

# EMPLOYEES' COMPENSATION COMMISSION

2022 ANNUAL REPORT



1975  2022

47 YEARS OF

**EXCELLENCE AND  
COMPASSION IN  
CIVIL SERVICE**



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## MISSION

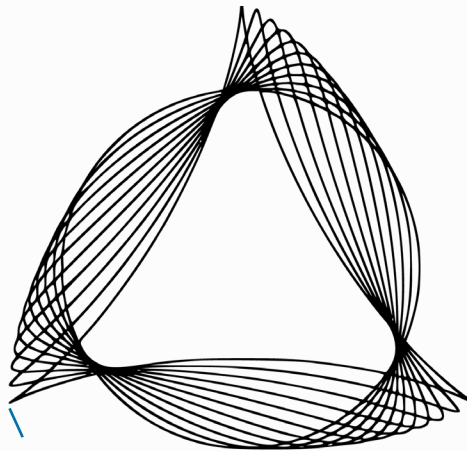
To develop and implement effective OSH policies and programs for the promotion of a healthy working population and prevention of work related contingencies.

To promptly provide workers and/or their dependents with adequate benefits and rehabilitation and other related services in the event of work-connected accident, injury, illness and death.

To manage a sound, strong, and wisely invested State Insurance Fund.

## VISION

By 2025, ECC is a nationally-recognized social insurance government institution committed to protect all workers through effective programs and excellent services.



## CORPORATE VALUES

We are God-loving, dedicated and steadfast professionals and public servants.

We stand for integrity, transparency, efficiency, and effectiveness in our office operations.

We deal with our clients and other publics with utmost courtesy, patience, compassion and dedication.

We deliver excellent services promptly and fairly to all.

# THE EMPLOYEES' COMPENSATION COMMISSION

The ECC is a government corporation. It is attached to the Department of Labor and Employment for policy coordination and guidance.

It is a quasi-judicial corporate entity created to implement the Employees' Compensation Program (ECP). The ECP provides a package of benefits for public and private sector employees and their dependents in the event of work-connected contingencies such as sickness, injury, disability or death.

As implementor of the Employees Compensation Program, ECC is mandated by law to provide meaningful and appropriate compensation to workers. Its main functions are:

To formulate policies and guidelines for the improvement of the employees' compensation program;

To review and decide on all EC appealed claims disapproved by the Systems; and,

To initiate policies and programs toward adequate occupational health and safety and accident prevention in the working environment.





**By 2025, ECC is a nationally-recognized social insurance government institution committed to protect all workers through effective programs and excellent services.**





# MESSAGE FROM THE PRESIDENT



I extend my heartiest congratulations to the Employees' Compensation Commission (ECC) on all of its successes in the year 2022.

ECC has persevered for so long to improve the lives of Filipino employees by providing services and benefits that alleviate the suffering brought on by unforeseen circumstances at work. I firmly believe that the Commission's initiatives gave everyone who worked to rebuild their self-confidence and optimism, inspiring other employees to pursue economic stability.

With the CoViD-19 pandemic on the rise, there are undoubtedly many challenges and restrictions, particularly when it comes to providing services to the beneficiaries. However, this demonstrated the Commission's tenacity in pursuing its objective of easing the financial anguish experienced by workers with work-related disabilities.

I am confident that the ECC's directives will support the Philippine government's strategy for assisting the Filipino people in fully recovering from the uncontrolled hardships brought on by CoViD-19.

We have great opportunities and tremendous difficulties confront us. But, we will overcome them with your assistance and make the upcoming year the best one in our history.

# MESSAGE FROM THE LABOR SECRETARY

GREETINGS!

I commend the Employee's Compensation Commission (ECC) for consistently championing the welfare of our workers in the private and public sectors most especially, our persons with work-related disabilities (PWRDs). Notwithstanding the CoVID-19 pandemic, the ECC persists in implementing existing programs and services under the Employees' Compensation Program and in providing compensation under the Social Security System and Government Service Insurance System for work-related contingencies such as sickness, injury, and death.

To alleviate the workers' physical challenges brought about by their work-connected disabilities, rehabilitation services for physical, psycho-social, and occupational concerns are also made available through ECC. Likewise, EC cash assistance and business starter kit to help workers manage their post-disability finances and assist them during rehabilitation period are provided.

There is, however, a greater challenge for the Department and the ECC under the Philippine Development Plan 2023-2028.

