

08 March 2022

ATTY. SILVESTRE H. BELLO III

*Secretary, Department of Labor and Employment (DOLE)
and ECC Chairperson*

MS. STELLA Z. BANAWIS

Executive Director

EMPLOYEES' COMPENSATION COMMISSION (ECC)

4th and 5th Floor, ECC Bldg., 355 Sen. Gil Puyat Ave.,
Makati City 1209

20220314-10252-5680



**RE: VALIDATION RESULT OF 2020 PERFORMANCE
SCORECARD OF ECC**

Dear Secretary Bello and Executive Director Banawis,

This is to formally transmit the validation result of ECC's 2020 Performance Scorecard. Based on the Governance Commission's validation of the GOCC's documentary submissions, ECC garnered an over-all score of **68.30%** (See **Annex A**). The same is to be posted in ECC's website, in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

Further, the Governance Commission formally transmits the Result of the Validation of Good Governance Conditions (GGCs) and ISO-QMS Requirement, Procurement Requirements, and Other Cross-Cutting Requirements provided by the Inter-Agency Task Force (IATF) of the Harmonization of National Government Performance Monitoring, Information and Reporting Systems (**Annex B**), which enumerates the final Non-Compliant agencies who failed to meet the IATF requirements for the grant of the 2020 Performance-Based Bonus (PBB).

Based on the List of Non-compliant GOCCs covered by Republic Act No. 10149,² ECC was found to be non-compliant with the Procurement Requirements, particularly on the requirement to submit Indicative Annual Procurement Plan for Non-Common-Use Supplies and Equipment. Under Item 4.3. of GCG M.C. No. 2019-02,³ the timely submission of Annual Procurement Plan⁴ is identified as one of the Other Conditions and Requirements (OCRs) which all GOCCs are required to comply. Further, Item 4.3.1 of the same GCG M.C. provides that "*officials and employees responsible for the compliance of the OCRs, shall not be entitled to the PBB for the applicable year if the GOCC fails to comply with any of these requirements.*"

In relation to the grant of 2020 Performance-Based Bonus (PBB) to eligible officers and employees, ECC failed to satisfy the requirements of GCG M.C. No. 2019-02,⁵ particularly the achievement of a weighted-average score of at least 90% in its 2020 Performance Scorecard and non-compliance with the Procurement

¹ Code of Corporate Governance for GOCCs, dated 28 November 2012.

² GOCC Governance Act of 2011

³ Interim Performance-Based Bonus dated 25 July 2019.

⁴ APCPI Submission as a procurement requirement is considered as an OCR under the requirement Timely Submission of Annual Procurement Plan.

⁵ Interim Performance-Based Bonus (PBB), dated 25 July 2019.

Requirements. In this regard, the Board is reminded that any unilateral action to release the PBB will be considered as a violation of the Board's fiduciary duty to protect the assets of the GOCC as provided under Section 19 of Republic Act No. 10149.⁶

Consequently, pursuant to GCG M.C. No. 2018-04,⁷ failure to qualify for the PBB means that the Appointive Members of the Governing Board of ECC shall not be qualified to receive the Performance-Based Incentive (PBI).

FOR ECC'S INFORMATION AND GUIDANCE.

Very truly yours,


SAMUEL G. DAGPIN, JR.
Chairman


MICHAEL P. CLORIBEL
Commissioner


MARITES C. DORAL
Commissioner

cc: COA Resident Auditor – ECC

⁶ An Act to Promote Financial Viability and Fiscal Discipline in Government-Owned or -Controlled Corporations and to Strengthen the Role of the State in its Governance and Management to Make them More Responsive to the Needs of Public Interest and for Other Purposes, dated 06 June 2011.

⁷ Interim Performance-Based Incentive (PBI) System for the Appointive Directors of GOCCs Covered by GCG for FY 2016 and for the Years Thereafter, dated 17 July 2018.

