

30 JULY 2020

STELLA Z. BANAWIS

Executive Director

EMPLOYEES' COMPENSATION COMMISSION (ECC)

4/F and 5/F ECC Bldg., 355 Sen. Gil Puyat Ave. Ext.,
Makati City

ACKNOWLEDGEMENT RECEIPT

LETTER 28 JULY 2020

DATE:

RE: **SUBMISSION OF ECC's 1ST AND 2ND QUARTERLY
MONITORING REPORT (INTERIM PES FORM 4) FOR CY 2020**

The said document was officially received by the Governance Commission on 30 July 2020 and has been forwarded to the responsible GCG Officer for appropriate action.

To follow-up for further action on the document, you may contact us through telephone numbers (02) 328-2030 or (02) 318-1000. Please cite the GCG Document Management System (DMS) Barcode Number: **0-1105-30-07-2020-008438**.

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Received by:

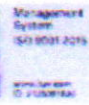
Signature over Printed Name

Date and Time



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
EMPLOYEES' COMPENSATION COMMISSION
4th & 5th Floors, ECC Building, 355 Sen. Gil J. Puyat Avenue, City of Makati

Tel. No. 899-4251; 899-4252 • Fax. No. 897-7597 • E-mail: info@ecc.gov.ph • Website: <http://www.ecc.gov.ph>



28 July 2020

Atty. SAMUEL G. DAGPIN, JR.
Chairman
Governance Commission for GOCCs (GCG)
3/F Citibank Center
Paseo de Roxas Avenue, Makati City

Dear Chairman Dagpin, Jr:

In compliance with your letter dated 20 April 2020 extending the deadline of submission of 1st Quarter Monitoring Report within thirty (30) days from the close of the 2nd Quarter, we are submitting the attached ECC-OSHC Quarterly Monitoring Report for the 1st and 2nd Quarter of 2020 (Interim PES Form 4) for your perusal.

Thank you.

Very truly yours,

STELLA ZIPAGAN-BANAWIS
Executive Director





Interim PES Form 4
1st Quarter Monitoring Report 2020

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

	COMPONENT					1 ST QUARTER (JANUARY - MARCH 2020)											
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM	ANNUAL TARGET	ACTUAL											
STAKEHOLDER / CUSTOMERS	SO1	ENSURED SATISFACTION OF STAKEHOLDERS															
	SM1	Percentage of satisfied customers	Number of respondents who gave a rating of at least satisfactory ÷ total number of respondents ¹	10%	(Actual ÷ Target) x Weight 0% – If less than 80%	90%	Review of the 2020 Customer Survey Questionnaires dated 24 February 2020 received on 9 March 2020 <i>Note: ECC's Annual CSM bidding process usually starts in the third quarter and the actual project is conducted by the third party in the fourth quarter of each year</i>										
	SM2	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%	29% and above = 15% 22% to 28% = 10% Below 22% = 0%	29% ² (29% of 892 = 259)	2% (20/892) 2% (20/892-- Total as of March 2020) <table><tr><td>Qtr.</td><td>No. of PWRDs with Business</td><td>No. of PWRDs Employed</td><td>No. of PWRDs w Business & Employed</td><td>Total</td></tr><tr><td>1st</td><td>12</td><td>2</td><td>6</td><td>20</td></tr></table>	Qtr.	No. of PWRDs with Business	No. of PWRDs Employed	No. of PWRDs w Business & Employed	Total	1 st	12	2	6	20
	Qtr.	No. of PWRDs with Business	No. of PWRDs Employed	No. of PWRDs w Business & Employed	Total												
	1 st	12	2	6	20												
		Sub-Total	25%														

¹ Total respondents should include ECC and OSHC clients following the sampling methodology prescribed by the GCG.

² Based on 5-year average of ECC's actual historical performance (2019 based on reported accomplishment of 30%).

