



Interim PES Form 4
1st Quarter Monitoring Report 2021

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

| | COMPONENT | | | | 2021 TARGET | 1 ST QUARTER (JANUARY – MARCH 2021) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------------|--|--|--|------------------------------------|---|---|--|---|------|----------------------------|-----------------------|------------------------------------|-------|-----------------|----|----|----|----|-----------------|--|--|--|--|-----------------|--|--|--|--|-----------------|--|--|--|--|--------------|--|--|--|
| | STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM) | FORMULA | WEIGHT | RATING SYSTEM | | 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% | Terms of Reference for 3 rd Party Consultant under review | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 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% | 25% ² (25% of 394 = 99) | | <p align="center">10% (38/394 – Total as of March 2021)</p> <table border="1"> <thead> <tr> <th>Qtr.</th> <th>No. of PWRDs with Business</th> <th>No. of PWRDs Employed</th> <th>No. of PWRDs w Business & Employed</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>1st</td> <td>12</td> <td>14</td> <td>12</td> <td>38</td> </tr> <tr> <td>2nd</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>3rd</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>4th</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>TOTAL</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> | Qtr. | No. of PWRDs with Business | No. of PWRDs Employed | No. of PWRDs w Business & Employed | Total | 1 st | 12 | 14 | 12 | 38 | 2 nd | | | | | 3 rd | | | | | 4 th | | | | | TOTAL | | | |
| | Qtr. | No. of PWRDs with Business | No. of PWRDs Employed | No. of PWRDs w Business & Employed | Total | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 st | 12 | 14 | 12 | 38 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 nd | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 rd | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 th | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Sub-Total | | 25% | 25% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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%).

| | COMPONENT | | | | 1 ST QUARTER (JANUARY – MARCH 2021) | |
|------------------|--|--|--|---------------|---|---|
| | STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM) | FORMULA | WEIGHT | RATING SYSTEM | 2021 TARGET | ACTUAL |
| FINANCE | SO2 | MAXIMIZED BUDGET UTILIZATION | | | | |
| | SM3 | Efficient utilization of corporate operating budget | Total budget utilized ÷ total DBM approved budget | 10% | All or nothing | 90% |
| | | | | | | 9% ₱51,175,181.92 of ₱596,085,000.00 ECC – 8% as of March 31, 2021 (₱23,372,570.92 of ₱277,031,000.00) OSHC – 9% as of March 31, 2021 (₱27,802,611.00 of ₱319,054,000.00) |
| | | Sub-Total | 10% | | 10% | |
| INTERNAL PROCESS | SO3 | ENHANCED EC BENEFITS THROUGH POLICY ISSUANCES | | | | |
| | 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 | 5 policies |
| | | | | | | 40% (2/5 as of March 2021) 1. Granting of Compensation under P.D. No. 626 as Amended, to all Covered Members and/or their Qualified Beneficiaries in the event of Disability or Death due to Inoculation under Republic Act (R.A.) No. 11525 (COVID-19 Vaccination Program Act of 2021) (ECC BR No. 21-03-08) 2. Policy on the Compensability of Disability or Death Under P.D. No. 626 as Amended, due to Injuries Sustained by Employees in the Public and Private Sectors while in the Performance of their Duties or Assigned Task in their Residences or Dwelling Places. (ECC BR No. 21-03-09) |

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 | | | | | 1 ST QUARTER (JANUARY – MARCH 2021) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|--|---------------|----------------------------|--|--|--|--|--|--|--|----|----|----|----|--|-----------------|---|--|--|--|---|------------|---|--|--|--|---|----------------------------------|----|--|--|--|----|--------------|-----------|--|--|--|-----------|
| STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM) | FORMULA | WEIGHT | RATING SYSTEM | 2021 TARGET | ACTUAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | 100% of Appealed Cases disposed within the Applicable Processing Time⁴ | <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% (20/20)</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> | | | | | | Q1 | Q2 | Q3 | Q4 | Total appealed cases disposed within 20 working days PCT | 100% (20/20) | | | | | | | | | | | | | | | | | | | | | | | |
| | Q1 | Q2 | Q3 | Q4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total appealed cases disposed within 20 working days PCT | 100% (20/20) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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% 52 PWRDs 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>7</td> <td></td> <td></td> <td></td> <td>7</td> </tr> <tr> <td>Prosthesis</td> <td>2</td> <td></td> <td></td> <td></td> <td>2</td> </tr> <tr> <td>Entrepreneurial /Skills Training</td> <td>43</td> <td></td> <td></td> <td></td> <td>43</td> </tr> <tr> <td>Total</td> <td>52</td> <td></td> <td></td> <td></td> <td>52</td> </tr> </tbody> </table> | | | | | | Q1 | Q2 | Q3 | Q4 | Total | PT/OT | 7 | | | | 7 | Prosthesis | 2 | | | | 2 | Entrepreneurial /Skills Training | 43 | | | | 43 | Total | 52 | | | | 52 |
| | Q1 | Q2 | Q3 | Q4 | Total | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PT/OT | 7 | | | | 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Prosthesis | 2 | | | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Entrepreneurial /Skills Training | 43 | | | | 43 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 52 | | | | 52 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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 | | | | | 1 ST QUARTER (JANUARY – MARCH 2021) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|---|---------------|---|---|--|--|----|----|----|----|-------|--|----|--|--|--|----|-------------|----|--|--|--|----|-----|---|--|--|--|---|--------------|-----------|--|--|--|-----------|
| STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM) | FORMULA | WEIGHT | RATING SYSTEM | 2021 TARGET | ACTUAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | 175 new batches of OSH trainings | <p>23% (41/175 batches as of March 2021)</p> <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>41</td> <td></td> <td></td> <td></td> <td>41</td> </tr> </tbody> </table> | | Q1 | Q2 | Q3 | Q4 | Total | New batches provided with OSHC Trainings | 41 | | | | 41 | | | | | | | | | | | | | | | | | | |
| | Q1 | Q2 | Q3 | Q4 | Total | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| New batches provided with OSHC Trainings | 41 | | | | 41 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SO7 | EFFICIENT DELIVERY OF TECHNICAL SERVICES | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | <p>100% (88/88 as of March 2021)</p> <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>2</td> <td></td> <td></td> <td></td> <td>2</td> </tr> <tr> <td>PPE Testing</td> <td>86</td> <td></td> <td></td> <td></td> <td>86</td> </tr> <tr> <td>WEM</td> <td>0</td> <td></td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Total</td> <td>88</td> <td></td> <td></td> <td></td> <td>88</td> </tr> </tbody> </table> | | Q1 | Q2 | Q3 | Q4 | Total | OH Examination | 2 | | | | 2 | PPE Testing | 86 | | | | 86 | WEM | 0 | | | | 0 | Total | 88 | | | | 88 |
| | Q1 | Q2 | Q3 | Q4 | Total | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OH Examination | 2 | | | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PPE Testing | 86 | | | | 86 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| WEM | 0 | | | | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 88 | | | | 88 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sub-Total | | | 55% | | 55% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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.