EMPLOYEES' COMPENSATION COMMISSION (ECC)
Validation Result of 2020 Performance Scorecard

Component					ECC Submission		GCG Validation		Supporting Documents	Remarks		
	Objective/Measure	Formula	Wt	Rating System	Target	Actual	Rating	Actual			Rating	
STAKEHOLDERS	SO 1	Ensure Satisfaction of Stakeholders										
	SM 1	Percentage of Satisfied Customers	Number of respondents who gave a rating of at least Satisfactory / Total Number of Respondents	10%	(Actual / Target) x Weight 0% = if less than 80%	90%	93%	-	93.74%	10%	2020 Customer Satisfaction Final Report Data Quality Control Report Sample Accomplished Questionnaires Database of Responses	Reported accomplishment is acceptable.
	SM 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%	20% and above = 15% 17% to 19%= 10% Below 17%= 0	20%	30%	-	30%	15%	2019 List of PWRDs Provided with Rehabilitation Services 2020 List of PWRDs Reintegrated into Economic Mainstream Progress Monitoring Report	Acceptable. Of the 892 PWRDs provided with rehabilitation services in 2019, 268 or 30% were reintegrated to economic mainstream in 2020. For 2020, 103 PWRDs were reported as business owners, 77 were employed, and 88 are business owners and employed.
		Sub-total		25%						25%		

Validation Result of 2020 Performance Scorecard (Annex A)

Component					ECC Submission		GCG Validation		Supporting Documents	Remarks		
	Objective/Measure	Formula	Wt	Rating System	Target	Actual	Rating	Actual			Rating	
	SO 2	Maximize Budget Utilization										
FINANCIAL	SM 3	Efficient Utilization of Corporate Operating Budget	<u>Actual Disbursement/ Total DBM Approved Budget (net of PS)</u>	10%	All or Nothing	Not lower than 75% but not exceeding 100%	67%	-	69%	0%	DBM-approved COB 2020 Utilization Report 2020 COA Audit Report - Statement of Comparison of Budget and Actual Amount	Revised the formula to exclude budget and utilization for Personal Services cost. Total DBM-approved corporate operating budget, net of PS, amounted to ₱437.895 Million. Of which, only ₱300.583 Million were disbursed.
		Sub-total		10%						0%		
INTERNAL PROCESS	SO 3	Enhance 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	10%	(Actual / Target) x Weight	6	7	-	7	10%	List of Policy Issuances ECC Board Resolutions	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) - BR No. 20-03-06 dated 31 March 2020 2. Expediting the processing of EC claims of workers for diseases acquired in line of duty during outbreaks, epidemic and

Validation Result of 2020 Performance Scorecard (Annex A)

Component					Target	ECC Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure			Formula	Wt		Actual	Rating	Actual	Rating		
											<p>pandemics - BR No. 20-03-07 dated 31 March 2020</p> <p>3. Grant of advance pension for EC pensioners in both public and private sector whose areas were declared under State of Calamity - BR No. 20-04-08 dated 29 April 2020</p> <p>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 - BR No. 20-07-12 dated 17 July 2020</p> <p>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 - BR No. 20-07-13 dated 17 July 2020</p> <p>6. One-time financial assistance of ₱20,000 to EC permanent partial disability (PPD), EC</p>


Validation Result of 2020 Performance Scorecard (Annex A)

Component					ECC Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure	Formula	Wt	Rating System	Target	Actual	Rating	Actual	Rating			
										permanent total disability (PTD) and survivorship pensioners in the private sector - BR No. 20-07-14 dated 17 July 2020 7. One-Time financial assistance of ₱20,000 to EC Permanent Partial Disability (PPD), EC Permanent Total Disability (PTD) and Survivorship Pensioners in the public sector – BR No. 20-07-14 dated 17 July 2020	
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 within PCT from receipt of complete documents / Number of cases as of 30 November	15%	(Actual / Target) x Weight	80% of Appealed Cases within the Applicable Processing Time	91%	-	57.41%	10.76%	List of ECC Appealed Cases within the required PCT Sample of Appealed Cases Monthly Reports	Only 31 out of 54 appealed cases or 57.41% were resolved within the PCT. See Appendix 1 for details
SO 5	Increased Availment of Rehabilitation Services for PWRDs										
SM 6	PWRDs facilitated with rehabilitation services (PT/OT, prosthesis, and skills and	Number of PWRDs with valid requests provided with rehabilitation /	10%	All or Nothing	100%	100%	-	100%	10%	List of PWRDs Facilitated for Skills Training; Beneficiaries of PT/OT/ Other	Validated actual pertains to 394 requests with complete documents were provided

