



Interim PES Form 4
2nd Quarter Monitoring Report 2021

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

	COMPONENT				2021 TARGET	2 ND QUARTER (APRIL – JUNE 2021)																															
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM		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%	Terms of Reference approved for posting to PhilGeps.																														
	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%	25% ² (25% of 394 = 99)		<p align="center">22% (38/394 – Total as of June 2021)</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 & Employed</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>1st</td> <td>12</td> <td>14</td> <td>12</td> <td>38</td> </tr> <tr> <td>2nd</td> <td>19</td> <td>7</td> <td>23</td> <td>49</td> </tr> <tr> <td>3rd</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>4th</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>TOTAL</td> <td>31</td> <td>21</td> <td>35</td> <td>87</td> </tr> </tbody> </table>	Qtr.	No. of PWRDs with Business	No. of PWRDs Employed	No. of PWRDs w Business & Employed	Total	1 st	12	14	12	38	2 nd	19	7	23	49	3 rd					4 th					TOTAL	31	21	35
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TOTAL	31	21	35	87																																	
		Sub-Total		25%		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%).

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	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM		ACTUAL
FINANCE	SO2	MAXIMIZED BUDGET UTILIZATION				
	SM3	Efficient utilization of corporate operating budget	Total budget utilized ÷ total DBM approved budget	10%	All or nothing	90%
						22% ₱132,474,842.03 of ₱596,085,000.00 ECC – 23% as of June 30, 2021 (₱63,778,782.03 of ₱277,031,000.00) OSHC – 22% as of June 30, 2021 (₱68,696,060.00 of ₱319,054,000.00)
		Sub-Total	10%		10%	
INTERNAL PROCESS	SO3	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
						140% (7/5 as of June 2021) 1. Granting of Compensation under P.D. No. 626 as Amended, to all Covered Members and/or their Qualified Beneficiaries in the event of Disability or Death due to Inoculation under Republic Act (R.A.) No. 11525 (COVID-19 Vaccination Program Act of 2021) (ECC BR No. 21-03-08) 2. Policy on the Compensability of Disability or Death Under P.D. No. 626 as Amended, due to Injuries Sustained by Employees in the Public and Private Sectors while in the Performance of their Duties or Assigned Task in their Residences or Dwelling Places. (ECC BR No. 21-03-09) 3. Approving a One-time EC Top Up Cash Assistance of Php30,000 for Claimants in the Private Sector with

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					2 ND QUARTER (APRIL – JUNE 2021)	
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	2021 TARGET	ACTUAL
						<p>Approved EC Benefits Because of Work-Related COVID-19 (ECC BR No. 21-04-13 dated 06 April 2021)</p> <p>4. Conditions for the Compensability of COVID-19 under the ECC List of Occupational and Work-Related Disease or Annex A of the Amended Rules on Employees' Compensation (EC) (ECC BR No. 21-04-14 dated 06 April 2021)</p> <p>5. Guidelines on the Implementation of Administrative Order No. 39 of the Office of the President Authorizing the Grant of a One-Time Financial Assistance of P20,000.00 to Employees' Compensation Pensioners in the Public Sector (ECC BR No. 21-04-15 dated 28 April 2021)</p> <p>6. Further Easing the Prescriptive Period in the Filing of EC Claims Under P.D. No. 626, As Amended, in All Provinces, Highly-Urbanized Cities and Independent Component Cities During the Entire Duration of State of Public Health Emergency Due to Covid19 Pandemic Amending for This Purpose B.R. No. 20-07-12 ("Prescribing Guidelines On The Interruption Of The Prescriptive Period For The Filing Of Employees' Compensation [EC] Claims During Pandemic, Epidemic Or Public Health Emergency And Other Fortuitous Events") (ECC BR No. 21-05-17 dated 20 May 2021)</p> <p>7. Guidelines on the Implementation of Administrative Order No. 39 of the Office of the President Authorizing the Grant of a One-Time Financial Assistance of P20,000.00 to Employees' Compensation Pensioners in the Private Sector (ECC BR No. 21-05-19 dated 21 May 2021)</p>

COMPONENT					2 ND QUARTER (APRIL – JUNE 2021)																																			
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM	2021 TARGET	ACTUAL																																			
SO4	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 disposed within the Applicable Processing Time⁴	<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>100% (20/20)</td> <td>82% (47/57)</td> <td></td> <td></td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total appealed cases disposed within 20 working days PCT	100% (20/20)	82% (47/57)																						
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SO5	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% 117 PWRDs provided with rehabilitation services																																		
						<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>7</td> <td>17</td> <td></td> <td></td> <td>24</td> </tr> <tr> <td>Prosthesis</td> <td>2</td> <td>2</td> <td></td> <td></td> <td>4</td> </tr> <tr> <td>Entrepreneurial /Skills Training</td> <td>43</td> <td>46</td> <td></td> <td></td> <td>89</td> </tr> <tr> <td>Total</td> <td>52</td> <td>65</td> <td></td> <td></td> <td>117</td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total	PT/OT	7	17			24	Prosthesis	2	2			4	Entrepreneurial /Skills Training	43	46			89	Total	52	65			117
	Q1	Q2	Q3	Q4	Total																																			
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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.

