



**Interim PES Form 4**  
**3<sup>rd</sup> Quarter Monitoring Report 2022**

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

	COMPONENT						3 <sup>RD</sup> QUARTER (JULY - SEPT 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	• On-going procurement process																													
	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%	15%	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>26%</b> <b>(58/223 – Total as of Sept 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>14</td> <td>1</td> <td>4</td> <td>19</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>32</td> <td>12</td> <td>14</td> <td>58</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>	14	1	4	19	4 <sup>th</sup>					<b>TOTAL</b>	32	12	14
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<b>TOTAL</b>	32	12	14	58																																	
		<b>Sub-Total</b>	<b>25%</b>	<b>15%</b>		<b>25%</b>																															

	COMPONENT						3 <sup>RD</sup> QUARTER (JULY - SEPT 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%	<b>29.07%</b> <b>₱206,164,492.31 of ₱709,084,000.00</b>  ECC – 29.32% as of Sept. 30, 2022 (₱151,440,016.31 of ₱516,534,000.00)  OSHC – 28.42% as of Sept. 30, 2022 (₱54,724,476.00 of ₱192,550,000.00)
			<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%	8%	(Actual ÷ Target) x Weight	5 policies	<b>80%</b> <b>(4/5 as of Sept 2022)</b>  1. 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) 2. 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) 3. Approving the Guidebook on the Coverage of Land-Based Overseas Filipino Workers (OFWs) Under the Employees' Compensation Program as the Implementing Guidelines of Board Resolution No. 19-11-42 (Promulgating the Policy on Expanding the Coverage of the Employees' Compensation Program (ECP) to Land-Based Overseas Filipino Workers (OFWs) who are registered members of SSS) (BR No. 22-08-19 dated 12 August 2022)

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							4. Approving the Increase in the Daily Income Benefit for EC Temporary Total Disability (TTD) in the Public Sector (BR No. 22-08-20 dated 12 August 2022)																																								
<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>1</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>74% (35/47)</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)	74% (35/47)																											
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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>2</sup> ÷ Total number of PWRDs with complete documents	10%	10%	(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	<table border="1"> <thead> <tr> <th colspan="6">100% provided with rehabilitation services</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>PT/OT</td> <td>29</td> <td>32</td> <td>23</td> <td></td> <td>84</td> </tr> <tr> <td>Prosthesis</td> <td>15</td> <td>10</td> <td>10</td> <td></td> <td>35</td> </tr> <tr> <td>Entrepreneurial /Skills Training</td> <td>36</td> <td>30</td> <td>61</td> <td></td> <td>127</td> </tr> <tr> <td><b>Total</b></td> <td><b>80</b></td> <td><b>72</b></td> <td><b>94</b></td> <td></td> <td><b>246</b></td> </tr> </tbody> </table>					100% provided with rehabilitation services							Q1	Q2	Q3	Q4	Total	PT/OT	29	32	23		84	Prosthesis	15	10	10		35	Entrepreneurial /Skills Training	36	30	61		127	<b>Total</b>	<b>80</b>	<b>72</b>	<b>94</b>		<b>246</b>
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<b>SO6</b>		<b>IMPROVED AWARENESS AND CAPACITY IN PRIORITY AREAS</b>																																													

<sup>1</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.

<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.

COMPONENT							3 <sup>RD</sup> QUARTER (JULY - SEPT 2022)					
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL					
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>3</sup> provided for Safety Officers in compliance with R.A. No. 11058	5%	5%	All or nothing	500 new batches of OSH trainings	104% (522/500 batches as of Sept 2022)					
								Q1	Q2	Q3	Q4	Total
	New batches provided with OSHC Trainings	148	176	198		522						
<b>SO7</b>		<b>EFFICIENT DELIVERY OF TECHNICAL SERVICES</b>										
SM 08	Percentage of Technical services completed within the Process Cycle Time (PCT) <sup>4</sup>	Number of Technical Services completed within PCT ÷ Total number of Technical Services with valid request	10%	10%	(Actual ÷ Target) x Weight <i>0% = if less than 95%</i>	100% of Technical Services processed within the prescribed PCT	100% (386/386 as of Sept 2022)					
								Q1	Q2	Q3	Q4	Total
							OH Examination	2	5	3		10
							PPE Testing	103	99	112		314
							WEM	0	13	49		62
<b>Total</b>	<b>105</b>	<b>117</b>	<b>164</b>		<b>386</b>							
<b>Sub-Total</b>			<b>50%</b>	<b>33%</b>		<b>50%</b>						
<b>SO8</b>		<b>MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM</b>										

<sup>3</sup> Minimum of 25 participants per batch.

<sup>4</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.

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	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL																						
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	<b>ECC:</b> <ul style="list-style-type: none"> <li>Updated Process Manuals of most Divisions</li> <li>Implemented coding system based on the revised Quality Manual</li> <li>Conducted awareness training on ISO 9001:2015 and Risk Management Orientation</li> <li>Conducted 1<sup>st</sup> Management Review Meeting and Internal Quality Audit</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>5</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>6</sup>	<b>Improved Competency based on 2021 year-end assessment</b> <table border="1"> <thead> <tr> <th rowspan="2">Employees with 2021 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>16%</td> <td>36%</td> <td>3%</td> <td></td> <td>55%</td> </tr> <tr> <td>OSHC</td> <td colspan="4">On-going assessment of competencies of OSHC employees</td> <td></td> </tr> </tbody> </table>	Employees with 2021 Competency Gap	Provided with HR intervention					Q1	Q2	Q3	Q4	TOTAL	ECC	16%	36%	3%		55%	OSHC	On-going assessment of competencies of OSHC employees			
Employees with 2021 Competency Gap	Provided with HR intervention																													
	Q1	Q2	Q3	Q4	TOTAL																									
ECC	16%	36%	3%		55%																									
OSHC	On-going assessment of competencies of OSHC employees																													

<sup>5</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:

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

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

<sup>6</sup> The assessment should cover all existing employees during the assessment period.

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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>7</sup>	<ul style="list-style-type: none"> <li>Drafted Table of Organization for the Reorganization Consultant</li> </ul>
<b>Sub-Total</b>			<b>15%</b>	<b>0%</b>		<b>15%</b>	
<b>TOTAL</b>			<b>100%</b>	<b>48%</b>		<b>100%</b>	

Prepared by:

  
**JALYN YNARA SENG ESTABLECIDA**  
 Management and Audit Officer I

Reviewed by:

  
**GRACE C. DAVID**  
 Chief, PPSMD

Approved by:

  
**ENGR. JOSE MARIA S. BATINO, CESO IV**  
 OIC-Executive Director

Makati City  
 28 October 2022

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