



## PERFORMANCE AGREEMENT

This Performance Agreement has been executed pursuant to the **PERFORMANCE EVALUATION SYSTEM FOR THE GOCC SECTOR (GCG MC No. 2013-02 [Re-Issued])** between the –

**GOVERNANCE COMMISSION FOR GOCCs (GCG)**

- and -

**EMPLOYEES' COMPENSATION COMMISSION (ECC)**

**WHEREAS**, the Parties above entered into a Performance Agreement covering CY 2016;

**WITNESSETH: THAT –**

The Parties agree to the following terms:

1. **Mission and Vision.** – ECC's Mission and Vision are as follows:

**Mission :** To ensure at all times that workers are informed of their rights, benefits and privileges under the Employees' Compensation Program (ECP);

To develop and implement innovative policies, programs and projects that meet the needs of workers with work-connected contingencies;

To promptly and fairly resolve all cases brought before it;

To restore dignity and self-esteem among occupationally disabled workers; and

To safeguard the integrity of the State Insurance Fund.

**Vision :** By 2018, the Employees' Compensation Commission is a nationally-acclaimed institution in social security promotion for work-related contingencies, managing a sound, strong and prudently invested State Insurance Fund, and delivering effectively and efficiently to the Filipino worker a comprehensive package of services and benefits.

The agreed Strategy Map for achieving the vision is attached hereto as **Annex A**.

2. **Measurement of Performance.** – Performance for 2016 shall be measured based on the Performance Scorecard attached hereto as **Annex B**. It is understood that the GOCC must achieve a weighted-average of at least 90% based on the agreed targets for 2015-16 to be eligible to grant any Performance-Based Bonus

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3. **Quarterly Submission of Performance Monitoring.** – ECC shall submit a quarterly monitoring report to the GCG within thirty (30) calendar days from the close of each quarter.
4. **Good Governance Conditions.** – In addition to the covered portions of the Performance Scorecard, the GOCC must fully comply with the Good Governance Conditions enumerated under GCG MC No. 2013-02 (Re-Issued), GCG MC No. 2014-02, and GCG MC No. 2014-03 namely:
  - 5.1. *Conditions Common to National Government Agencies and GOCCs:*
    - (a) Transparency Seal;
    - (b) PhilGEPS Posting;
    - (c) Cash Advance Liquidation;
    - (d) Citizen's Charter or its equivalent; and
    - (e) Compliance with the submission and review requirements covering Statement of Assets, Liabilities and Networth (SALN);
  - 5.2. *Conditions Specific to GOCCs Covered by R.A. No. 10149:*
    - (a) Satisfaction of all statutory liabilities, including the payment of all taxes due to the Government, and declaration and payment of all dividends to the State as cleared by the Department of Finance (DOF), whenever applicable.
    - (b) Submission and execution of concrete and time bound action plans for addressing Notices of Disallowances and Audit Observation Memoranda from the Commission on Audit (COA), if any.
    - (c) Adoption of a "*Manual of Corporate Governance*" pursuant to Section 42 of the **CODE OF CORPORATE GOVERNANCE FOR GOCCs (GCG MC No. 2012-07)** that is approved by GCG and uploaded on the GOCC's website.
    - (d) Compliance with posting on the GOCC's website the information enumerated under Section 43 of GCG MC No. 2012-07.
    - (e) Adoption of a **No GIFT POLICY** approved by the GCG and uploaded on the GOCC's website pursuant to Section 29 of GCG MC No. 2012-07.
    - (f) Compliance with the deadlines and submission of reports through the Integrated Corporate Reporting System (ICRS) pursuant to GCG MC No. 2014-02.
    - (g) Compliance by all members of the Governing Board with the submission of all required forms for the Director Performance Review (DPR) pursuant to GCG MC. No. 2014-03 and implementing issuances pursuant thereto.
    - (h) Submission of Corporate Operating Budgets (COBs):
      - i. For GOCCs receiving national government budgetary support, COBs shall be submitted to the Department of Budget and Management (DBM) for review and approval on or before the deadline indicated in DBM National Budget Memorandum No. 123 on "Budget Call for FY 2016;"



- ii. For GOCCs without national government budgetary support, COBs shall be submitted to the Governance Commission using the same deadline as provided in DBM National Budget Memorandum No. 123.
5. ECC shall timely inform GCG of all audit observations and notices of disallowances within seven (7) working days from the time it receives the same from the Commission on Audit (COA) prior to the regular publication of the final annual audit report. Accordingly, ECC shall copy furnish the Governance Commission copies of all written communications between ECC and COA on such matters, inform GCG of the schedule of its exit interview with COA seven (7) working days before the schedule or as soon as practicable, and other efficient means of inter-agency coordination.