Validation Result of 2020 Performance Scorecard (Annex A)

Component					ECC Submission		GCG Validation		Supporting Documents	Remarks	
	Objective/Measure	Formula	Wt	Rating System	Target	Actual	Rating	Actual			Rating
	entrepreneurial training)	Total numbers of PWRDs with complete documents								Physical Rehab Services; Provided with Assistive Devices and Prosthesis Sample Application Forms	with rehabilitation services by ECC
SO 6 Improved Awareness and Capacity in Priority Areas											
SM 7	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 with minimum number of 25 participants	89	-	72	0%	Attendance Sheets Post-Training Reports Copies of Official Receipts	ECC was able to conduct a total of 86 OSH Mandatory Training. Of the 86 trainings, 41 were conducted face-to-face and 45 were conducted online. 8 out of 41 face-face trainings and 6 out of 45 online trainings were conducted with less than 25 participants. See Appendix 2 for details.
SO 7 Efficient Delivery of Technical Services											
SM 8	Percentage of Technical Services 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	100% of Technical Services completed within the prescribed PCT	100%	-	75.37%	7.54%	Database of the PCT Report Report of the 2020 Technical Services	Breakdown of validated actual as follows: WEM – 16 out of 29 Biological Monitoring – 9 out of 11 PPE Testing – 311 out of 349. See Appendix 3 for details.
	Sub-total		55%						38.30%		

Validation Result of 2020 Performance Scorecard (Annex A)

Component						ECC Submission		GCG Validation		Supporting Documents	Remarks
	Objective/Measure	Formula	Wt	Rating System	Target	Actual	Rating	Actual	Rating		
LEARNING & GROWTH	SO 8	Maintenance and Implementation of Quality Management System									
	SM 9	Improve Quality Management System	Actual Accomplishment	5%	All or Nothing	Maintain ISO Certification 9001:2015	Maintained ISO Certification 9001:2015	-	Maintained ISO Certification 9001:2015	5%	Recertification Audit Report ISO 9001:2015 Certificate Reported accomplishment is acceptable.
	SO 9	Development of Human Resources Capabilities									
	SM 10	Improvement on the Competency Level of the Organization	Competency Baseline- Competency Baseline 2019	5%	All or Nothing	Improvement on the Competency of the Organization based on the 2019 year-end assessment	Improved Competency based on 2019 year-end assessment	-	Accomplishment not acceptable.	0% 	2019 and 2020 Competency Assessment Result of ECC and OSHC Sample Competency Assessment Forms The ECC and OSHC used the same parameters in the conduct of competency assessment for 2020 in response to the 2019 findings that rendered the 2019 reported accomplishment as not acceptable. The 2020 target pertains to improvement on the overall competency level using as basis the 2019 data. Hence, the 2019 and 2020 data should be comparable requiring that both years used the same parameters.

Validation Result of 2020 Performance Scorecard (*Annex A*)

Component					Target	ECC Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure		Formula	Wt	Rating System		Actual	Rating	Actual	Rating		
											<p>Review of the submitted documents showed that the 2019 baseline data used in the computation of 2020 reported accomplishment, is similar to what was reported in 2019 which was already rendered as not acceptable.</p> <p>The organizational baseline in 2019 cannot be used to compute for improvement in the overall competency level considering the same is not acceptable. Further, data for both years were determine based on different parameters, hence, not comparable.</p>
		Sub-total	10%						5%		
		Grand Total	100%						68.30%		

Details of Cases Resolved that Exceeded the PCT for SM 5: Efficient Disposition of Appealed Cases Within the Process Cycle Time (PCT)