The PDP is a plan for deep economic and social transformation to reinvigorate job creation and accelerate poverty reduction by steering the economy back on a high-growth path. This growth must be inclusive, building an environment that provides equal opportunities to all Filipinos, and equipping them with skills to participate fully in an innovative and globally competitive economy.

The mandate for us is not just to create jobs, but also to create healthy workplaces. And a healthy workplace is one where, should any work-related contingency arise, the worker has ready access to health and other services so he may recover and continue in his employment.



My call to the ECC then is for the Commission to further broaden its reach. Increase awareness among our workers about your programs and services. Expedite the processing of EC claims so that our assistance may be timely. And when possible, widen the provision of cash assistance and business starter kit for your service to be comprehensive.

Our goal is to assure the worker that government is ready to help them and when misfortune comes, that we are able to provide timely assistance to help him recover and re-integrate himself into the economic mainstream.

# MESSAGE OF THE EXECUTIVE DIRECTOR



In 2022, the COVID-19 pandemic is still regarded as a global threat which made a significant impact on the global economy as well as the safety and health of the general public. Despite the risks, this strengthened Filipino workers' resilience and motivation to toil and succeed.

The Employees' Compensation Commission was not exempted. It has also taken a toll on our staff and their families. However, ECC remains committed to serving our stakeholders by providing quality programs and services, despite the challenges of the pandemic.

When I took office in the third quarter of the year, I made it a priority to carry on former Executive Director Stella Banawis' 11-year legacy and improve the commission's work through various measures. Among these initiatives are those aimed at improving the services and streamlining processes while also improving internal operations in accordance with ISO standards.

With the evolution of the digital technology landscape in the

government services, ECC was able to reach out to human resource officers, company representatives, and the public, through the use of online platforms. They were able to learn a lot about the EC Program from the comfort of their offices or homes.

Online filing of EC Claims, particularly at the Social Security System (SSS), also played a significant role in ensuring effective service delivery and reducing processing time for EC initial benefits such as sickness, disability, and death.

We won't achieve these milestones without the support and collaboration of our administering agencies, the Social Security System (SSS) and Government Service Insurance System (GSIS), who has been our significant partners in helping us deliver efficient and effective services of the EC program to our clients in both private and public sector.

One of ECC's interventions to mitigate the effects of the crisis was the provision of livelihood starter and complementary kits to qualified persons with work-related disabilities (PWRDs). Through this, we hope to help PWRDs overcome their disability limitations by providing them with the necessary tools to start their own business.

The reopening of our partner government and private medical institutions that offer rehabilitation services made us once again provide free physical and/or occupational therapy offered to our PWRD beneficiaries nationwide. We ensure the renewal of our Memorandum of Agreement (MOA), particularly for those who have been our partners in providing these services throughout all these years.

This annual report will highlight our accomplishments from the previous year as well as our plans to achieve our vision. As you go through it, we hope that you will be inspired as we share with you how the Commission has done its part in addressing the challenges that have emerged from the COVID-19 crisis and have been able to contribute to the Philippines' economic resilience.

ECC is honored to serve the Filipino workforce.





47

years  
of  
public  
service



## 2022: Paving the way for a more responsive and inclusive EC Program



As the year 2022 comes to a close, the Employees' Compensation Commission (ECC) saw another year of big leaps as it unwaveringly hurdled new challenges in the face of the pandemic with the help and support of all the hardworking Filipino workers and their employers.

ECC made sure to constantly revisit its existing programs and craft new ones that provide comprehensive solutions to the changing needs and demands of Filipino workers in both the private and public sectors; such responses to clients' real time concerns include programs that boost the morale of all persons with work-related disabilities (PWRDs).

Bearing the standards of a quality public service, ECC vows to keep its safeguards in place to protect the Filipino workers and provide them only the best, meaningful, and relevant benefits, and services through the Employees' Compensation Program (ECP).

In 2022, these initiatives are reflected on the number of Employees' Compensation (EC) claims provided to hundreds of thousands of workers and/or their families around the country who experienced work-related contingencies.

The constant need to develop more structured programs and services leads ECC to a more promising future for social protection that is adequate to meet the evolving challenges of our workers.



## EC Benefits Claims and Payments

According to the September 2022 data from ECC's administering agencies, the Social Security System (SSS) and the Government System Insurance System (GSIS), a total of 316,640 EC benefits claims were approved and released to claimants in the amount of 1.91 billion pesos.

