



Interim PES Form 4
1st Quarter Monitoring Report 2022

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

	COMPONENT						1 ST QUARTER (JANUARY – MARCH 2022)																														
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL																														
STAKEHOLDER / CUSTOMERS	SO1	ENSURED SATISFACTION OF STAKEHOLDERS																																			
	SM 01a	Percentage of satisfied Customers – Individual Customers	Number of respondents who gave a rating of at least satisfactory ÷ total number of respondents	5%	0%	(Actual ÷ Target) x Weight 0% – If less than 80%	90% Satisfactory Rating	<ul style="list-style-type: none"> Terms of Reference for 3rd Party Consultant under review and approval 																													
	SM 01b	Percentage of satisfied Customers – Business Clients		5%	0%		90% Satisfactory Rating																														
	SM 02	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%	0%	25% and above = 15% 22% to 24% = 10% Below 22% = 0%	25% of PWRDs provided with rehabilitation services in 2021 reintegrated into the economic mainstream (25% of 223 = 55)	9% (21/223 – Total as of March 2022) <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>11</td> <td>6</td> <td>4</td> <td>21</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>11</td> <td>6</td> <td>4</td> <td>21</td> </tr> </tbody> </table>	Qtr.	No. of PWRDs with Business	No. of PWRDs Employed	No. of PWRDs w Business & Employed	Total	1 st	11	6	4	21	2 nd					3 rd					4 th					TOTAL	11	6	4
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TOTAL	11	6	4	21																																	
		Sub-Total	25%	0%		25%																															

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	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL														
FINANCE	SO2		MAXIMIZED BUDGET UTILIZATION																		
	SM 03	Efficient utilization of Corporate Operating Budget	Total Disbursement ÷ DBM-approved Corporate Operating Budget (both net of PS Cost)	10%	0%	Actual/Target x Weight <i>0% = If less than 70%</i>	90%	27.64% ₱99,437,505.01 of ₱359,734,708.00 ECC – 47.56% as of March 31, 2022 (₱84,466,706.18 of ₱177,610,708.00) OSHC – 8.22% as of March 31, 2022 (₱14,970,798.83 of ₱182,124,000.00)													
			Sub-Total	10%	0%		10%														
INTERNAL PROCESS	SO3		ENHANCED EC BENEFITS THROUGH POLICY ISSUANCES																		
	SM 04	Increase the 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%	0%	(Actual ÷ Target) x Weight	5 policies	0% (0/5 as of March 2022)													
	SO4		PROMPT AND FAIR RESOLUTION OF CASES																		
	SM 05	Efficient disposition of appealed cases within the Process Cycle Time (PCT) ¹	Number of cases resolved by the Commission either via Referendum or through Commission meeting within the PCT ÷ Number of cases docketed as of 30 November	15%	0%	(Actual ÷ Target) x Weight <i>0% = If less than 80%</i>	100% Appealed Cases disposed within the Applicable prescribed Processing Time	<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>40% (8/20)</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					Q1	Q2	Q3	Q4	Total appealed cases disposed within 20 working days PCT	40% (8/20)			
	Q1	Q2	Q3	Q4																	
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¹ 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 2022)																																			
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL																																		
SO5		INCREASED AVAILMENT OF REHABILITATION SERVICES FOR PWRDs																																							
SM 06	PWRDs facilitated with rehabilitation services (PT/OT, Prosthesis, and Skills and Entrepreneurial Training) within Applicable Processing Time	Number of PWRDs with valid requests provided with rehabilitation within applicable processing time ² ÷ Total number of PWRDs with complete documents	10%	2.5%	(Actual ÷ Target) x Weight 0% = If less than 90%	100% of PWRDs with valid requests provided with rehabilitation services within the applicable processing time	100% 80 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>29</td> <td></td> <td></td> <td></td> <td>29</td> </tr> <tr> <td>Prosthesis</td> <td>15</td> <td></td> <td></td> <td></td> <td>15</td> </tr> <tr> <td>Entrepreneurial /Skills Training</td> <td>36</td> <td></td> <td></td> <td></td> <td>36</td> </tr> <tr> <td>Total</td> <td>80</td> <td></td> <td></td> <td></td> <td>80</td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total	PT/OT	29				29	Prosthesis	15				15	Entrepreneurial /Skills Training	36				36	Total	80				80
	Q1	Q2	Q3	Q4	Total																																				
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Total	80				80																																				
SO6		IMPROVED AWARENESS AND CAPACITY IN PRIORITY AREAS																																							
SM 07	Increase the number of new batches for the Mandatory Occupational Safety and Health (OSHC) Training for Safety Officers conducted	Actual number of new batches ³ provided for Safety Officers in compliance with R.A. No. 11058	5%	1.45%	All or nothing	500 new batches of OSH trainings	30% (148/500 new batches as of March 2022) <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>148</td> <td></td> <td></td> <td></td> <td>148</td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total	New batches provided with OSHC Trainings	148				148																		
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SO7		EFFICIENT DELIVERY OF TECHNICAL SERVICES																																							