No.	CASE NUMBER	MAJOR ISSUE	DATE DOCKETED	DATE DECIDED	GCG COMPUTATION PCT
1	SM-19881-0224-20	Death	2/24/2020	5/13/2020	54
2	SM-19882-0224-20	Death	2/24/2020	5/13/2020	54
3	SM-19883-0226-20	Disability	2/26/2020	5/13/2020	52
4	GM-19884-0303-20	Disability	3/3/2020	5/13/2020	48
5	GL-19885-0310-20	Disability	3/10/2020	6/25/2020	73
6	GM-19880-0214-20	Disability	2/14/2020	6/25/2020	90
7	GL-19893-0615-20	Disability	6/15/2020	7/17/2020	23
8	GM-19873-0117-20	Disability	1/17/2020	9/2/2020	157
9	GM-19896-0703-20	Disability	7/3/2020	9/2/2020	42
10	SM-19891-0601-20	Disability	6/1/2020	9/2/2020	64
11	SM-19897-0724-20	Death	7/24/2020	9/2/2020	27
12	SL-19902-0729-20	Disability	7/29/2020	9/2/2020	24
13	SM-19903-0730-20	Disability	7/30/2020	9/21/2020	36
14	SM-19899-0724-20	Death	7/29/2020	9/21/2020	37
15	SM-19900-0729-20	Disability	7/24/2020	9/21/2020	40
6	SM-19894-0618-20	Disability	6/18/2020	9/21/2020	65
17	SM-19898-0724-20	Disability	7/24/2020	9/21/2020	40
18	GM-19875-0129-20	Disability	1/29/2020	10/7/2020	174
19	SM-19910-1012-20	Disability	10/12/2020	12/14/2020	43
20	GM-19907-0918-20	Disability	9/18/2020	12/14/2020	59
21	SM-19901-0729-20	Disability	7/29/2020	12/14/2020	95
22	SM-19871-0115-20	Death	1/15/2020	12/14/2020	230
23	SM-19911-1012-20	Disability	10/12/2020	1/26/2021	70

Details of Trainings Conducted with Less Than 25 Participants for SM 7: Increase the Number of New Batches for the Mandatory Occupational Safety and Health (OSHC) Trainings Conducted

No.	Venue	Date Conducted	No. of Attendees
1	The Metropolis Suites Davao, Cabaguio Avenue cor. Macopa St., Davao City	January 20-24, 2020	20
2	Manhattan Suites Inn, Dumaguete City	January 20-24, 2020	15
3	Max's Restaurant Balibago Complex, Sta. Rosa Laguna	January 27-31, 2020	24
4	Room 1521, SMC Brewery, Mandaue City	January 27-31, 2020	12
5	Capernaum, 230 Sambag, Jaro, Iloilo City	February 3-7, 2020	20
6	Max's Restaurant Brgy. Isabang, Tayabas Quezon	February 10-14, 2020	23
7	WODP, 4 th Floor Anderson Bldg., DOLE, Parian Clamaba Laguna	February 17-21, 2020	22
8	Max's Restaurant Balibago Complex, Sta. Rosa Laguna	February 24-28, 2020	13
9	Zoom	July 16-17, 2020	12
10	Zoom	August 27-28, 2020	19
11	Zoom	September 8-9, 2020	12
12	Zoom	September 14-18, 2020	23
13	Zoom	October 6-7, 2020	16
14	Zoom	October 12-16, 2020	24

Details of Technical Services with Variance for SM 8: Percentage of Technical Services Completed Within the Process Cycle Time (PCT)

