



**Interim PES Form 4**  
**2<sup>nd</sup> Quarter Monitoring Report 2022**

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

	COMPONENT						2 <sup>ND</sup> QUARTER (APRIL – JUNE 2022)																														
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL																														
<b>STAKEHOLDER / CUSTOMERS</b>	<b>SO1</b>	<b>ENSURED SATISFACTION OF STAKEHOLDERS</b>																																			
	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"> <li>Updating of Stakeholders/clients on-going</li> </ul>																													
	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)	<p align="center"><b>17%</b> <b>(39/223 – Total as of June 2022)</b></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 &amp; Employed</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>1<sup>st</sup></td> <td>11</td> <td>6</td> <td>4</td> <td>21</td> </tr> <tr> <td>2<sup>nd</sup></td> <td>7</td> <td>5</td> <td>6</td> <td>18</td> </tr> <tr> <td>3<sup>rd</sup></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>4<sup>th</sup></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td><b>TOTAL</b></td> <td>18</td> <td>11</td> <td>10</td> <td>39</td> </tr> </tbody> </table>	Qtr.	No. of PWRDs with Business	No. of PWRDs Employed	No. of PWRDs w Business & Employed	Total	1 <sup>st</sup>	11	6	4	21	2 <sup>nd</sup>	7	5	6	18	3 <sup>rd</sup>					4 <sup>th</sup>					<b>TOTAL</b>	18	11	10
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		<b>Sub-Total</b>	<b>25%</b>	<b>0%</b>		<b>25%</b>																															

	COMPONENT						2 <sup>ND</sup> QUARTER (APRIL – JUNE 2022)	
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL	
FINANCE	<b>SO2</b>		<b>MAXIMIZED BUDGET UTILIZATION</b>					
	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  0% = If less than 70%	90%	<p><b>38.55%</b> <b>₱138,710,140.95 of ₱359,734,708.00</b></p> <p>ECC<sup>1</sup> – 59.72% as of June 30, 2022 (₱106,076,651.32 of ₱177,610,708.00)</p> <p>OSHC – 17.92% as of June 2022 (₱32,633,489.63 of ₱182,124,000.00)</p>
			<b>Sub-Total</b>	<b>10%</b>	<b>0%</b>		<b>10%</b>	
INTERNAL PROCESS	<b>SO3</b>		<b>ENHANCED EC BENEFITS THROUGH POLICY ISSUANCES</b>					
	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%	4%	(Actual ÷ Target) x Weight	5 policies	<p><b>40%</b> <b>(2/5 as of June 2022)</b></p> <ol style="list-style-type: none"> <li>Prescribing the Definition and Extent of Physical Restoration Services for the KAGABAY Program in Connection with Rule IX (Rehabilitation Services) of the Amended Rules of the Employees' Compensation (BR No. 22-06-14 dated 16 June 2022)</li> <li>Prescribing the Synchronized Conduct of Actuarial Valuation of the State Insurance Fund (SIF) under P.D. No. 626, as Amended, Every Three Years in Both Systems in Order to Effectively Manage the Fund (BR No. 22-06-15 dated 16 June 2022)</li> </ol>

<sup>1</sup> Based on 2021 approved COB as interim budget for CY 2022

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<b>SO4</b>		<b>PROMPT AND FAIR RESOLUTION OF CASES</b>																																							
SM 05	Efficient disposition of appealed cases within the Process Cycle Time (PCT) <sup>2</sup>	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>70% (28/40)</td> <td></td> <td></td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total appealed cases disposed within 20 working days PCT	40% (8/20)	70% (28/40)																						
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<b>SO5</b>		<b>INCREASED AVAILMENT OF REHABILITATION SERVICES FOR PWRDs</b>																																							
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 <sup>3</sup> ÷ Total number of PWRDs with complete documents	10%	5%	(Actual ÷ Target) x Weight <i>0% = If less than 90%</i>	100% of PWRDs with valid requests provided with rehabilitation services within the applicable processing time	<p style="text-align: center;"><b>100%</b> <b>152 PWRDs</b> provided with rehabilitation services</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>PT/OT</td> <td>29</td> <td>32</td> <td></td> <td></td> <td>61</td> </tr> <tr> <td>Prosthesis</td> <td>15</td> <td>10</td> <td></td> <td></td> <td>25</td> </tr> <tr> <td>Entrepreneurial /Skills Training</td> <td>36</td> <td>30</td> <td></td> <td></td> <td>66</td> </tr> <tr> <td><b>Total</b></td> <td><b>80</b></td> <td><b>72</b></td> <td></td> <td></td> <td><b>152</b></td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total	PT/OT	29	32			61	Prosthesis	15	10			25	Entrepreneurial /Skills Training	36	30			66	<b>Total</b>	<b>80</b>	<b>72</b>			<b>152</b>
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<sup>2</sup> 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.