	COMPONENT					1 ST QUARTER (JANUARY - MARCH 2020)
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM	ANNUAL TARGET	ACTUAL
FINANCE	S02	MAXIMIZED BUDGET UTILIZATION				
	SM3	Efficient utilization of corporate operating budget	Total budget utilized ÷ total DBM approved budget	10%	All or nothing	90%
						ECC – 13% as of March 2020 OSHC – 13% as of March 2020
		Sub-Total	10%			
INTERNAL PROCESS	S03	ENHANCED 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 ³	10%	(Actual + Target) x Weight	5 policies
						40% (2/5) 1. Extending the payment of deadline for remittance of EC contributions by employers in view of the declaration of a State of Public Health Emergency and State of Calamity throughout the Philippines due to Corona Virus Disease 2019 (COVID-19) (ECC BR No. 20-03-06 dated 31 March 2020) 2. Expediting the processing of EC claims of workers for diseases acquired in line of duty during outbreaks, epidemics and pandemics. (ECC BR No. 20-03-07 dated 31 March 2020)

³ Policy pertains to an issuance providing for enhancement of benefits and/or improvement of services issued and approved either by the President of the Philippines or ECC Board. The increase in primary benefits require approval from the President before implementation while increase in the accessory benefits and services only require approval of the Board.

COMPONENT					1 ST QUARTER (JANUARY - MARCH 2020)	
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	ANNUAL TARGET	ACTUAL
S04	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	100% of Appealed Cases within the Applicable Processing Time ⁴	100% Appealed cases disposed within 20 working days PCT (16/16) as of March 2020
S05	INCREASED 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	100%	100% 318 PWRDs provided with rehabilitation services PT/OT — 98 Prosthesis — 19 Entrepreneurial /Skills Training — 201
S06	IMPROVED AWARENESS AND CAPACITY IN PRIORITY AREAS					
SM7	Increase the number of new batches for the mandatory Occupational Safety and Health (OSHC) trainings conducted	Actual number of batchess provided for safety officers in compliance with R.A. No. 11058	10%	All or nothing	166 new batches of OSH trainings with minimum number of 25 participants per batch	84% (38/45 new batches provided with OSHC trainings) 23% (38/166 batches as of March 2020)

⁴ 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.

⁵ With at least 25 number of participants per batch.

COMPONENT						1 ST QUARTER (JANUARY - MARCH 2020)
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	ANNUAL TARGET	ACTUAL
S07	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%	100% of Technical Services completed within the prescribed PCT ₇	<ul style="list-style-type: none">• OH Examination: 100% (5/5)• PPE Testing: 100% (114/114)• WEM: 100% (29/29)
	Sub-Total		55%			
S08	MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM					
SM 09	Improve Quality Management System	Actual accomplishment	5%	All or nothing	Maintain ISO Certification 9001:2015 ₈	<ul style="list-style-type: none">• ECC<ul style="list-style-type: none">◦ ISO 9001:2015 Certificate Register No.01 100 1432634 issued by ECC certifying body, TÜV Rheinland Philippines, Inc. valid from 04 February 2018 to 03 February 2021 maintained◦ Results of 2nd Follow-up Audit under ISO 9001:2015 monitored<ul style="list-style-type: none">— Recommendations and Opportunities for Improvement'— Functional Quality Objectives of different processes— Risks and Opportunities

⁶Technical services: (1) Work Environment Measurement; (2) Biological Monitoring for heavy metals and organize solvents; and (3) Personnel Protective Equipment (PPE) Testing

⁷ 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.

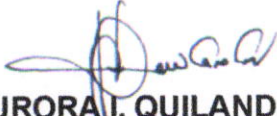
⁸ Should cover both ECC and OSHC processes

	COMPONENT					1 ST QUARTER (JANUARY - MARCH 2020)	
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	ANNUAL TARGET	ACTUAL
							<ul style="list-style-type: none">○ QMS Seminar-workshop entitled: "QMS Awareness based on ISO 9001:2015 Standard" attended by seven ECC employee conducted by Philippine Trade Training Center on 06 March 2020 facilitated• OSHC<ul style="list-style-type: none">○ On-going updating of documents
LEARNING AND GROWTH	S09	DEVELOPMENT OF HUMAN RESOURCES CAPABILITIES					
	SM 10	Improvement of the Competency Level of the Organization	Competency Baseline9 / Competency Baseline 2019	5%	All or nothing	Improvement of the Competency of the Organization based on the 2019 year-end assessment	<ul style="list-style-type: none">• ECC – 16% of Employees with Competency Gap provided with HR Intervention• OSHC – Review and identify technical/functional competencies for each position
		Sub-Total		10%			
		TOTAL		100%			

⁹ 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


AURORA I. QUILANDRINO
Chief, PPSMD

Prepared by:


MARIA TERESA M. URBANO
Chief, Finance Division

Approved by:


STELLA ZIPAGAN-BANAWIS
Executive Director

Makati City
28 July 2020