



Interim PES Form 4
3rd Quarter Monitoring Report 2020

NAME OF GOCC: EMPLOYEES' COMPENSATION COMMISSION – OCCUPATIONAL SAFETY AND HEALTH CENTER
DEPARTMENT OF LABOR AND EMPLOYMENT

	COMPONENT				3 RD QUARTER (JULY - SEPTEMBER 2020)		
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM (based on original targets)	ANNUAL RECALIBRATED TARGET	ACTUAL	
STAKEHOLDER / CUSTOMERS	SO1	ENSURED SATISFACTION OF STAKEHOLDERS					
	SM1	Percentage of satisfied customers	Number of respondents who gave a rating of at least satisfactory ÷ total number of respondents ¹	10%	(Actual ÷ Target) x Weight 0% – If less than 80%	90%	TOR revised as per Additional Guidelines to the Enhanced Standard Methodology; To use telephone interview instead of intercept method due to pandemic health protocols requirement.
	SM2	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%	29% and above = 15% 22% to 28% = 10% Below 22% = 0%	20% ² (20% of 892 = 178)	21% (188/892 – Total as of September 2020)

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

² Based on 5-year average of ECC's actual historical performance (2019 based on reported accomplishment of 30%).



03 NOVEMBER 2020

STELLA Z. BANAWIS
Executive Director
EMPLOYEES' COMPENSATION COMMISSION (ECC)
 4/F and 5/F ECC Bldg.,
 355 Sen. Gil Puyat Ave. Ext., Makati City

ACKNOWLEDGEMENT RECEIPT

LETTER **28 OCTOBER 2020**
 DATE:

RE: **[E] LETTER FROM ECC TO GCG RE SUBMISSION OF ECC-OSHC QUARTERLY MONITORING REPORT FOR THE 3RD QUARTER OF 2020 (INTERIM PES FORM 4)**

The said document was officially received by the Governance Commission on 03 November 2020 and has been forwarded to the responsible GCG Officer for appropriate action.

To follow-up for further action on the document, you may contact us through telephone numbers (02) 5328-2030 or (02) 5318-1000. Please cite the GCG Document Management System (DMS) Barcode Number: **0-1144-03-11-2020-013440**.

THIS RECEIPT IS COMPUTER GENERATED AND DOES NOT REQUIRE SIGNATURE.

Received by:

Signature over Printed Name

Date and Time

PRIVACY NOTICE: Any or all personal data you provided will only be used to process your transaction with the GCG and for other compatible purposes. All collected data will be kept secure and confidential, unless otherwise authorized by law. They will be disposed of as soon as the purpose for their use has been achieved. Only aggregate or anonymized data shall be subject to further processing. We respect your rights under the Data Privacy Act. Should you wish to invoke any such rights in relation to our processing of your personal data, or have questions or clarifications relative to privacy and data protection, you may contact the GCG - Data Privacy Team at privacy@gcg.gov.ph. You may lodge your complaint or submit an incident report form in the same email address.





Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
EMPLOYEES' COMPENSATION COMMISSION
4th & 5th Floors, ECC Building, 355 Sen. Gil J. Puyat Avenue, City of Makati



Tel. No. 899-4251; 899-4252 • Fax. No. 897-7597 • E-mail: info@ecc.gov.ph • Website: <http://www.ecc.gov.ph>

28 October 2020

Atty. SAMUEL G. DAGPIN, JR.
Chairman
Governance Commission for GOCCs (GCG)
3/F Citibank Center
Paseo de Roxas Avenue, Makati City

Dear Chairman Dagpin, Jr:

In compliance with GCG Memorandum Circular No. 2017-02 dated 30 June 2017, may we submit the attached ECC-OSHC Quarterly Monitoring Report for the 3rd Quarter of 2020 (Interim PES Form 4) for your perusal.

Thank you.