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<b>SO6</b>		<b>IMPROVED AWARENESS AND CAPACITY IN PRIORITY AREAS</b>									<b>65%</b> <b>(324/500 batches as of June 2022)</b>																														
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 <sup>4</sup> provided for Safety Officers in compliance with R.A. No. 11058	5%	3.24%	All or nothing	500 new batches of OSH trainings	<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>176</td> <td></td> <td></td> <td>324</td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total	New batches provided with OSHC Trainings	148	176			324																		
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<b>SO7</b>		<b>EFFICIENT DELIVERY OF TECHNICAL SERVICES</b>									<b>100%</b> <b>(222/222 as of June 2022)</b>																														
SM 08	Percentage of Technical services completed within the Process Cycle Time (PCT) <sup>5</sup>	Number of Technical Services completed within PCT ÷ Total number of Technical Services with valid request	10%	5%	(Actual ÷ Target) x Weight <i>0% = if less than 95%</i>	100% of Technical Services processed within the prescribed PCT	<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></td> <td></td> <td>7</td> </tr> <tr> <td>PPE Testing</td> <td>103</td> <td>99</td> <td></td> <td></td> <td>202</td> </tr> <tr> <td>WEM</td> <td>0</td> <td>13</td> <td></td> <td></td> <td>13</td> </tr> <tr> <td><b>Total</b></td> <td><b>105</b></td> <td><b>117</b></td> <td></td> <td></td> <td><b>222</b></td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total	OH Examination	2	5			7	PPE Testing	103	99			202	WEM	0	13			13	<b>Total</b>	<b>105</b>	<b>117</b>			<b>222</b>
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<b>Sub-Total</b>			<b>50%</b>	<b>17.24%</b>		<b>50%</b>																																			

<sup>4</sup> Minimum of 25 participants per batch.

<sup>5</sup> 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						2 <sup>ND</sup> QUARTER (APRIL – JUNE 2022)																													
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	<b>SO8</b>		<b>MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM</b>																																	
<b>LEARNING AND GROWTH</b>	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  <b>ECC:</b> <ul style="list-style-type: none"> <li>Approved revised Quality Manual</li> <li>Revised Process Manuals</li> <li>Business Continuity Plan orientation for employees</li> <li>Reorientation on ISO 9001:2015 for employees</li> </ul> <b>OSHC:</b> <ul style="list-style-type: none"> <li>Implemented the enrolled processes and procedures</li> <li>Ensured compliance to documentaries and ISO 9001:2015</li> </ul>																													
	<b>SO9</b>		<b>DEVELOPMENT OF HUMAN RESOURCES CAPABILITIES</b>																																	
	SM 10	Percentage of Employees with Required Competencies Met	Competency Baseline <sup>6</sup> 2022 - Competency Baseline 2021	5%	0%	All or nothing	Improvement in the Competency of the Organization based on the 2021 year-end assessment <sup>7</sup>  <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th rowspan="2">Employees with 2021 Competency Gap</th> <th colspan="5">Improved Competency based on 2021 year-end assessment</th> </tr> <tr> <th colspan="5">Provided with HR intervention</th> </tr> <tr> <th></th> <th>Q1</th> <th>Q2</th> <th>Q3</th> <th>Q4</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>ECC</td> <td>16%</td> <td>36%</td> <td></td> <td></td> <td>52%</td> </tr> <tr> <td>OSHC</td> <td colspan="2">On-going assessment of competencies of OSHC employees</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Employees with 2021 Competency Gap	Improved Competency based on 2021 year-end assessment					Provided with HR intervention						Q1	Q2	Q3	Q4	TOTAL	ECC	16%	36%			52%	OSHC	On-going assessment of competencies of OSHC employees				
Employees with 2021 Competency Gap	Improved Competency based on 2021 year-end assessment																																			
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<sup>6</sup> 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

<sup>7</sup> The assessment should cover all existing employees during the assessment period.

COMPONENT							2 <sup>ND</sup> QUARTER (APRIL – JUNE 2022)
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL
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 <sup>8</sup>	<ul style="list-style-type: none"> <li>Review of existing Table of Organization and Job profile per Division</li> </ul>
<b>Sub-Total</b>			<b>15%</b>	<b>0%</b>		<b>15%</b>	
<b>TOTAL</b>			<b>100%</b>	<b>17.24%</b>		<b>100%</b>	

Prepared by:

  
**JALYN YNARA SEN G. ESTABLECIDA**  
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Reviewed by:

  
**GRACE C. DAVID**  
 Chief, PPSMD

**MARIA TERESA M. URBANO**  
 Chief, Finance Division

Approved by:

  
**STELLA ZIPAGAN-BANAWIS**  
 Executive Director

Makati City  
 29 July 2022

<sup>8</sup> Complete documentary requirements as identified under the GCG memorandum Circular No. 2015-04 (Re-issued) and Guidebook for Reorganization for GOCCs