS=50/day |
|
| 97% loading ready date=30/day |
| Sub-con FIFO assistance/clerk(PRT,EMB) | 100% Sub-con Farm out BCS=50/day |
|
| 97% loading ready date=30/day |
| Loading TL | 97% loading ready date=60/day |
| 100%1day WIP =70/day 100% 2days WIP=100/day |
|
| FIFO TL | 100% Sub-con Farm out BCS=50/day |
|
| 97% loading ready date=60/day |
| 100%1day WIP =80day |
| FIFO Supervisor | 100% Sub-con Farm out BCS= 80/day |
| 90-96.99 % FM Efficiency = 100/day |
| 100%1day WIP = 80/day |
| Loading supervisor | 97%loading ready date=100/day |
| 100%1day WIP =100/day 100% 2days WIP=150/day |
|

* **SPS**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Position | Baseline amount per month | KPI Target | On time sending of reports and processing of Incentive | Report Accuracy | On-time sending of Sub process Forecast | Mock-up Completion |
|  | **Target** | **100%** | **0 Complain** | **100%** | **100%** |
| Sub process planner | 1,500 php |  |  |  | 30% | 70% |
| Clerk | 1,000 php |  | 50% | 50% |  |  |

**Table A.19: Cutting Section**

|  |  |
| --- | --- |
| **SPC/SORTER/MARKER ASST./CLERK/MORGAN OPERATOR** | Cutting yardage 25 k = 110 / day  Cutting yardage 24 k = 100 / day  Cutting yardage 23 k = 90 / day  Cutting yardage 22 k = 80 / day  Cutting yardage 21 k = 70 / day  Cutting yardage 20 k = 60 / day  Cutting yardage 19 k = 50 / day  Cutting yardage 18 k = 40 / day  Cutting yardage 17 k = 30 / day |
| Cutting BCS 98% = 30 / day |
| Cutting RFT 98% = 20 / day |
| **TL** | Cutting yardage 25 k = 120 / day  Cutting yardage 24 k = 110 / day  Cutting yardage 23 k = 100 / day  Cutting yardage 22 k = 90 / day  Cutting yardage 21 k = 80 / day  Cutting yardage 20 k = 70 / day  Cutting yardage 19 k = 60 / day  Cutting yardage 18 k = 50 / day  Cutting yardage 17 k = 40 / day |
| Cutting BCS 98%=40 / day |
| Cutting RFT 98% = 30 / day |
| **Specialist** | Morgan utilization 80%=100 / day  Morgan utilization 70%=80/ day  Morgan utilization 65%=60 / day |
| Cutting RFT 98% = 60 / day |
| **Supervisor** | Cutting BCS 100% = 60 / day |
| Cutting BCS 98% = 40 / day |
| Cutting yardage 25 k = 130 / day  Cutting yardage 23 k = 120 / day  Cutting yardage 20 k = 110 / day  Cutting yardage 17 k = 100 / day |
| loading BCS 100%=60 /day loading BCS 98%=40 / day |

|  |  |  |  |
| --- | --- | --- | --- |
| Table A.11: QCD Baseline Amount | | | |
| **Baseline** | **QC**  **supervisor** | **QC TL** | **QCR** |
| **CFA Staggered Defect Rate** |
| 5.0 – 6.5% | 4000 | 3000 | 2000 |
| 4.0-4.9% | 5000 | 4000 | 2500 |
| 3.0-3.9% | 6000 | 5000 | 3000 |
| 1.0-2.9% | 7000 | 6000 | 4000 |
|  |  |  |  |

Table A.12: SUPPLY QC Baseline Amount

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Baseline** | **SUB-PROCESS QC TL** | **CUTTING QC TL** | **CUTTING QC** | **SUB-PROCESS QC** | **SUPPLY QC CLERK** |
| **M2 sub process audit** |
| 99-100% | 3000 | 3000 | 2000 | 2000 | 1500 |
| 97-98.99% | 1500 | 1500 | 1000 | 1000 | 800 |
| 95-96.99% | 1000 | 1000 | 600 | 600 | 500 |

Table A.13: SUBCON PRINTING QC Baseline Amount

|  |  |  |
| --- | --- | --- |
| **Baseline** | **Subcon QC TL** | **Subcon QC** |
| **Printing QC process audit** |
| 99-100% | 3000 | 2000 |
| 97-98.99% | 1500 | 1000 |

Table A.14: QCD PACKING AUDIT BASELINE AMOUNT

|  |  |
| --- | --- |
| **Baseline** | **Packing Audit** |
| **Average Dehu Output Percentage** |
| 90-95% | 1000 |
| 95-100%% | 1200 |
| 101-110% | 1500 |
| 111-125% | 2000 |
| 126-150% | 2300 |
| 151-200% | 2500 |

Table A.15: MD QC BASELINE AMOUNT

|  |  |
| --- | --- |
| **Baseline** | **Packing Audit** |
| **Average Scan & Pack Percentage** |
| 90-95% | 1000 |
| 95-100%% | 1200 |
| 101-110% | 1500 |
| 111%-125% | 2000 |
| 126-150% | 2300 |
| 151-200% | 3500 |

Table A.16: QC CLERK BASELINE AMOUNT

|  |  |
| --- | --- |
| **Baseline** | **Qc clerk** |
| **Average QMS Audit** |
| 96-97.9% | 1300 |
| 98-99.9% | 1500 |
| 99.9-100% | 1700 |

Table A.17: QC INSPECTION TL/QC INSPECTION/QC PACKER/BV TEAM BASELINE AMOUNT

|  |  |  |
| --- | --- | --- |
| **Baseline** | **QC INSPECTION TL** | **QC INSPECTION/QC PACKER/BV TEAM** |
| **Average CFA Final Defect Rate Percentage** |
| 1.5-1.75% | 5000 | 2500 |
| 1.76-1.99% | 4000 | 2000 |
| 2.00-2.25% | 3000 | 1500 |
| 2.26-2.50% | 2500 | 1000 |
| 2.51-3.00% | 2000 | 500 |