



Interim PES Form 3

NAME OF GOCC: EMPLOYEES' COMPENSATION COMMISSION – DEPARTMENT OF LABOR AND EMPLOYMENT

PERSPECTIVE	OBJECTIVE		FORMULA	BASELINE*	2016 TARGETS	2016								
						1 ST QUARTER		2 ND QUARTER		REVISED FULL YEAR TARGET*	3 RD QUARTER		4 TH QUARTER	
				TARGET		ACTUAL	TARGET	ACTUAL	TARGET		ACTUAL	TARGET	ACTUAL	
STAKEHOLDERS / SOCIAL IMPACT	SO1	Empowered Stakeholderss												
	SM1	Developed and implemented third-party survey	All or Nothing	Third Party 2015 ECC CSM Survey shows an	Baseline (88% + 5%)	Conduct of 2015 CSM Survey ongoing	CSM Survey ongoing	Sub-mission of Report on 2015 3 rd Party CSM Survey	Final report on 2015 3 rd Party ECC CSM Survey submitted to GCG on June 14, 2016.	Conduct of the 2016 3 rd Party CSM	Procure-ment of supply of labor for the conduct of the 2016 3 rd Party CSM	Supply of labor for the conduct of the 2016 3 rd Party CSM procured	Conduct of 2016 CSM Survey ongoing	100% Accomplish-ment
		instrument for customer satisfaction measurement		overall satisfaction rating of 88%										Final report on 2016 ECC CSM Survey conducted by Fernando Paragas Marketing & Management Consultancy submitted to ECC on 05 May 2017

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				TARGET		ACTUAL	TARGET		ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	
														shows an overall satisfaction rating of 93%.
	SO2	Enhanced Benefits												
	SM2	Improved services and enhanced benefits	Absolute Number	110% accomplish-ment 11/10 issuances approved by the Board	5 policy issuances approved by the Board 1. Simulta-neous recovery of GSIS and EC benefits by public sector workers 2. Increase of care's allowance 3. Increase of professiona l fees of medical practitioner 4. Increase the cap of	1 policy issuance approved by the Board	2 policy issuances approved by the Board 1. Ration-alizing the rate of reimburse-ment for hemo-dialysis and amending ECC Board Resolution No. 98-09-0564 (1998) (BR No. 16-01-01, January 29, 2016)	2 policy issuances approved by the Board 1. Approving the increase in EC funeral benefits for the private sector from P20,000 to P30,000 (BR No. 16-05-18, May 31, 2016) 2. Approving the retroactive payment of all pending qualified claims for	5 policy issuances approved by the Board	1 policy issuance approved by the Board	1 policy issuance approved by the Board 1. Approving the increase in EC funeral benefit for the public sector from P20,000 to P30,000 (BR No, 07-28, July 28, 2016)	1 policy issuance approved by the Board	1 policy issuance approved by the Board 1. Prescribing the policy on the minimum amount of EC monthly disability pension in the private sector (BR No. 16-12-46 December 20, 2016)	

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				TARGET		ACTUAL	TARGET		ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	
					the average monthly compensation for GSIS		2. Revising the conditions for the compensability of Pneumonia under Annex A of the Amended Rules on EC (BR No. 16-02-09, February 29, 2016)		EC medical reimbursement prior to the effectivity of ECC BR No. 13-10-30 (BR No. 16-05-19, May 31, 2016)					
					5. Increase the amount of reimbursable medicines									
	SM3	PWRDs reintegrated into the economic mainstream through rehabilitation services (PT/OT, Prosthesis and Skills & entrepreneurial training)	Absolute Rate	29% Accomplishment	35%	8%	7%	8%	3%		9%	11%	10%	14%
				85/315 PWRDs reintegrated into the economic mainstream	160/456 PWRDs reintegrated into the economic mainstream	40 PWRDs reintegrated into the economic mainstream	28 PWRDs reintegrated into the economic mainstream	40 PWRDs reintegrated into the economic mainstream	13 PWRDs reintegrated into the economic mainstream		40 PWRDs reintegrated into the economic mainstream	43 PWRDs reintegrated into the economic mainstream	40 PWRDs reintegrated into the economic mainstream	76 PWRDs reintegrated into the economic mainstream