Failure to timely disclose such matters to the Governance Commission prior to the same becoming public information or the submission of the application for the Performance-Based Bonus (PBB) or Performance-Based Incentive (PBI) may be considered as non-compliance with the Good Governance Condition of submitting Concrete and Time Bound Action Plans on findings of COA, rendering the Governing Board **INELIGIBLE** to apply for the PBI, without prejudice to a further determination on the impact of the same on the GOCCs PBB application.
6. Nothing herein shall be construed as limiting the authority of GCG to initiate renegotiations and/or revoke Performance Agreements in accordance with existing laws, rules and regulations.

**DONE**, this 1<sup>st</sup> day of March 2016, in the City of Makati, Philippines.

**GOVERNANCE COMMISSION  
FOR GOCCs**

BY AUTHORITY OF THE COMMISSION:



**CESAR L. VILLANUEVA**  
*Chairman*



**MA. ANGELA E. IGNACIO**  
*Commissioner*



**RAINIER B. BUTALID**  
*Commissioner*

**EMPLOYEES' COMPENSATION  
COMMISSION**



**ROSALINDA D. BALDOZ**  
*DOLE Secretary and Chairperson*

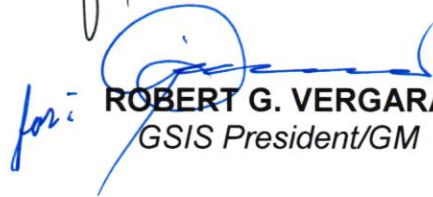


**STELLA ZIPAGAN-BANAWIS**  
*Executive Director*


**ALICIA DELA ROSA-BALA**  
*CSC Chairman*



**JANETTE L. GARIN**  
DOH Secretary



**ROBERT G. VERGARA**  
GSIS President/GM



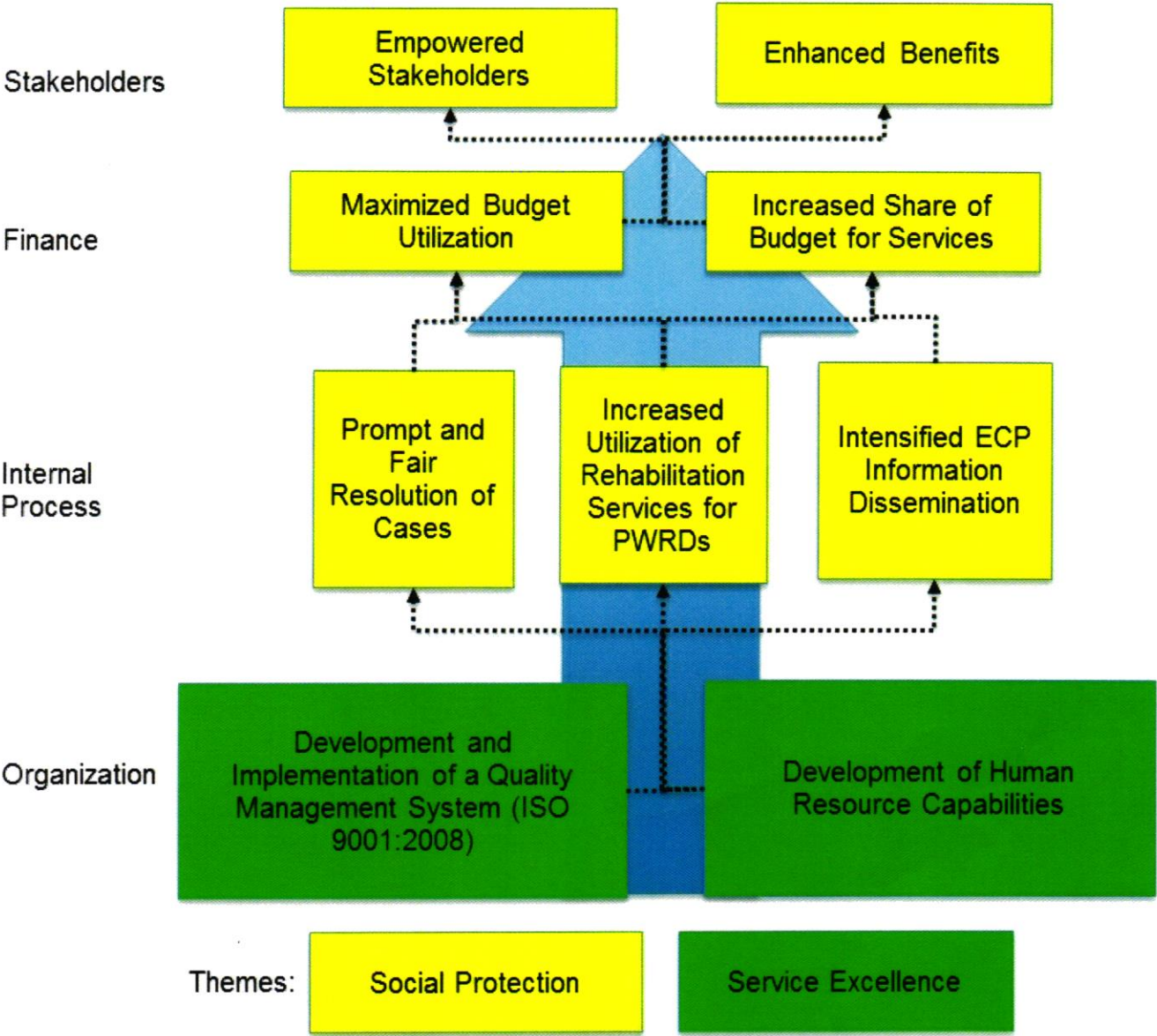
**EMILIO S. DE QUIROS JR.**  
SSS President/CEO