Of the said claims granted to workers, 128,717 were due to sickness; 15,396 due to disability; 167,822 under death and pension claims; 500 for funeral benefits; 4,205 for medical services including medical reimbursements; and 500 for the one time financial assistance to qualified EC pensioners.



## ECC's Quick Response Program

ECC has made great strides in 2022 with respect to expanding its program to workers who contracted CoVID-19.

In addition to the primary EC benefits provided by the SSS and GSIS under the ECP, the ECC Quick Response Program (QRP) in the form of cash assistance intends to provide workers and their families with immediate financial support, as an ancillary benefit.

Claimants with approved EC claims from the Systems are eligible for an additional P10,000.00 for sickness claims and P15,000.00 for beneficiaries in case of work-related death claims. EC cash assistance, unlike principal EC benefits claims, is currently managed by the ECC Central Office.

ECC is pleased to report that, as of December 2022, a total of P105.84 million in cash assistance benefits were granted to a total of 10,537 beneficiaries. A total of 9,946 of these approved applications were due to CoVID-19 cases.

With the increasing number of cash assistance applications in recent years, ECC is now considering alternative modes of disbursing cash assistance claims in addition to the traditional releasing of payment via checks for a faster and more efficient disbursement process. Here, the benefit will be transferred directly to the claimants' electronic accounts. This is also to mitigate the risks of contracting diseases that can be acquired thru face-to-face interactions.



## EC Katulong at Gabay sa Manggagawang may Kapansanan (KaGabay Program)

In order to provide comprehensive coverage under ECP, other EC programs are being offered to workers, particularly those who have become physically challenged as a result of a work-related illness or accident. ECC continues to provide rehabilitation services such as free physical, psychosocial, and occupational therapy, provision of prosthesis and other assistive devices, enrollment of PWRDs in entrepreneurship programs, distribution of business starter kits worth P20,000.00 and an additional P10,000.00 complementary kit.

This year, 103 PWRDs received physical and occupational therapy services. Of this batch, 60 PWRDs were given prosthesis or assistive devices or 94% of the target.

To ensure that they are equipped with new knowledge and skills after sustaining physical disabilities, ECC facilitated the enrollment of 142 PWRDs in livelihood skills trainings, which is a pre-qualifying requirement for the grant of an EC livelihood starter kit.

The KaGabay program remains committed to its mission of not only providing guidance to PWRDs but also reintegrating them into the economic mainstream. In fact, 103 PWRDs who were previously provided with EC livelihood starter kits, continue to grow their recently opened business.

Aside from the free therapy sessions, 75 PWRDs were also provided with transportation and meal allowances (TMA) for PT/OT sessions amounting to P498,000.00.

The various ECC services is an evident recognition of PWRDs' full and equal rights as vital members of the society. It emphasizes their contribution to the country's workforce, which is a major driver of economic activity.

ECC vows to enhance its existing programs and develop new ones that will have an immediate, direct, and significant impact on the lives of people with work-related disabilities. Despite physical limitations, ECC hopes to empower and assist all PWRDs in the country in reaching their full potential.



## Disposition of EC appealed Cases

Aside from providing monetary benefits, the ECC has quasi-judicial authority to decide on cases brought before it for review. Thus, in exercising this power, the ECC for 2022 was able to dispose 96% or 71 out of 74 appealed cases. Likewise, 83% or 57 out of 69 cases were disposed within the 20-working day process cycle time.

These cases were lengthily studied by medical and legal experts to ensure that all cases are resolved effectively.







## Employees' Compensation Program Public Awareness Program

With the rise of digital media, the need to strengthen the external campaign for public awareness of ECP has become more apparent. As a result, ECC continues to innovate in the way it disseminates information to the public.

In 2022, ECC was able to organize 168 ECP advocacy seminars, which is 140% of its 120 target. These seminars were attended by 6,565 workers and 5,023 companies nationwide.

In addition to these advocacy seminars, ECC participated in and attended a total of 705 webinar invitations to further promote the ECP. These webinar invitations brought together 18,062 companies and 31,499 workers across the country.