| | COMPONENT | | | | 2021 TARGET | 1 ST QUARTER (JANUARY – MARCH 2021) | | | | | | | | | | | | | | | | | |
|----------------------------|--|--|---|---------------|----------------|--|------------------------------------|---|--|--|--|--|----|----|----|----|-------|--|--|--|--|--|--|
| | STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM) | FORMULA | WEIGHT | RATING SYSTEM | | ACTUAL | | | | | | | | | | | | | | | | | |
| | SO8 | MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM | | | | | | | | | | | | | | | | | | | | | |
| | SM 09 | Improve Quality Management System | Actual accomplishment | 5% | All or nothing | Maintain ISO Certification 9001:2015⁷ ECC - Functional quality objectives (FQO) of different processes continuously updated - Process flow on EC Appealed Case Disposition reviewed and updated - New members of the ECC-ISO Committee identified and approved; ECC QMS Memo 21-01 approved on 24 February 2021, Reconstitution of the ECC QMS Committee and their roles - New auditors attended QMS Auditing ISO 9001:2015 and 2018 Modules 1 and 2 on March 23-24, 2021 OSHC - On-going updating of documents | | | | | | | | | | | | | | | | | |
| | SO9 | DEVELOPMENT OF HUMAN RESOURCES CAPABILITIES | | | | | | | | | | | | | | | | | | | | | |
| LEARNING AND GROWTH | SM 10 | Improvement of the Competency Level of the Organization | Competency Baseline ⁸ / Competency Baseline 2019 | 5% | All or nothing | Improvement on the Competency of the Organization based on the 2020 year-end assessment <table border="1"> <thead> <tr> <th rowspan="2">Employees with 2019 Competency Gap</th> <th colspan="5">Improved Competency based on 2020 year-end assessment</th> </tr> <tr> <th>Q1</th> <th>Q2</th> <th>Q3</th> <th>Q4</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> | Employees with 2019 Competency Gap | Improved Competency based on 2020 year-end assessment | | | | | Q1 | Q2 | Q3 | Q4 | TOTAL | | | | | | |
| | Employees with 2019 Competency Gap | Improved Competency based on 2020 year-end assessment | | | | | | | | | | | | | | | | | | | | | |
| Q1 | | Q2 | Q3 | Q4 | TOTAL | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |

⁷ Should cover both ECC and OSHC processes

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:

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

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

| | COMPONENT | | | | 2021 TARGET | 1 ST QUARTER (JANUARY – MARCH 2021) | | | | | | |
|--|--|--|------------------|-------------|-------------|---|------------------------|-----|--|--|--|-----|
| | STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM) | | FORMULA | WEIGHT | | RATING SYSTEM | ACTUAL | | | | | |
| | | | | | | | ECC | 16% | | | | 16% |
| | | | | | | OSHC | On-going assessment | | | | | |
| | | | Sub-Total | 10% | | | | | | | | |
| | | | TOTAL | 100% | | | | | | | | |

Certified Correct:

Claudine B. Rodriguez
CLAUDINE B. RODRIGUEZ
 OIC, PPSMD

Maria Teresa M. Urbano
MARIA TERESA M. URBANO
 Chief, Finance Division

Approved by:

Stella Zipagan-Banawis
STELLA ZIPAGAN-BANAWIS
 Executive Director

Makati City
 29 April 2021