**MIGUEL B. VARELA**  
Board Member



**CARLITO P. ROBLE**  
Board Member

EMPLOYEES' COMPENSATION COMMISSION  
Strategy Map  
2016



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EMPLOYEES' COMPENSATION COMMISSION

Component						Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating Scale	2013	2014	2015	2016
STAKEHOLDERS	SO 1	Empowered Stakeholders							
	SM1	Customer satisfaction rating	Number of respondents with satisfactory rating÷ total number of respondents to the third party survey	5%	All or Nothing	N/A	N/A	Baseline Established (by March 2016)	Baseline + 5%
	SO 2	Enhanced Benefits							

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Component						Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating Scale	2013	2014	2015	2016
	SM2	Number of services and enhanced benefits	Absolute Number	15%	Actual / Target x Weight	13	13	10	5  1. Simultaneous recovery of GSIS and EC benefits by public sector workers. 2. Increase of Carer's allowance. 3. Increase of professional fees of medical practioner. 4. Increase the cap of average monthly compensation AMC for GSIS. 5. Increase the amount of reimbursable medicines

6.

Component						Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating Scale	2013	2014	2015	2016
	SM3	Percentage of PWRDs reintegrated into the economic mainstream through rehabilitation services (PT/OT, prosthesis and skills & entrepreneurial training)	PWRDs with gainful employment ÷ PWRDs provided with rehabilitation services	10%	Actual / Target x Weight	28%	27%	28%	35%
		For information purposes:				53/187	85/315	116/415	160/456
		<b>Sub-Total</b>		30%					
	<b>SO 3</b>	<b>Maximized Budget Utilization</b>							
<b>FINANCE</b>	SM4	COB Utilization Rate	Budget utilized/Total budget approved	3%	All or Nothing	72%	82%	90%	90%
	<b>SO 4</b>	<b>Increased Share of Budget for Services</b>							
	SM5	Percent of budget for services	Budget for Services ÷ Total COB	2%	All or Nothing	11.40%	10.08%	10.24%	12%
		<b>Sub-Total</b>		5%					

3.

Component						Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating Scale	2013	2014	2015	2016
INTERNAL PROCESS	SO 5	Increased Availment of Rehabilitation Services for PWRDs							
	SM6	Number of PWRDs provided with rehabilitation services (PT/OT, prosthesis and skills & entrepreneurial training)	No. of PWRDs provided with various rehabilitation services	15%	Actual / Target x Weight	187/205	315/301	415	456
		For information purposes:				91%	104%	100%	100%
	SO 6	Prompt and Fair Resolution of Cases							
	SM7	Appealed cases disposed within the process cycle time of 20 working days	Number of cases disposed within the process cycle time ÷ Number of cases disposed	15%	Actual / Target x Weight	80% of cases handled as of 20 Nov. disposed within the PCT of 40 working days	100% of cases handled as of 20 Nov. disposed within the PCT of 40 working days	80% of cases handled as of 20 Nov. disposed within the PCT of 20 working days starting March 9, 2015	90% of cases handled as of 20 Nov. disposed within the PCT of 20 working days
	SO 7	Intensified ECP Information Dissemination							
	SM8	Number of companies and participants in ECP advocacy seminars	No. of companies covered in ECP advocacy seminars	10%	Actual / Target x Weight	7,778 / 6,500	9,984 / 7,000	11,000	12,000
			No. of participants attended in ECP	10%		14,467 / 13,000	23,173 / 16,000	25,000	26,000

Component						Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating Scale	2013	2014	2015	2016
			advocacy seminars						
		<b>Sub-Total</b>		50%					
<b>LEARNING AND GROWTH</b>	<b>SO 8</b>	<b>Development and Implementation of a Quality Management System</b>							
	SM10	Maintenance of ISO Certification	Count of ISO 9001:2008 Surveillance Audit passed	10%	All or Nothing	N/A	ISO 9001:2008 Certified	1 surveillance audit passed	1 surveillance audit passed
	<b>SO 9</b>	<b>Development of Human Resource Capabilities</b>							
	SM11	Competency Level of the Organization	Actual Competency Framework	5%	All or Nothing	N/A	N/A	N/A	Development of Competency Model / Framework
		<b>Sub-Total</b>		15%					
		<b>TOTAL</b>		100%					

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