## **ECC, ISO Re-certified**

ECC maintained its ISO certification after its acquisition of ISO 9001:2008 certification in 2015 for its brand Quality Management System (QMS). Such certification covers core processes of ECC such as development and review of policy on EC program, disposition of EC appealed cases, rehabilitation of PWRDs, and information dissemination. Other areas of its management and support processes including a number of regional extension units were also included.

Recently, ECC passed the second surveillance audit where its certification was upgraded to ISO 9001:2015 standards.

## **Enhancements in Benefits**

ECC is continuously expanding its membership under the EC program. The most recent of this is the expansion of coverage of EC program to the self-employed compulsory members (SE members) of SSS under ECC and SSS joint memorandum circular no. 1, s. 2020. This provides them the opportunity to also become members of ECC. The membership for this category officially kicked off in September 2020.

With this recent move by the Commission, about 3.36 million SE members can be entitled to all EC benefits claims provided to the regular EC members. These benefits include EC sickness, disability, death with funeral, medical reimbursement, cash assistance, rehabilitation services which also provide for EC livelihood trainings and starter kits for PWRDs.

To maximize the availment of these benefits, ECC Board Resolution number 22-06-15 essentially prescribe and reiterate the provisions in PD 626 which require both SSS and GSIS to make a periodic actuarial examination and valuation of its funds in accordance with accepted actuarial principles.

Aside from these, Board Resolution numbered 19-11-42 promulgates the policy on expanding the coverage to land-based overseas Filipino workers who are registered members of the SSS.

ECC also hopes to implement the increase of daily income benefit for EC temporary total disability both in the public and private sector once approved by the Office of the President.

All hands-on-deck for ECC as it moves farther with better visions for the future of the Filipino workers.



## Ways Forward

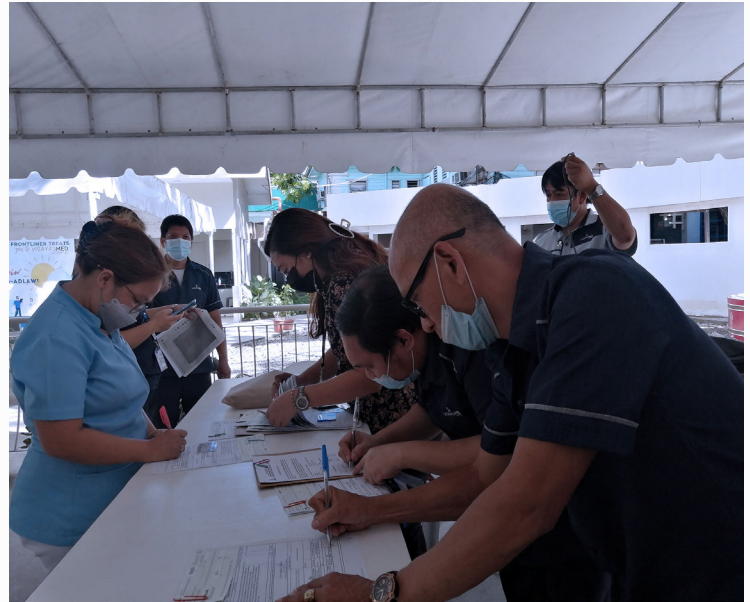
ECC will continue to strive for excellence. There is still much work to be done for Filipino workers. That is why, ECC is constantly looking in the future with programs that are anchored on its mission to bring significant impact not just to the lives of the workers but to all employers as well.

To help our PWRDs move forward, ECC's management is presently enhancing its 'Return-to-Work' Program. The program will directly benefit our PWRDs whose acquired disabilities pose challenges on how they could bounce back to their normal lives.

With the proposed reorganization, ECC together with the Occupational Safety and Health Center (OSHC) will continue to be more responsive to workers' concerns by providing relevant package of benefits while designing more comprehensive and inclusive coverage under the EC program.

In terms of financial stability of the State Insurance Fund (SIF), ECC had a notable performance in 2022, with total reserves of P7.29 billions of SSS-managed SIF for future payment of EC claims in the private sector and a total reserve of P33.61 billion of GSIS-managed SIF for future payment of EC claims in the public sector.

The torch that fuels the public service will continue to ignite ECC's determination to serve the Filipino workers. It will not be limited by any future challenges that will come its way. Rather, those will serve as a motivation to always come out with improved services and programs that are hinged on the desire to provide full protection to Filipino workers.





