



Interim PES Form 4
3rd Quarter Monitoring Report 2021

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

	COMPONENT				2021 TARGET	3 RD QUARTER (JULY – SEPTEMBER 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	10%	(Actual ÷ Target) x Weight 0% – If less than 80%	90%	BAC Resolution endorsing the winning bidder signed for the Executive Directors' approval.																														
	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%	25% and above = 15% 22% to 24% = 10% Below 22% = 0%	25% of PWRDs provided with rehabilitation services that are reintegrated to economic mainstream (25% of 394 = 99)	<p align="center">26% (101/394 – Total as of September 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>19</td> <td>7</td> <td>23</td> <td>49</td> </tr> <tr> <td>3rd</td> <td>1</td> <td>5</td> <td>8</td> <td>14</td> </tr> <tr> <td>4th</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>TOTAL</td> <td>32</td> <td>26</td> <td>43</td> <td>101</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	19	7	23	49	3 rd	1	5	8	14	4 th					TOTAL	32	26	43	101
	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	19	7	23	49																																	
3 rd	1	5	8	14																																	
4 th																																					
TOTAL	32	26	43	101																																	
		Sub-Total		25%	25%																																

	COMPONENT				2021 TARGET	3 RD QUARTER (JULY – SEPTEMBER 2021)
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM		ACTUAL
FINANCE	SO2	MAXIMIZED BUDGET UTILIZATION				
	SM3	Efficient utilization of corporate operating budget	Total disbursement (net of PS) ÷ Total DBM Approved Corporate Operating Budget (net of PS) ¹	10%	All or nothing	Not lower than 90% but not exceeding 100%
	Sub-Total					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	10%	(Actual ÷ Target) x Weight	5 policies
						160% (8/5 as of September 2021)
						<ol style="list-style-type: none"> 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. Approving a One-time EC Top Up Cash Assistance of Php30,000 for Claimants in the Private Sector with Approved EC Benefits Because of Work-Related COVID-19 (ECC BR No. 21-04-13 dated 06 April 2021)

¹ Validation of total disbursement will refer to the actual uses of funds as provided in the Statement of Comparison of Budget and Actual Amounts.

COMPONENT					3 RD QUARTER (JULY – SEPTEMBER 2021)	
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	2021 TARGET	ACTUAL
						<p>4. Conditions for the Compensability of COVID-19 under the ECC List of Occupational and Work-Related Disease or Annex A of the Amended Rules on Employees' Compensation (EC) (ECC BR No. 21-04-14 dated 06 April 2021)</p> <p>5. Guidelines on the Implementation of Administrative Order No. 39 of the Office of the President Authorizing the Grant of a One-Time Financial Assistance of P20,000.00 to Employees' Compensation Pensioners in the Public Sector (ECC BR No. 21-04-15 dated 28 April 2021)</p> <p>6. Further Easing the Prescriptive Period in the Filing of EC Claims Under P.D. No. 626, As Amended, in All Provinces, Highly-Urbanized Cities and Independent Component Cities During the Entire Duration of State of Public Health Emergency Due to Covid19 Pandemic Amending for This Purpose B.R. No. 20-07-12 ("Prescribing Guidelines On The Interruption Of The Prescriptive Period For The Filing Of Employees' Compensation [EC] Claims During Pandemic, Epidemic Or Public Health Emergency And Other Fortuitous Events") (ECC BR No. 21-05-17 dated 20 May 2021)</p> <p>7. Guidelines on the Implementation of Administrative Order No. 39 of the Office of the President Authorizing the Grant of a One-Time Financial Assistance of P20,000.00 to Employees' Compensation Pensioners in the Private Sector (ECC BR No. 21-05-19 dated 21 May 2021)</p> <p>8. Approving a One-Time EC Top Up Cash Assistance of P30,000 for Claimants in the Public Sector with Approved EC Benefits Because of Work-Related COVID-19 (ECC BR No. 21-08-22 dated 05 August 2021)</p>
SO4	PROMPT AND FAIR RESOLUTION OF CASES					

COMPONENT					3 RD QUARTER (JULY – SEPTEMBER 2021)																																			
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	2021 TARGET	ACTUAL																																		
SM5	Efficient Disposition of Appealed Cases within the Process Cycle Time (PCT)	Number of cases acted upon within PCT from docketing of appeal ÷ Number of cases as of 30 November	15%	(Actual ÷ Target) x Weight 0% = If less than 80%	100% Appealed Cases disposed within the Applicable Processing Time²	<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>82% (47/57)</td> <td>82% (80/97)</td> <td></td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total appealed cases disposed within 20 working days PCT	100% (20/20)	82% (47/57)	82% (80/97)																					
	Q1	Q2	Q3	Q4																																				
Total appealed cases disposed within 20 working days PCT	100% (20/20)	82% (47/57)	82% (80/97)																																					
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% of PWRDs with valid requests provided with rehabilitation services	100% 177 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>17</td> <td>16</td> <td></td> <td>40</td> </tr> <tr> <td>Prosthesis</td> <td>2</td> <td>2</td> <td>2</td> <td></td> <td>6</td> </tr> <tr> <td>Entrepreneurial /Skills Training</td> <td>43</td> <td>46</td> <td>42</td> <td></td> <td>131</td> </tr> <tr> <td>Total</td> <td>52</td> <td>65</td> <td>60</td> <td></td> <td>177</td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total	PT/OT	7	17	16		40	Prosthesis	2	2	2		6	Entrepreneurial /Skills Training	43	46	42		131	Total	52	65	60		177
	Q1	Q2	Q3	Q4	Total																																			
PT/OT	7	17	16		40																																			
Prosthesis	2	2	2		6																																			
Entrepreneurial /Skills Training	43	46	42		131																																			
Total	52	65	60		177																																			

