



**Interim PES Form 4**  
**4<sup>th</sup> Quarter Monitoring Report 2020**

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

	COMPONENT				4 <sup>TH</sup> QUARTER (OCTOBER - DECEMBER 2020)																									
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM	ANNUAL RECALIBRATED TARGET																									
<b>STAKEHOLDER / CUSTOMERS</b>	<b>SO1</b>	<b>ENSURED SATISFACTION OF STAKEHOLDERS</b>																												
	SM1	Percentage of satisfied customers	Number of respondents who gave a rating of at least satisfactory ÷ total number of respondents <sup>1</sup>	10%	(Actual ÷ Target) x Weight  0% – If less than 80%	90%																								
	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% <sup>2</sup>  (20% of 892 = 178)																								
					<b>30%</b> <b>(268/892 – Total as of December 2020)</b>																									
					<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>Qtr.</th> <th>No. of PWRDs with Business</th> <th>No. of PWRDs Employed</th> <th>No. of PWRDs w Business &amp; Employed</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>1<sup>st</sup></td> <td>12</td> <td>2</td> <td>6</td> <td>20</td> </tr> <tr> <td>2<sup>nd</sup></td> <td>20</td> <td>20</td> <td>22</td> <td>62</td> </tr> <tr> <td>3<sup>rd</sup></td> <td>40</td> <td>20</td> <td>46</td> <td>106</td> </tr> <tr> <td>4<sup>th</sup></td> <td>31</td> <td>35</td> <td>14</td> <td>80</td> </tr> </tbody> </table>	Qtr.	No. of PWRDs with Business	No. of PWRDs Employed	No. of PWRDs w Business & Employed	Total	1 <sup>st</sup>	12	2	6	20	2 <sup>nd</sup>	20	20	22	62	3 <sup>rd</sup>	40	20	46	106	4 <sup>th</sup>	31	35	14	80
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<sup>1</sup> Total respondents should include ECC and OSHC clients following the sampling methodology prescribed by the GCG.

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

	COMPONENT					4 <sup>TH</sup> QUARTER (OCTOBER - DECEMBER 2020)					
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	ANNUAL RECALIBRATED TARGET	ACTUAL				
							Total	103	77	88	268
			<b>Sub-Total</b>	<b>25%</b>							
FINANCE	<b>SO2</b>	<b>MAXIMIZED BUDGET UTILIZATION</b>									
	SM3	Efficient utilization of corporate operating budget	Total budget utilized ÷ total DBM approved budget	10%	All or nothing	75%	<p style="text-align: center;"><b>67%</b>            ₱408,688,018.31 of ₱609,422,000</p> <p style="text-align: center;"><b>ECC – 72% as of Dec. 31, 2020</b>            (₱210,288,163.31 of ₱290,368,000)</p> <p style="text-align: center;"><b>OSHC – 62% as of Dec. 31, 2020</b>            (₱198,399,855 of ₱319,054,000)</p>				
			<b>Sub-Total</b>	<b>10%</b>							
INTER	<b>SO3</b>	<b>ENHANCED EC BENEFITS THROUGH POLICY ISSUANCES</b>									

COMPONENT				4 <sup>TH</sup> QUARTER (OCTOBER - DECEMBER 2020)	
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM	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 <sup>3</sup>	10%	(Actual ÷ Target) x Weight	<b>6 policies</b>	<b>117%</b> <b>(7/6 as of December 2020)</b>  <ol style="list-style-type: none"> <li>1. 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)</li> <li>2. 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)</li> <li>3. 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)</li> <li>4. 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)</li> <li>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, Section1 of the Amended Rules on Employees' Compensation (ECC BR No. 20-07-13 dated 17 July 2020)</li> <li>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)</li> <li>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)</li> </ol>

<sup>3</sup> 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.