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FINACE	SO3	Maximized Budget Utilization												
	SM4	90% Utilization of COB	All or Nothing	90%	90%	16%	14%	22%	18%		21%	17%	31%	32%
	SO4	Increased Share of Budget for Services												
	SM5	Increased Budget for Services	All or Nothing	9.68%	12% Note: Total approved 2016 COB for services over Total approved COB is at 19.38%	2.14%	2.20%	3.11%	3.21%		2.71%	2.80%	10.82%	11.16%
	SO5	Increased Availment of Rehabilitation Services for PWRDs												
INTERNAL PROCESS	SM6	PWRDs provided with rehabilitation services (PT/OT, prosthesis and skills & entrepreneurial training)	Absolute	130% accomplishment 539/415 PWRDs provided with various rehabilitation services	456 PWRDs provided with various rehabilitation services	114 PWRDs provided with various rehabilitation services	157 PWRDs provided with various rehabilitation services	114 PWRDs provided with various rehabilitation services	132 PWRDs provided with various rehabilitation services		114 PWRDs provided with various rehabilitation services	178 PWRDs provided with various rehabilitation services	114 PWRDs provided with various rehabilitation services	123 PWRDs provided with various rehabilitation services

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	SO6	Prompt and Fair Resolution of Cases													
	SM7	Appealed cases disposed within the process cycle time of 20 working days	Absolute Rate	100% 131/131	90%	100% disposition rate	100% disposition rate 15/15	100% disposition rate	100% disposition rate 28/28		100% disposition rate	100% disposition rate 46/46	100% disposition rate	100% disposition rate 81/81	
	SO7	Intensified ECP information Dissemination													
	SM8	Increased number of companies and participants in ECP advocacy seminars	Absolute Number	111% 12,203/11,000 companies	12,000 companies	2,875 Companies and 6,750 participants in ECP advocacy seminars	2,121 companies and 6,340 participants in ECP advocacy seminars	2,875 companies and 6,750 participants in ECP advocacy seminars	3,316 companies and 8,613 participants in ECP advocacy seminars	11,500 companies and 27,000 participants in ECP advocacy seminars	2,875 companies and 6,750 participants in ECP advocacy seminars	3,316 companies and 7,270 participants in ECP advocacy seminars	2,875 companies and 6,750 participants in ECP advocacy seminars	709 companies and 1,791 participants in ECP advocacy seminars	

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LEARNING AND GROWTH	SO8	Development and Implementation of a Quality Management System												
	SM10	Maintain ISO Certification	All or Nothing	100% Surveillance audit passed ISO 9001:2008 certification maintained (Certificate Register No. 01 100 1432634 issued by TÜV Rheinland Cert GmbH)	2 nd surveillance audit passed	Continue the updating of the Functional Quality Objectives (FQOs)	Updating of the FQOs continued	Continue the updating of the Functional Quality Objectives (FQOs)	Updating of the FQOs continued	Surveil-lance audit passed with upgrade from ISO 9001:2008 to ISO 9001:2015	Facilitation of seminar–workshop on transition to ISO 9001: 2015 attended by ECC employees	Five (5) seminars–workshop on transition to 9001:2015 conducted by Rosehall Consultancy Services, Inc. facilitated	Surveil-lance audit passed with upgrade from ISO 9001:2008 to ISO 9001:2015	2 nd Surveillance audit passed with upgrade from ISO 9001:2008 to ISO 9001:2015 with Certificate Register No.01 100 1432634 issued by ECC certifying body, TÜV Rheinland
											Facilitation of consult-ancy services on transition to ISO 9001: 2015	Consultancy services on transition to ISO 9001: 2015 facilitated		Rheinland Philippines, Inc. valid from 03 March 2017 to 02 March 2018

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	SO9	Development of Human Resources Capabilities												
	SM11	Percent of staff trained based on competency gaps identified under the Quality Management System	Absolute Rate	125% (198/158)	100% Develop ment of Competency /Model Framework	Procure- ment of supply of labor for the develop- ment of ECC Competency /Model Framework.	Supply of labor for develop- ment of ECC Competency /Model Framework procured	Conduct of meetings, interviews, researches, surveys,	Meetings, interviews, researches, surveys, conducted		Preparation of the proposed ECC Competency Framework	Proposed ECC Competency Framework prepared/ edited	Submission of Competency Framework to ECC for review and approval	ECC Competency Framework submitted to ECC ECC Competency Framework submitted to GCG on 02 February 2017
	SUB TOTAL OF WEIGHTS													
	SUM TOTAL OF WEIGHTS													

Certified Correct:


AURORA I. QUILANDRINO
Chief, PPSMD

15 January 2018


MARIA TERESA M. URBANO
Chief, Finance Division

Approved by:


STELLA ZIPAGAN-BANAWIS
Executive Director


CIRIACO A. LAGUNZAD III
Chairperson-Alternate