



Interim PES Form 3

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

PERSPECTIVE	COMPONENT				BASELINE DATA ¹			2019 TARGET	2019 ACCOMPLISHMENT	SELF-RATING	
	OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SCALE	2016	2017	2018				
STAKEHOLDERS / CUSTOMERS	SO 1	ENSURED SATISFACTION OF STAKEHOLDERS									
	SM1	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%	ECC: 5% 95.5% overall satisfaction OSHC:0% No CSM conducted	0% (Not valid. Survey conducted separately)	0% (Accomplishment not acceptable)	90%	2019 Third Party CSM awarded to Philippine Survey and Research Center (PSRC) on December 16, 2019	___%
	SM 2	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% & above = 15% 22% to 24% = 10% Below 22% = 0%	7.71% (160/590)	10% (149/590)	15% (205/608)	25% (25% of 694 = 174)	30% (211/694)	15%
			SUB-TOTAL	25%							___%

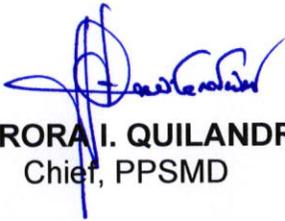
¹ Based on validation of GCG

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	OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SCALE	2016	2017	2018				
FINANCIAL	SO 2	MAXIMIZED BUDGET UTILIZATION									
	SM3	Efficient utilization of Corporate Operating budget	Total Budget Utilized ÷ Total DBM Approved Budget	10%	All or Nothing	ECC: 0% 72.42% OSHC: 4.54% 81.76%	0% ECC:90% OSHC: 59%	0% ECC:73% OSHC: 75.25%	ECC and OSHC: 90%	ECC: 92% OSHC: 92%	10%
			SUB-TOTAL	10%							10%
INTERNAL PROCESS	SO 3	ENHANCE EC BENEFITS THROUGH POLICY ISSUANCES									
	SM4	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	15% (6/5)	10% (13/5)	10% (8/6)	5	100% (5/5)	10%
	SO 4	PROMPT AND FAIR RESOLUTION OF CASES									
	SM5	Efficient Disposition of Appealed Cases within the Process Cycle Time (PCT)	Number of cases acted upon within PCT from receipt of complete documents ÷ Number of cases as of 30 November	15%	(Actual ÷ Target) x Weight 0% = if less than 90%	15% (81/81)	15% (118/118)	0% (103/103) Accomplishment not verifiable	100%	100% (75/75)	15%
	SO 5	INCREASE AVAILMENT OF REHABILITATION SERVICES FOR PWRDs									
SM6	PWRDs facilitated with rehabilitation services (PT/OT, Prosthesis and Skills, and Entrepreneurial Training)	Number of PWRDs with valid requests provided with rehabilitation ÷ Total Number of PWRDs with complete documents	10%	All or nothing	15% (590/456)	10% (608/598)	10% (694/694)	100%	100%	10%	

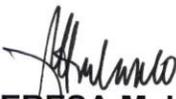
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	OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SCALE	2016	2017	2018			
SO 6	IMPROVED AWARENESS AND CAPACITY IN PRIORITY AREAS									
SM7	Increase the number of new batches for the Mandatory Occupational Safety and Health (OSH) Trainings for Safety Officers conducted	Actual number of batches provided for Safety Officers in compliance with R.A. No. 11058	10%	All or Nothing	n/a	10% (214/130)	10% (163/130)	145	196% (284/145)	10%
SO 7	EFFICIENT DELIVERY OF TECHNICAL SERVICES									
SM8	Percentage of technical services completed within the process cycle time (PCT)	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%	7.50% • OH Examination: 100% (18/18) • PPE Testing: 89.87% (546/546) • WEM: 95.73% (180/180)	10% (100% of technical services processed within the 30 days PCT)	6.66% • OH Examination: 100% (13/13) • PPE Testing: 100% (323/323) WEM: 92.54% (186/201)	100%	• OH Examination: 100% (18/18) • PPE Testing: 100% (546/546) • WEM: 100% (180/180)	10%
		SUB-TOTAL	55%							55%

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	OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SCALE	2016	2017	2018				
LEARNING AND GROWTH	SO 8	MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM									
		Improve Quality Management System	Actual Accomplishment	5%	All or Nothing	ECC: 10% Passed 2 nd Surveillance Audit with upgrade to ISO 9001:2015	5% (Passed the Recertification Audit compliant to the requirements of the ISO 9001:2015)	5% (Passed Surveillance Audit for ISO 9001:2015)	Passed surveillance audit on ISO Certification 9001:2015	ECC: Passed 2 nd Surveillance Audit compliant to ISO 9001:2015 on December 11, 2019	5%
	SM 9					OSHC: 5% Passed 2 nd Surveillance Audit compliant to ISO 9001:2008			OSHC: Passed 1 st Surveillance Audit compliant to ISO 9001:2015 on November 20, 2019		
	SO 9	MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM									
	SM 10	Percentage of employees with required competencies met	Number of employees meeting the required level of core and organizational competency requirements	5%	All or Nothing	ECC: 5% OSHC: 0% Competency Model / Framework developed	0% (Reported accomplishment not valid)	0% (123/178)	100% Attainment of the core and organizational competency gaps of ECC and OSHC staff	100% of ECC and OSHC staff attained the core and organizational competency requirements	5%
		SUB-TOTAL	10%							10%	
		TOTAL	100%							___%	

Certified Correct:


AURORA I. QUILANDRINO
Chief, PPSMD

05 February 2020


MARIA TERESA M. URBANO
Chief, Finance Division

Approved by:


STELLA ZIPAGAN-BANAWIS
Executive Director