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STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM	2021 TARGET	ACTUAL																															
SO6	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 batches provided for safety officers in compliance with R.A. No. 11058	10%	All or nothing	175 new batches of OSH trainings	<p>134% (234/175 batches as of June 2021)</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>New batches provided with OSHC Trainings</td> <td>42</td> <td>192</td> <td></td> <td></td> <td>234</td> </tr> </tbody> </table>		Q1	Q2	Q3	Q4	Total	New batches provided with OSHC Trainings	42	192			234																		
	Q1	Q2	Q3	Q4	Total																															
New batches provided with OSHC Trainings	42	192			234																															
SO7	EFFICIENT DELIVERY OF TECHNICAL SERVICES																																			
SM8	Percentage of technical services ⁵ 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 ⁶	<p>100% (155/155 as of June 2021)</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>OH Examination</td> <td>2</td> <td>5</td> <td></td> <td></td> <td>7</td> </tr> <tr> <td>PPE Testing</td> <td>87</td> <td>61</td> <td></td> <td></td> <td>148</td> </tr> <tr> <td>WEM</td> <td>0</td> <td>0</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Total</td> <td>89</td> <td>66</td> <td></td> <td></td> <td>155</td> </tr> </tbody> </table>		Q1	Q2	Q3	Q4	Total	OH Examination	2	5			7	PPE Testing	87	61			148	WEM	0	0			0	Total	89	66			155
	Q1	Q2	Q3	Q4	Total																															
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WEM	0	0			0																															
Total	89	66			155																															
Sub-Total			55%		55%																															

⁵Technical services: (1) Work Environment Measurement; (2) Biological Monitoring for heavy metals and organize solvents; and (3) Personnel Protective Equipment (PPE) Testing

⁶ 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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S08	MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM					
SM 09	Improve Quality Management System	Actual accomplishment	5%	All or nothing	Maintain ISO Certification 9001:2015⁷	<p>ECC</p> <ul style="list-style-type: none"> - Functional quality objectives (FQO) of different processes continuously updated - Process flow on EC Appealed Case Disposition reviewed and updated - New members of the ECC-ISO Committee identified and approved; ECC QMS Memo 21-01 approved on 24 February 2021, Reconstitution of the ECC QMS Committee and their roles - New auditors attended QMS Auditing ISO 9001:2015 and 2018 Modules 1 and 2 on March 23-24, 2021 - ECC-ISO Committee attended the Training on Process Orientation on July 08, 2021 - Conducted 1st Management Review Meeting for 2021 on July 15, 2021 <p>OSHC</p> <ul style="list-style-type: none"> - Implementation of QMS procedures sustained

⁷ Should cover both ECC and OSHC processes


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	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM		ACTUAL																								
LEARNING AND GROWTH	SO9	DEVELOPMENT OF HUMAN RESOURCES CAPABILITIES																												
	SM 10	Improvement of the Competency Level of the Organization	Competency Baseline ⁸ / Competency Baseline 2019	5%	All or nothing	Improvement on the Competency of the Organization based on the 2020 year-end assessment																								
	Improved Competency based on 2020 year-end assessment																													
						<table border="1"> <thead> <tr> <th colspan="6">Percentage of Employees with Competency Gaps 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>19%</td> <td>27%</td> <td></td> <td></td> <td>46%</td> </tr> <tr> <td>OSHC</td> <td>On-going assessment</td> <td>Continuing Assessment of competencies for each employee</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Percentage of Employees with Competency Gaps Provided with HR intervention							Q1	Q2	Q3	Q4	TOTAL	ECC	19%	27%			46%	OSHC	On-going assessment	Continuing Assessment of competencies for each employee			
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ECC	19%	27%			46%																									
OSHC	On-going assessment	Continuing Assessment of competencies for each employee																												
		Sub-Total		10%		10%																								
		TOTAL		100%		100%																								

⁸ 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

Certified Correct:


JAY B. GALASINAO
OIC, PPSMD


MARIA TERESA M. URBANO
Chief, Finance Division

Approved by:


STELLA ZIPAGAN-BANAWIS
Executive Director



Makati City
29 July 2021