



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



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28 April 2022

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 GCG Memorandum Circular No. 2017-02 dated 30 June 2017, may we submit the attached ECC-OSHC Quarterly Monitoring Report for the 1st Quarter of 2022 (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 2022

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

	COMPONENT						1 ST QUARTER (JANUARY – MARCH 2022)																															
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL																														
STAKEHOLDER / CUSTOMERS	SO1		ENSURED SATISFACTION OF STAKEHOLDERS																																			
	SM 01	Percentage of satisfied customers	Number of respondents who gave a rating of at least satisfactory ÷ total number of respondents	10%	0%	(Actual ÷ Target) x Weight 0% – If less than 80%	90% Satisfactory Rating	Terms of Reference for 3 rd Party Consultant under review																														
	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%	0%	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)	9% (21/223 – Total as of March 2022) <table><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><tr><td>1st</td><td>11</td><td>6</td><td>4</td><td>21</td></tr><tr><td>2nd</td><td></td><td></td><td></td><td></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>11</td><td>6</td><td>4</td><td>21</td></tr></table>	Qtr.	No. of PWRDs with Business	No. of PWRDs Employed	No. of PWRDs w Business & Employed	Total	1 st	11	6	4	21	2 nd					3 rd					4 th					TOTAL	11	6	4	21
	Qtr.	No. of PWRDs with Business	No. of PWRDs Employed	No. of PWRDs w Business & Employed	Total																																	
	1 st	11	6	4	21																																	
2 nd																																						
3 rd																																						
4 th																																						
TOTAL	11	6	4	21																																		
		Sub-Total	25%	0%		25%																																

	COMPONENT						1 ST QUARTER (JANUARY – MARCH 2022)														
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL													
FINANCE	SO2		MAXIMIZED BUDGET UTILIZATION																		
	SM 03	Efficient utilization of corporate operating budget	Total disbursement (net of PS) ÷ Total DBM Approved Corporate Operating Budget¹	10%	0%	All or nothing	Not lower than 90% but not exceeding 100%	36.32% ₱99,437,505.01 of ₱273,758,708.00 ECC – 47.56% as of March 31, 2022 (₱84,466,706.18 of ₱177,610,708.00) OSHC – 15.57% as of March 31, 2022 (₱14,970,798.83 of ₱96,148,000.00)													
			Sub-Total	10%	0%		10%														
INTERNAL PROCESS	SO3		ENHANCED EC BENEFITS THROUGH POLICY ISSUANCES																		
	SM 04	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%	0%	(Actual ÷ Target) x Weight	5 policies	0% (0/5 as of March 2022)													
	SO4		PROMPT AND FAIR RESOLUTION OF CASES																		
	SM 05	Efficient disposition of appealed cases within the Process Cycle Time (PCT)	Number of cases resolved by the Commission either via Referendum or through Commission meeting within the process cycle time ÷ Number of cases docketed as of 30 November	15%	0%	(Actual ÷ Target) x Weight 0% = If less than 80%	100% Appealed Cases disposed within the prescribed Process Cycle Time²	<table><tr><td></td><td>Q1</td><td>Q2</td><td>Q3</td><td>Q4</td></tr><tr><td>Total appealed cases disposed within 20 working days PCT</td><td>40% (8/20)</td><td></td><td></td><td></td></tr></table>						Q1	Q2	Q3	Q4	Total appealed cases disposed within 20 working days PCT	40% (8/20)		
	Q1	Q2	Q3	Q4																	
Total appealed cases disposed within 20 working days PCT	40% (8/20)																				

¹ Validation of total disbursement will refer to the actual uses of funds as provided in the Statement of Comparison of Budget and Actual Amounts.

² Applicable process cycle time based on compliance with Republic Act No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

COMPONENT							1 ST QUARTER (JANUARY – MARCH 2022)					
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL					
SO5		INCREASED AVAILMENT OF REHABILITATION SERVICES FOR PWRDs										
SM 06	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%	2.5%	All or nothing	100% of PWRDs with valid requests provided with rehabilitation services	100% 80 PWRDs provided with rehabilitation services					
								Q1	Q2	Q3	Q4	Total
							PT/OT	29				29
							Prosthesis	15				15
							Entrepreneurial /Skills Training	36				36
							Total	80				80
SO6		IMPROVED AWARENESS AND CAPACITY IN PRIORITY AREAS										
SM 07	Increase the number of new batches for the Mandatory Occupational Safety and Health (OSHC) Trainings for Safety Officers conducted	Actual number of batches provided for Safety Officers in compliance with R.A. No. 11058	5%	1.45%	All or nothing	500 new batches of OSH trainings	29% (147/500 batches as of March 2022)					
								Q1	Q2	Q3	Q4	Total
							New batches provided with OSHC Trainings	147				147
SO7		EFFICIENT DELIVERY OF TECHNICAL SERVICES										

		COMPONENT					1 ST QUARTER (JANUARY – MARCH 2022)							
		STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL						
		SM 08	Percentage of Technical services completed within the process cycle time (PCT) ³	Number of Technical Services completed within PCT ÷ Total number of Technical Services with valid request	10%	2.5%	(Actual ÷ Target) x Weight 0% = if less than 95%	100% of Technical Services processed within 20-day Process Cycle Time PCT	100% (105/105 as of March 2022)					
									Q1	Q2	Q3	Q4	Total	
								OH Examination	2				2	
								PPE Testing	103				103	
								WEM	0				0	
								Total	105				105	
		Sub-Total			50%	21%		50%						
		SO8	MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM											
LEARNING AND GROWTH	SM 09	Improve Quality Management System	Actual accomplishment	5%	0%	All or nothing	Pass Surveillance Audit on ISO Certification 9001:2015	ECC: <ul style="list-style-type: none">Effective 2022, ECC has considered Performance Scorecard, OPCR and Statistical Performance Reporting System as the FQOs which are being monitored/reviewed/reported regularlySelected employees attended training on:<ul style="list-style-type: none">✓ Information Security Management System Awareness✓ Business Continuity PlanReview of the results of the Recertification Audit particularly the recommendations and opportunities for improvement OSHC: <ul style="list-style-type: none">Conducted Management Review meetingConducted Review of procedures						

³ 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.

COMPONENT							1 ST QUARTER (JANUARY – MARCH 2022)					
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL					
S09		DEVELOPMENT OF HUMAN RESOURCES CAPABILITIES										
SM 10	Percentage of Employees with Required Competencies Met	Competency Baseline ⁴ 2022 - Competency Baseline 2021	5%	0%	All or nothing	Improvement on the Competency of the Organization based on the 2021 year-end assessment	Improved Competency based on 2021 year-end assessment					
							Employees with 2021 Competency Gap	Provided with HR intervention				
								Q1	Q2	Q3	Q4	TOTAL
							ECC	14%				14%
							OSHC	On-going assessment				
SM 11	Integration of ECC and OSHC Structure, Operations, Systems, and Procedures	Actual Accomplishment	5%	0%	All or nothing	Submission of Documentary Requirements for Proposed Restructuring Plan ⁵	<ul style="list-style-type: none">Conducted joint CMT meetingsAttended GCG Briefing on EO150 and its IRRAttended GCG face-to-face meeting to discuss the implementation of the Compensation and Position Classification System (CPCS)					
		Sub-Total	15%	0%		15%						
		TOTAL	100%	6.45%		100%						

⁴ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

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

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

⁵ Complete documentary requirements as identified per GCG memorandum Circular No. 2015-04 (Re-issued) and Guidebook for Reorganization for GOCCs.

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STELLA ZIPAGAN-BANAWIS
Executive Director

Makati City
28 April 2022