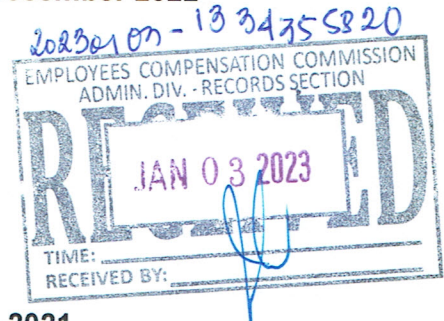




15 December 2022

MR. BIENVENIDO E. LAGUESMA
Secretary, DOLE and ECC Chairperson
ENGR. JOSE MARIA S. BATINO, CESO IV
OIC-Executive Director
EMPLOYEES COMPENSATION COMMISSION (ECC)
355 Sen. Gil Puyat Ave., Makati City



RE : VALIDATION RESULT OF 2021
PERFORMANCE SCORECARD OF ECC

Dear Secretary Laguesma and OIC Batino,

This is to formally transmit the validation result of ECC's 2021 Performance Scorecard. Based on the Governance Commission's validation of the GOCC's documentary submissions, ECC gained an over-all score of **45.00%** (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

In relation to the grant of 2021 Performance-Based Bonus (PBB) to eligible officers and employees, ECC failed to satisfy the requirements of GCG M.C. No. 2019-02,² particularly the achievement of a weighted-average score of at least 90% in its 2021 performance Scorecard. 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. 10149.³

Consequently, pursuant to GCG M.C. No. 2018-04,⁴ failure 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,


Justice ALEX L. QUIROZ (Ret.)
Chairperson


ATTY. GIDEON D.V. MORTEL, D.C.L.
Commissioner


ATTY. GERALDINE MARIE B. BERBERABE-MARTINEZ
Commissioner

cc: The Resident Auditor - ECC

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

² Interim Performance-Based Bonus (PBB), dated 25 July 2019.

³ GOCC GOVERNANCE ACT OF 2011.

⁴ Interim Performance-Based Incentive (PBI) System for Appointive Directors of GOCCs covered by GCG for 2016 and for the Years Thereafter.

ES COMPENSATION COMMISSION (ECC)
Result of 2021 Performance Scorecard

Component				Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating		
Ensured Satisfaction of Stakeholders										
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%	On going data gathering and conduct of CSM	-	Non-compliant	0%	<ul style="list-style-type: none">ECC Terms of Reference (TOR)Final Report by Fernando Paragas Marketing & Management Consultancy	<p>Based on the CSS Final Report, 94.4% of respondents gave a rating of at least Satisfactory.</p> <p>However, a review of the CSS questionnaires used revealed that ECC deleted the following questions:</p> <p>Part III. Execution of Service</p> <p><u>Individual Customers:</u></p> <ol style="list-style-type: none">Filing of AppealPhysical Restoration of PWRDs + Psychosocial counselingSocial Services: Job Placement <p><u>Business Clients:</u></p> <ol style="list-style-type: none">Availment of Technical Services (e.g., PPE Testing, WEM, etc.) <p>As provided under Part V. Data Collection Instrument of the</p>

Component				Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating		
										<p>Enhanced Guidelines for the Conduct of Customer Satisfaction Survey for GOCCs, "Questions under the Main Questionnaire are fixed and may not be altered, modified, or deleted. GOCCs may only add service or product specific questions, under Execution of Service section".</p> <p>The Governance Commission emphasizes that the deleted questions are relevant since these are related to core programs and mandates of the ECC.</p>
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	35.53%	15%	35.53%	15%	<ul style="list-style-type: none"> 2020 Summary list of PWRDs provided with assistive devices and prothesis, Beneficiaries of PT/OT/Other Physical Rehabilitation Service/Consultation Services, and PWRDs Facilitated for skills/ 	140 out of 394 PWRDs were given rehabilitation services and reintegrated into the economic mainstream in 2021.

Component				Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating		
									entrepreneurship training • 2021 List of PWRDs Reintegrated to the economic mainstream • Twenty (20) samples of Progress monitoring Report • Screenshots of the encoded report in the Rehabilitation Information System (RIS)	
Sub-total		25%						15%		
Maximized Budget Utilization										
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%	Average Budget Utilization: 57.93% ECC:45.69% OSHC:73.05%	0%	64.76%	0%	• ECC and OSHC Utilization Corporate Operating Budget	Validated actual based on the following: DBM-approved COB: ₱407,113,000 Utilization: ₱263,642,938.

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

Component				Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating		
									<ul style="list-style-type: none"> Occupational Safety and Health Center COB Utilization Report for December 2021 COB Utilization per GCG as of 31 December 2021 Budget Utilization for 2nd and 3rd Quarter Statement of Appropriations, Allotments, Obligations, Disbursements and Balances (SAAODB) (Far 1) of ECC and OSHC as of 31 December 2021. 	The Governance Commission notes that the reported actual of ECC includes the re-budget amount of P47.38 Million, which was not supplemented by DBM approval.
Sub-total		10%						0%		
Enhanced EC Benefits through Policy Issuances										
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	Approved 8 policies in 2021	10%	6	10%	<ul style="list-style-type: none"> Board Resolutions for the approved policies Copies of EC Policy Issuances for 2021 Transmittal letter received by the OP of the 	4 are policies that do not require the approval of the President. 2 policies cover the increase and/or grant of benefits, hence subject to the approval of the President.