² 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.

³ Minimum of 25 participants per batch.

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STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL					
SM 08	Percentage of Technical services completed within the Process Cycle Time (PCT) ⁴	Number of Technical Services completed within PCT ÷ Total number of Technical Services with valid request	10%	2.5%	(Actual ÷ Target) x Weight 0% = if less than 95%	100% of Technical Services processed within the prescribed PCT	100% (105/105 as of March 2022)					
								Q1	Q2	Q3	Q4	Total
							OH Examination	2				2
							PPE Testing	103				103
							WEM	0				0
Total	105				105							
Sub-Total			50%	6.45%		50%						
SO8	MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM											
LEARNING AND GROWTH	SM 09	Improve Quality Management System	Actual accomplishment	5%	0%	All or nothing	Pass Surveillance Audit on ISO 9001:2015 Certification for all processes and three (3) REUs	ECC: <ul style="list-style-type: none"> Review of FQOs Selected employees attended training on: <ul style="list-style-type: none"> ✓ Information Security Management System Awareness ✓ Business Continuity Plan Review the recommendations and opportunities for improvement identified during last recertification audit OSHC: <ul style="list-style-type: none"> Conducted Management Review meeting Conducted Review of procedures 				
	SO9	DEVELOPMENT OF HUMAN RESOURCES CAPABILITIES										

⁴ Technical Services: (1) Work Environment Measurement; (2) Biological Monitoring for heavy metals and organize solvents; and (3) Personal 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							1 ST QUARTER (JANUARY – MARCH 2022)					
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL					
SM 10	Percentage of Employees with Required Competencies Met	Competency Baseline ⁵ 2022 - Competency Baseline 2021	5%	0%	All or nothing	Improvement in the Competency of the Organization based on the 2021 year-end assessment ⁶	Improved Competency based on 2021 year-end assessment					
							Employees with 2021 Competency Gap	Provided with HR intervention				
								Q1	Q2	Q3	Q4	TOTAL
								ECC	16%			
OSHC	On-going assessment											
SM 11	Integration of ECC and OSHC Structure, Operations, Systems, and Procedures	Actual Accomplishment	5%	0%	All or nothing	Submission of Complete Documentary Requirements of Proposed Restructuring Plan ⁷	<ul style="list-style-type: none"> Conducted joint CMT meetings 					
Sub-Total			15%	0%		15%						
TOTAL			100%	6.45%		100%						

⁵ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

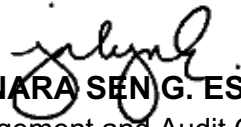
$$\frac{\sum_{b=1}^B \left[\frac{\sum_{a=1}^A \left(\frac{\text{Actual Competency Level}}{\text{Required Competency Level}} \right)_a}{A} \right]_b}{B}$$

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

⁶ The assessment should cover all existing employees during the assessment period.

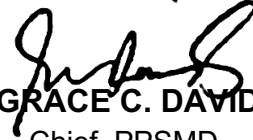
⁷ Complete documentary requirements as identified under the GCG memorandum Circular No. 2015-04 (Re-issued) and Guidebook for Reorganization for GOCCs

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Makati City
29 July 2022