

EMPLOYEES' COMPENSATION COMMISSION

		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System ^{al}	2015	2016	2017	2018
STAKEHOLDERS / CUSTOMERS	SO 1	Ensured Satisfaction of Stakeholders							
	SM 1	Percentage of Satisfied Customers	Number of respondents who gave a rating of at least Satisfactory / Total number of Respondents ⁱ	10%	(Actual / Target) x Weight 0% = If less than 80%	N/A	N/A	Establish Baseline	90% ²
		Increase number of Persons with Work-Related Disability (PWRDs) provided with rehabilitation services that are reintegrated to economic mainstream	Number of PWRDs with gainful employment and livelihood for the current year / PWRDs provided with rehabilitation services from the previous year	15%	Above 25% = 15% 23% to 25% = 10% Below 22% = 0%	29%	35%	25%	25%
	SM 2								
			Sub-Total	25%					

¹ Total respondents should include ECC and OSHC clients following the sampling methodology prescribed by the GCG.

² Survey to be conducted by a Third-party provider as discussed during the Technical Panel Meeting.

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FINANCIAL	SO 2	Maximized Budget Utilization							
	SM 3	Efficient Utilization of Corporate Operating Budget	Total Budget Utilized / Total DBM Approved Budget	10%	All or Nothing	ECC - 90% OSHC - 95%	ECC - 72% OSHC - 90%	90%	90%
			Sub-Total	10%					
INTERNAL PROCESS	SO 3	Enhanced EC Benefits through Policy Issuances							
	SM 4	Increase number of approved EC Policy Issuances to enhance benefits and improve services	Total number of EC policy issuances geared towards the enhancement of benefits and services ³	10%	(Actual / Target) x Weight	11	6	5	6

³ Policy pertains to an issuance providing for enhancement of benefits and/or improvement of services issued and approved either by ECC or the President of the Philippines. Policy which do not require increase in monetary benefits shall be approved by the ECC Board and published in ECC Website. Policy requiring increase in monetary benefits shall be approved by the President.

		Component			Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System ^{af}	2015	2016	2017	2018
	SO 4	Prompt and Fair Resolution of Cases						
	SM 5	Efficient Disposition of Appealed Cases within the Process Cycle Time (PCT)	Number of cases acted upon with 20 working days from receipt of appeal / Number of cases as of 30 November	15%	(Actual / Target) x Weight 0% = If less than 80%	79.57%	100%	100%
	SO 5	Increased Availment of Rehabilitation Services for PWRDs						
	SM 6	PWRDs facilitated with rehabilitation services (PT/OT, Prosthesis and Skills, and Entrepreneurial Training)	Number of PWRDs with valid requests provided with rehabilitation / Total Number of PWRDs with complete documents	10%	All or Nothing	130%	129%	100%
	SO 6	Improved Awareness and Capacity in Priority Areas						
	SM 7	Increase the number of new batches for the Mandatory Occupational Safety and Health	Actual number of batches ⁴ provided with OSH Trainings conducted	10%	All or Nothing	71	186	130

⁴ With at least 25 number of participants per batch.

		Component				Baseline Data		Target	
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		(OSH) Trainings conducted							
	SO 7	Efficient Delivery of Technical Services							
	SM 8	Percentage of technical services ⁵ completed within the process cycle time (PCT)	Number of Technical Services completed within PCT / Total number of Technical Services with valid request	10%	(Actual / Target) x Weight 0% = If less than 95%	97.97%	95%	100%	100% of technical services processed within 30 working days
			Sub-Total	55%					
LEARNING AND GROWTH	SO 8	Maintenance and Implementation of a Quality Management System							
	SM 9	Improve Quality Management System	Actual Accomplishment	5%	All or Nothing	ISO 9001:2008 Certified	ISO 9001:2008 Certified	ISO Certification of all Processes under 9001:2008	Pass Surveillance Audit for ISO Certification 9001:2015

⁵ Technical services: (1) Work Environment Measurement; (2) Biological Monitoring for heavy metals and organize solvents; and (3) Personnel Protective Equipment (PPE) Testing

Component					Baseline Data		Target		
Objective/Measure		Formula	Weight	Rating System ^{al}	2015	2016	2017	2018	
	SO 9	Development of Human Resources Capabilities							
	SM 10	Percentage of Employees with Required Competencies Met	Number of Employees meeting the required level of Core and Organizational Competency / Total number of employees with Core and Organizational Competency Requirements	5%	All or Nothing	No Data	Competency Model / Framework developed	Established Competency Baseline of the Organization	80%
			Sub-Total	10%					
			TOTAL	100%					

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