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<b>SO4</b>	<b>PROMPT AND FAIR RESOLUTION OF CASES</b>																																							
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 <sup>4</sup>	<table border="1"> <thead> <tr> <th></th> <th>Q1</th> <th>Q2</th> <th>Q3</th> <th>Q4</th> </tr> </thead> <tbody> <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> <td><b>91%</b> <b>(51/56)</b></td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total appealed cases disposed within 20 working days PCT	100% (16/16)	100% (28/28)	88% (36/41)	<b>91%</b> <b>(51/56)</b>																				
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<b>SO5</b>	<b>INCREASED AVAILMENT OF REHABILITATION SERVICES FOR PWRDs</b>																																							
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%	<b>100%</b> <b>394 PWRDs</b> provided with rehabilitation services <table border="1"> <thead> <tr> <th></th> <th>Q1</th> <th>Q2</th> <th>Q3</th> <th>Q4</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>PT/OT</td> <td>98</td> <td>0</td> <td>20</td> <td>14</td> <td>132</td> </tr> <tr> <td>Prosthesis</td> <td>19</td> <td>1</td> <td>6</td> <td>2</td> <td>28</td> </tr> <tr> <td>Entrepreneurial /Skills Training</td> <td>201</td> <td>13</td> <td>15</td> <td>5</td> <td>234</td> </tr> <tr> <td><b>Total</b></td> <td><b>318</b></td> <td><b>14</b></td> <td><b>41</b></td> <td><b>21</b></td> <td><b>394</b></td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total	PT/OT	98	0	20	14	132	Prosthesis	19	1	6	2	28	Entrepreneurial /Skills Training	201	13	15	5	234	<b>Total</b>	<b>318</b>	<b>14</b>	<b>41</b>	<b>21</b>	<b>394</b>
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<b>SO6</b>	<b>IMPROVED AWARENESS AND CAPACITY IN PRIORITY AREAS</b>																																							
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	<table border="1"> <thead> <tr> <th></th> <th>Q1</th> <th>Q2</th> <th>Q3</th> <th>Q4</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>New batches provided with OSHC Trainings</td> <td>38</td> <td>0</td> <td>22</td> <td>29</td> <td><b>89</b></td> </tr> </tbody> </table> <b>113%</b> <b>(89/76 batches as of December 2020)</b>						Q1	Q2	Q3	Q4	Total	New batches provided with OSHC Trainings	38	0	22	29	<b>89</b>																		
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<b>SO7</b>	<b>EFFICIENT DELIVERY OF TECHNICAL SERVICES</b>																																							

<sup>4</sup> 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.

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STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	ANNUAL RECALIBRATED TARGET	ACTUAL																																		
SM8	Percentage of technical services <sup>5</sup> 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 <sup>6</sup>	<table border="1"> <thead> <tr> <th></th> <th>Q1</th> <th>Q2</th> <th>Q3</th> <th>Q4</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>OH Examination</td> <td>5</td> <td>0</td> <td>2</td> <td>3</td> <td>10</td> </tr> <tr> <td>PPE Testing</td> <td>114</td> <td>38</td> <td>114</td> <td>83</td> <td>349</td> </tr> <tr> <td>WEM</td> <td>29</td> <td>0</td> <td>0</td> <td>0</td> <td>29</td> </tr> <tr> <td><b>Total</b></td> <td><b>148</b></td> <td><b>38</b></td> <td><b>116</b></td> <td><b>86</b></td> <td><b>388</b></td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total	OH Examination	5	0	2	3	10	PPE Testing	114	38	114	83	349	WEM	29	0	0	0	29	<b>Total</b>	<b>148</b>	<b>38</b>	<b>116</b>	<b>86</b>	<b>388</b>
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<b>Sub-Total</b>			<b>55%</b>			<b>100%</b> <b>(388/388 as of December 2020)</b>																																		
<b>SO8</b>	<b>MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM</b>																																							
SM 09	Improve Quality Management System	Actual accomplishment	5%	All or nothing	Recertification on ISO 9001:2015 <sup>7</sup>	<ul style="list-style-type: none"> <li>• ECC <ul style="list-style-type: none"> <li>✓ Passed Recertification audit on ISO Certification 9001:2015 dated December 08, 2020 by TUV Rheinland</li> </ul> </li> <li>• OSHC <ul style="list-style-type: none"> <li>✓ Passed Recertification audit on ISO Certification 9001:2015 dated December 18, 2020 by TUV Rheinland</li> </ul> </li> </ul>																																		
<b>SO9</b>	<b>DEVELOPMENT OF HUMAN RESOURCES CAPABILITIES</b>																																							


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

<sup>6</sup> 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.

<sup>7</sup> Should cover both ECC and OSHC processes

COMPONENT					4 <sup>TH</sup> QUARTER (OCTOBER - DECEMBER 2020)																			
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	ANNUAL RECALIBRATED TARGET	ACTUAL																		
SM 10	Improvement of the Competency Level of the Organization	Competency Baseline <sup>8</sup> / Competency Baseline 2019	5%	All or nothing	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> <th>Q4</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>ECC</td> <td>16%</td> <td>35%</td> <td>23%</td> <td>21%</td> <td>95%</td> </tr> <tr> <td>OSHC</td> <td colspan="4">Continuing assessment of technical/functional competencies for each position</td> <td>30% improvement of technical competencies; Updating of competency framework of ECC and OSHC to harmonize existing frameworks</td> </tr> </tbody> </table>	Employees with Competency Gap provided with HR intervention	Q1	Q2	Q3	Q4	Total	ECC	16%	35%	23%	21%	95%	OSHC	Continuing assessment of technical/functional competencies for each position				30% improvement of technical competencies; Updating of competency framework of ECC and OSHC to harmonize existing frameworks
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<b>Sub-Total</b>			<b>10%</b>																					
<b>TOTAL</b>			<b>100%</b>																					

Certified Correct:

  
**CLAUDINE B. RODRIGUEZ**  
 OIC, PPSMD

  
**MARIA TERESA M. URBANO**  
 Chief, Finance Division

Approved by:  
  
**STELLA ZIPAGAN-BANAWIS**  
 Executive Director

Makati City  
 29 January

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

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

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