² Applicable process cycle 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 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 for Safety Officers conducted	Actual number of batches provided for safety officers in compliance with R.A. No. 11058	5%	All or nothing	175 new batches of OSH trainings	<p>265% (464/175 batches as of September 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>42</td> <td>192</td> <td>230</td> <td></td> <td>464</td> </tr> </tbody> </table>		Q1	Q2	Q3	Q4	Total	New batches provided with OSHC Trainings	42	192	230		464																		
	Q1	Q2	Q3	Q4	Total																															
New batches provided with OSHC Trainings	42	192	230		464																															
SO7	EFFICIENT DELIVERY OF TECHNICAL SERVICES																																			
SM8	Percentage of technical services completed within the process cycle time (PCT) ³	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	<p>100% (222/222 as of September 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>5</td> <td>3</td> <td></td> <td>10</td> </tr> <tr> <td>PPE Testing</td> <td>87</td> <td>61</td> <td>64</td> <td></td> <td>212</td> </tr> <tr> <td>WEM</td> <td>0</td> <td>0</td> <td>0</td> <td></td> <td>0</td> </tr> <tr> <td>Total</td> <td>89</td> <td>66</td> <td>67</td> <td></td> <td>222</td> </tr> </tbody> </table>		Q1	Q2	Q3	Q4	Total	OH Examination	2	5	3		10	PPE Testing	87	61	64		212	WEM	0	0	0		0	Total	89	66	67		222
	Q1	Q2	Q3	Q4	Total																															
OH Examination	2	5	3		10																															
PPE Testing	87	61	64		212																															
WEM	0	0	0		0																															
Total	89	66	67		222																															
Sub-Total			55%		55%																															

³ Technical Services:(1) Work Environment Measurement; (2) Biological Monitoring for heavy metals and organize solvents; and (3) Personnel Protective Equipment (PPE) Testing Applicable process cycle time based on ECC’s compliance with Republic Act No. 11032 or the Ease of Doing Business and Efficient Governance Service Delivery Act of 2018.

	COMPONENT				2021 TARGET	3 RD QUARTER (JULY – SEPTEMBER 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	Pass Surveillance Audit on ISO Certification 9001:2015	ECC - Conducted QMS Internal Audit for 2021 from September 13 to October 15, 2021 OSHC - Conducted internal audit of different QMS Processes																								
SO9	DEVELOPMENT OF HUMAN RESOURCES CAPABILITIES																													
LEARNING AND GROWTH	SM 10	Percentage of Employees with Required Competencies Met	Competency Baseline ⁴ / Competency Baseline 2019	5%	All or nothing	Improvement on the Competency of the Organization based on the 2020 year-end assessment	<p align="center">Improved Competency based on 2020 year-end assessment</p> <table border="1"> <thead> <tr> <th rowspan="2">Employees with 2020 Competency Gap</th> <th colspan="5">Provided with HR intervention</th> </tr> <tr> <th>Q1</th> <th>Q2</th> <th>Q3</th> <th>Q4</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>ECC</td> <td>19%</td> <td>23%</td> <td>13%</td> <td></td> <td>56%</td> </tr> <tr> <td>OSHC</td> <td>On-going assessment</td> <td colspan="3">Continuing Assessment of competencies for each employee</td> <td></td> </tr> </tbody> </table>	Employees with 2020 Competency Gap	Provided with HR intervention					Q1	Q2	Q3	Q4	TOTAL	ECC	19%	23%	13%		56%	OSHC	On-going assessment	Continuing Assessment of competencies for each employee			
	Employees with 2020 Competency Gap	Provided with HR intervention																												
		Q1	Q2	Q3	Q4	TOTAL																								
ECC	19%	23%	13%		56%																									
OSHC	On-going assessment	Continuing Assessment of competencies for each employee																												
SM11	Integration of ECC and OSHC Structure, Operations, Systems, and Procedures	Actual Accomplishment	5%	All or Nothing	Submission of Complete Documentary Requirements for Proposed Restructuring Plan ⁵	✓ ECC-OSHC joint meeting conducted.																								

⁴ 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 profile, B = Total number of personnel profiled

⁵ Complete documentary requirements as identified per GCG Memorandum Circular No. 2015-04 (Re-issued) and Guidebook for Reorganization for GOCCs.

	COMPONENT				2021 TARGET	3 RD QUARTER (JULY – SEPTEMBER 2021)
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM		ACTUAL
						<ul style="list-style-type: none"> ✓ Prepared a proposed ECC-OSHC Integrated structure which was part of the discussion during the meeting held on October 11, 2021. ✓ Both the ECC and OSHC agreed to hire the services of a consultant and to start the preparation of the TOR for the hiring of said consultant.
		Sub-Total	10%		10%	
		TOTAL	100%		100%	

Certified Correct:


JAY B. GALASINAO
 OIC, PPSMD


MARIA TERESA M. URBANO
 Chief, Finance Division

Approved by:


STELLA ZIPAGAN-BANAWIS
 Executive Director



Makati City
 29 October 2021