Component				Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating		
									proposed Policy issuance requiring approval of the President	2 of the reported policies were excluded since these were already considered as accomplishments in previous years.
Prompt and Fair Resolution of Cases										
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 Number	15%	(Actual / Target) x Weight 0% = If less than 80%	100% Appealed cases disposed within the Applicable Processing Time ²	73.91%	0%	Unverifiable	0%	<ul style="list-style-type: none"> 2021 Cases Resolved Within 20-PCT Letter to various Claimants 	<p>The Governance Commission was unable to objectively validate the reported accomplishment due to the absence of required information.</p> <p>During the onsite visit, the ECC represented that it implemented stop time to capture waiting time that is beyond ECC's control. However, ECC was not able to present documentation to support its representation.</p>
Increased Availment of Rehabilitation Services for PWRDs										
PWRDs facilitated with rehabilitation services (PT/OT, prosthesis, and	Number of PWRDs with valid requests provided with rehabilitation / Total Number of	10%	All or Nothing	100% of PWRDs with valid requests provided with	100%	10%	100%	10%	<ul style="list-style-type: none"> 2021 List of PWRDs provided with assistive devices and prosthesis 	Target met.

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				Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating		
skills & entrepreneurial training)	PWRDs with complete documents			rehabilitation services					<ul style="list-style-type: none"> • 2021 List of Beneficiaries of PT/OT/Other Physical Rehabilitation Service/Consultation Services • 2021 List of PWRDs Facilitated for skills/ entrepreneurship training • Prosthesis Sample Application Forms • PTOP Sample Application Forms Training Sample Application Forms 	
Improved Awareness and Capacity in Priority Areas										
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 RA No. 11058	5%	All or Nothing	175 new batches of OSH Trainings	659	5%	659 new batches of OSH Trainings	5%	<ul style="list-style-type: none"> • Masterlist of the trainings conducted in 2021 • 2021 Construction Safety and Health Training evaluation report • Online Construction Safety and Health Training Attendance 	<p>The 659 training batches are composed of the following:</p> <p>Mandatory Courses – 34 trainings conducted;</p> <p>Basic Occupational Safety and Health Training – 16 trainings conducted; and</p> <p>10-Hr Basic Occupational Safety and</p>

Component				Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating		
										Health Training – 609 trainings conducted.
Efficient Delivery of Technical Services										
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 within the prescribed PCT	100%	10%	Unverifiable	0%	<ul style="list-style-type: none"> Process cycle time monitoring report for Health Services – Heavy Metals Analysis & Organic Solvents Process cycle time monitoring report for Personal Protective Equipment Testing 	<p>The Governance Commission was unable to objectively validate the reported accomplishment due to absence of required information.</p> <p>During the onsite visit, the ECC represented that it implements stop time to capture waiting time that are beyond ECC's control. However, ECC was not able to present documentation to support its representation.</p>
	Subtotal:	50%						25%		
Maintenance and Implementation of Quality Management System										
Improve Quality Management System	Actual accomplishment	5%	All or Nothing	Pass Surveillance Audit on ISO Certification 9001:2015	ECC: Certified on 23 November 2021 OSHC: Certified on 16	5%	Passed Surveillance Audit	5%	<ul style="list-style-type: none"> TUV Rheinland Initial Audit Summary Report ISO 9001:2015 Certification 	Target met.

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

Component				Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating		
					December 2021					
Development of Human Resources Capabilities										
Percentage of Employees with Required Competencies Met	Competency Baseline 2021 – Competency Baseline 2020	5%	All or Nothing	Improvement on the Competency of the Organization based on the 2020 year-end assessment	In 2021, there is improvement in ECC-OSHC Competencies based on 2020 year-end assessment. Please refer to competency reports	5%	Unverifiable	0%	<ul style="list-style-type: none"> 2021 Competency Assessment (1st-4th Qtr.) Individual Competency Assessment Training Accomplishment Report 	<p>The final report shows that based on the comparative data for 2020 and 2021, the competency level of one unit declined by 1.73%. Considering that the requirement of the measure is to improve the overall competency level of the organization, the display of decreased competency level of a unit is not acceptable.</p> <p>The details of the report are unverifiable. The ECC failed to submit the requested HR certification providing the total number of employees in 2021 and the updated competency framework and policy. The Governance Commission also notes that ECC failed to address the observation on the comparability of 2020 and 2021 results. To recall, the data submitted for the 2020 validation were</p>

Component				Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating		
										unverifiable. Absent of verifiable baseline data (2020), an improvement in the competency level is indeterminate.
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 (RP)	ECC-OSHC joint meeting conducted. Prepared a proposed ECC-OSHC Integrated structure which was part of the discussion during the meeting held on October 11, 2021. Conducted in-house Current State Assessment	5%	Failed to submit the complete documentary requirements	0%	• Current State Assessment Report	Request for exclusion of the measure is DENIED . As early as 2018, the Governance Commission already directed the ECC to submit its proposed Restructuring Plan (RP). The ECC was provided with ample time and opportunity to coordinate with various government agencies to finalize the same.
Sub-total		15%						5%		
Total		100%						45%		