No.	Customer Name	Start Date	End Date	ECC Computation	GCG Computation
1	UC Industries Inc	28/02/2020	23/06/2020	-	76
2	Labelman, Inc	24/02/2020	08/06/2020	-	69
3	Department 24 Handicrafts	26/02/2020	08/06/2020	-	68
4	Muramoto Audio-Visual Philippines, Inc-F2	27/02/2020	08/06/2020	-	67
5	Biofit Manufacturing Corp	05/03/2020	16/06/2020	-	67
6	MHPS Inc	28/02/2020	08/06/2020	-	66
7	Procycle Industrial, Inc Plant 1	03/03/2020	08/06/2020	-	64
8	HS Craft Manufacturing Corp.	03/03/2020	08/06/2020	-	64
9	Philbest Canning Corp	11/03/2020	16/06/2020	-	63
10	CS Garment, Inc	27/02/2020	01/06/2020	-	62
11	Baoxin Plastic Manufacturing	11/03/2020	15/06/2020	-	62
12	General Tuna, Inc.	12/03/2020	16/06/2020	-	62
13	Pelaton Corporation	13/03/2020	16/06/2020	-	61
14	Arm Scor Global Defense Inc.	10/03/2020	08/06/2020	10	60
15	Allegro MicroSystems Philippines, Inc.	10/03/2020	08/06/2020	10	61
16	PPE-SSHOES-2020-075	02/03/2020	11/06/2020	18	68
17	PPE-SSHOES-2020-076	02/03/2020	11/06/2020	18	68
18	PPE-SSHOES-2020-077	02/03/2020	11/06/2020	18	68
19	PPE-HHAT-2020-009	27/02/2020	09/06/2020	18	68
20	PPE-ERG-2020-034	27/02/2020	09/06/2020	18	68
21	PPE-ERG-2020-035	27/02/2020	09/06/2020	18	68
22	PPE-ERG-2020-036	27/02/2020	09/06/2020	18	68
23	PPE-ERG-2020-037	27/02/2020	09/06/2020	18	68
24	PPE-HHAT-2020-007	20/02/2020	02/06/2020	17	67
25	PPE-HHAT-2020-008	20/02/2020	02/06/2020	17	67
26	PPE-ERG-2020-045	10/03/2020	19/06/2020	17	67
27	PPE-ERG-2020-046	10/03/2020	19/06/2020	17	67
28	PPE-ERG-2020-047	10/03/2020	19/06/2020	17	67
29	PPE-ERG-2020-048	10/03/2020	19/06/2020	17	67
30	PPE-SSHOES-2020-078	04/03/2020	11/06/2020	16	66
31	PPE-ERG-2020-038	09/03/2020	16/06/2020	15	65

No.	Customer Name	Start Date	End Date	ECC Computation	GCG Computation
32	PPE-ERG-2020-039	09/03/2020	16/06/2020	15	65
33	PPE-ERG-2020-040	09/03/2020	16/06/2020	15	65
34	PPE-ERG-2020-041	09/03/2020	16/06/2020	15	65
35	PPE-ERG-2020-042	09/03/2020	16/06/2020	15	65
36	PPE-SSHOES-2020-079	06/03/2020	11/06/2020	14	64
37	PPE-SSHOES-2020-080	06/03/2020	11/06/2020	14	64
38	PPE-ERG-2020-043	12/03/2020	18/06/2020	14	64
39	PPE-ERG-2020-044	12/03/2020	18/06/2020	14	64
40	PPE-HHAT-2020-010	09/03/2020	09/06/2020	11	61
41	PPE-SSHOES-2020-081	12/03/2020	11/06/2020	10	60
42	PPE-SSHOES-2020-082	12/03/2020	11/06/2020	10	60
43	PPE-SSHOES-2020-083	12/03/2020	11/06/2020	10	60
44	PPE-SSHOES-2020-084	12/03/2020	11/06/2020	10	60
45	PPE-PFALL-2020-001	06/12/2019	09/01/2020	18	23
46	PPE-PFALL-2020-003	06/12/2019	09/01/2020	18	23
47	PPE-PFALL-2020-004	06/12/2019	09/01/2020	18	23
48	PPE-PFALL-2020-005	06/12/2019	09/01/2020	18	23
49	PPE-SSHOES-2020-001	06/12/2019	08/01/2020	17	22
50	PPE-SSHOES-2020-002	06/12/2019	08/01/2020	17	22
51	PPE-SSHOES-2020-003	06/12/2019	08/01/2020	17	22
52	PPE-SSHOES-2020-004	06/12/2019	08/01/2020	17	22
53	PPE-SSHOES-2020-005	06/12/2019	08/01/2020	17	22