Very truly yours,


STELLA ZIPAGAN-BANAWIS
Executive Director

	COMPONENT					3 RD QUARTER (JULY - SEPTEMBER 2020)					
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM (based on original targets)	ANNUAL RECALIBRATED TARGET	ACTUAL				
							Qtr.	No. of PWRDs with Business	No. of PWRDs Employed	No. of PWRDs w Business & Employed	Total
							1 st	12	2	6	20
							2 nd	20	20	22	62
							3 rd	40	20	46	106
							Total	72	42	74	188
			Sub-Total	25%							
FINANCE	SO2	MAXIMIZED BUDGET UTILIZATION									
	SM3	Efficient utilization of corporate operating budget	Total budget utilized ÷ total DBM approved budget	10%	All or nothing	75%					
											ECC – 33% as of Sept. 2020 OSHC – 28% as of Sept. 2020
			Sub-Total	10%							
INTER	SO3	ENHANCED EC BENEFITS THROUGH POLICY ISSUANCES									

COMPONENT					3 RD QUARTER (JULY - SEPTEMBER 2020)	
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM (based on original targets)	ANNUAL RECALIBRATED TARGET	ACTUAL	
SM4 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	6 policies	<p>117% (7/6 as of September 2020)</p> <ol style="list-style-type: none"> Extending the payment of deadline for remittance of EC contributions by employers in view of the declaration of a State of Public Health Emergency and State of Calamity throughout the Philippines due to Corona Virus Disease 2019 (COVID-19) (ECC BR No. 20-03-06 dated 31 March 2020) Expediting the processing of EC claims of workers for diseases acquired in line of duty during outbreaks, epidemics and pandemics. (ECC BR No. 20-03-07 dated 31 March 2020) Grant of advance pension for EC pensioners in both public and private sector whose areas were declared under State of Calamity (ECC BR No. 20-04-08 dated 29 April 2020) Guidelines on the interruption of the prescriptive period for the filing of Employees' Compensation (EC) Claims during the pandemic, epidemic or public health emergency and other fortuitous events (ECC BR No. 20-07-12 dated 17 July 2020) 	

³ Policy pertains to an issuance providing for enhancement of benefits and/or improvement of services issued and approved either by the President of the Philippines or ECC Board. The increase in primary benefits require approval from the President before implementation while increase in the accessory benefits and services only require approval of the Board.

COMPONENT					3 RD QUARTER (JULY - SEPTEMBER 2020)																			
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM (based on original targets)	ANNUAL RECALIBRATED TARGET	ACTUAL																		
						5. Grant of EC funeral benefits to the beneficiaries of covered members despite the absence of proof of expenses for funeral services further amending for this purpose rule XIV, Section 1 of the Amended Rules on Employees' Compensation (ECC BR No. 20-07-13 dated 17 July 2020) 6. One-time financial assistance of Php20,000 to EC permanent partial disability (PPD), EC permanent total disability (PTD) and survivorship pensioners in the private sector (ECC BR No. 20-07-14 dated 17 July 2020) 7. Granting of One-Time Financial Assistance of Php20,000 to EC Permanent Partial Disability (PPD), EC Permanent Total Disability (PTD) and Survivorship Pensioners in the Public Sector (ECC BR No. 20-08-17 dated 06 August 2020)																		
SO4	PROMPT AND FAIR RESOLUTION OF CASES																							
SM5	Efficient disposition of appealed cases within the Process Cycle Time (PCT)	Number of cases acted upon within PCT from receipt of complete documents ÷ number of cases as of 30 November	15%	(Actual ÷ Target) x Weight	80% of Appealed Cases disposed within the Applicable Processing Time ⁴	<table border="1"> <thead> <tr> <th></th> <th>Q1</th> <th>Q2</th> <th>Q3</th> </tr> </thead> <tbody> <tr> <td>Cases Received</td> <td>16</td> <td>12</td> <td>13</td> </tr> <tr> <td>Cases Disposed within PCT</td> <td>16</td> <td>12</td> <td>8</td> </tr> <tr> <td>Total appealed cases disposed within 20 working days PCT</td> <td>100% (16/16)</td> <td>100% (28/28)</td> <td>88% (36/41)</td> </tr> </tbody> </table>				Q1	Q2	Q3	Cases Received	16	12	13	Cases Disposed within PCT	16	12	8	Total appealed cases disposed within 20 working days PCT	100% (16/16)	100% (28/28)	88% (36/41)
	Q1	Q2	Q3																					
Cases Received	16	12	13																					
Cases Disposed within PCT	16	12	8																					
Total appealed cases disposed within 20 working days PCT	100% (16/16)	100% (28/28)	88% (36/41)																					

⁴ Applicable processing time based on compliance with Republic Act No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

COMPONENT					3 RD QUARTER (JULY - SEPTEMBER 2020)					
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM (based on original targets)	ANNUAL RECALIBRATED TARGET	ACTUAL					
SO5	INCREASED AVAILMENT OF REHABILITATION SERVICES FOR PWRDs									
SM6	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	100%	100% 373 PWRDs provided with rehabilitation services				
							Q1	Q2	Q3	Total
						PT/OT	98	0	20	118
						Prosthesis	19	1	6	26
						Entrepreneurial /Skills Training	201	13	15	229
						Total	318	14	41	373
SO6	IMPROVED AWARENESS AND CAPACITY IN PRIORITY AREAS									
SM7	Increase the number of new batches for the mandatory Occupational Safety and Health (OSHC) trainings conducted	Actual number of batches provided for safety officers in compliance with R.A. No. 11058	10%	All or nothing	76 new batches of OSH trainings					
							Q1	Q2	Q3	Total
						New batches provided with OSHC Trainings	38	0	19	57
						75% (57/76 batches as of September 2020)				
SO7	EFFICIENT DELIVERY OF TECHNICAL SERVICES									

COMPONENT					3 RD QUARTER (JULY - SEPTEMBER 2020)					
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM (based on original targets)	ANNUAL RECALIBRATED TARGET	ACTUAL					
SM8	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%	100% of Technical Services completed within the prescribed PCT ⁶		Q1	Q2	Q3	Total
						OH Examination	5	0	2	7
						PPE Testing	114	38	114	266
						WEM	29	0	0	29
						Total	148	38	116	302
						100% (302/302 as of September 2020)				
Sub-Total			55%							
SO8	MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM									
SM 09	Improve Quality Management System	Actual accomplishment	5%	All or nothing	Pass surveillance audit on ISO Certification 9001:2015 ⁷	<ul style="list-style-type: none"> • ECC <ul style="list-style-type: none"> ○ Conducted part one of Management Review Meeting on September 29, 2020. • OSHC <ul style="list-style-type: none"> ○ Conducted internal audit for the 3rd Quarter. 				

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

⁶ Applicable processing time based on compliance with Republic Act No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

⁷ Should cover both ECC and OSHC processes


	COMPONENT				ANNUAL RECALIBRATED TARGET	3 RD QUARTER (JULY - SEPTEMBER 2020)															
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM (based on original targets)		ACTUAL															
LEARNING AND GROWTH	SO9	DEVELOPMENT OF HUMAN RESOURCES CAPABILITIES																			
	SM 10	Improvement of the Competency Level of the Organization	Competency Baseline ⁸ / Competency Baseline 2019	5%	All or nothing	20% Improvement of the Competency of the Organization based on the 2019 year-end assessment	<table border="1"> <thead> <tr> <th>Employees with Competency Gap provided with HR intervention</th> <th>Q1</th> <th>Q2</th> <th>Q3</th> </tr> </thead> <tbody> <tr> <td>ECC</td> <td>16%</td> <td>35%</td> <td>23%</td> </tr> <tr> <td>OSHC</td> <td colspan="3">Continuing assessment of technical/functional competencies for each position</td> </tr> </tbody> </table>			Employees with Competency Gap provided with HR intervention	Q1	Q2	Q3	ECC	16%	35%	23%	OSHC	Continuing assessment of technical/functional competencies for each position		
	Employees with Competency Gap provided with HR intervention	Q1	Q2	Q3																	
ECC	16%	35%	23%																		
OSHC	Continuing assessment of technical/functional competencies for each position																				
		Sub-Total		10%																	
			TOTAL	100%																	

⁸ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

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

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

Certified Correct:


JAY B. GALASINAO
OIC, PPSMD


MARIA TERESA M. URBANO
Chief, Finance Division

Approved by:


STELLA ZIPAGAN-BANAWIS
Executive Director

Makati City
28 October 2020