## 2022 AWARDS AND RECOGNITIONS



1) ASSA RECOGNITION AWARD FOR ECC'S NEWEST ONLINE BUDDIES, O-PA AND ECAI - ASEAN SOCIAL SECURITY ASSOCIATION, 23-24 NOVEMBER 2022

2. CERTIFICATE OF RECOGNITION IN ESTABLISHING A PARTNERSHIP IN DISSEMINATING THE EC PROGRAM AMONG ITS OFFICERS AND ITS EMPLOYEES - ARCHDIOCESAN MINISTRY FOR LABOR CONCERNS, 06 NOVEMBER 2022

3) TRIPARTITE PARTNERSHIP AWARD FOR A STRENGTHENED LABOR-MANAGEMENT PARTNERSHIP WITH A SHARED GOAL OF PROMOTING GAINFUL EMPLOYMENT OPPORTUNITIES, PROTECTING WORKERS, AND FOSTERING WELFARE THROUGH SOCIAL DIALOGUE IN ATTAINING INDUSTRIAL PEACE IN NORTHERN MINDANAO, 01 MAY 2022

4) PLATINUM AWARD FOR THE OUTSTANDING IMPLEMENTATION OF THE DOLE COMMUNICATION PROGRAM FOR FY 2021, 22 APRIL 2022

5) CERTIFICATE OF RECOGNITION FOR ECC'S MERITORIOUS ROLE AND UNENDING SUPPORT FOR THE COVID-19 INFECTED EMPLOYEES OF ANDARAYAN NATIONAL HIGH SCHOOL, 20 APRIL 2022

6) CERTIFICATE OF APPRECIATION FOR THE ASSISTANCE IN THE PROCESSING OF EMPLOYEES' COMPENSATION CASH ASSISTANCE TO QUALIFIED EMPLOYEES OF FCF MINERALS CORPORATION WHO ACQUIRED WORK-RELATED COVID-19, 12 APRIL 2022

7) CERTIFICATE OF RECOGNITION FOR ECC'S OUTSTANDING SERVICE, CONSTANT SUPPORT AND TIRELESS EFFORT IN PROVIDING CASH ASSISTANCE TO QUALIFIED EMPLOYEES OF THE LOCAL GOVERNMENT UNIT OF MADDELA WHO ACQUIRED WORK-RELATED COVID-19, 06 APRIL 2022

8) CERTIFICATE OF RECOGNITION FOR ECC'S ASSISTANCE IN THE PROCESSING OF EMPLOYEES' COMPENSATION CASH ASSISTANCE TO QUALIFIED EMPLOYEES OF ST. PAUL HOSPITAL OF TUPEGARAO WHO ACQUIRED WORK-RELATED COVID-19, 31 MARCH 2022

9) CERTIFICATE OF RECOGNITION FOR ESTABLISHING PARTNERSHIP ON DISSEMINATING THE EC PROGRAM AMONG ITS OFFICERS AND EMPLOYEES - RESORTS WORLD MANILA, 22 MARCH 2022

10) SPECIAL CITATION IN RECOGNITION TO THE DEDICATION AND REMARKABLE EFFORTS TO IMPART KNOWLEDGE THROUGH PUBLIC SERVICE RADIO - RADIO MINDANAO NETWORK, 21 MARCH 2022



# **ECC NEWS 2022**

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## ECC pensioners receive more than half-a-billion COVID-19 financial assistance

The Employees' Compensation Commission (ECC) recently announced that a total of 27, 072 EC pensioners have received financial assistance amounting to ₱541,440,000.00 from the time of its initial roll out in June 2020.

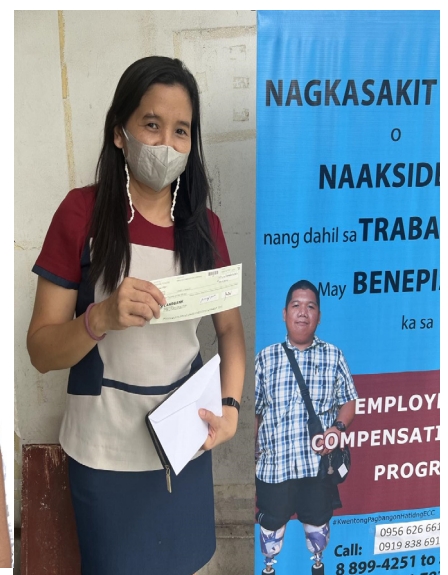
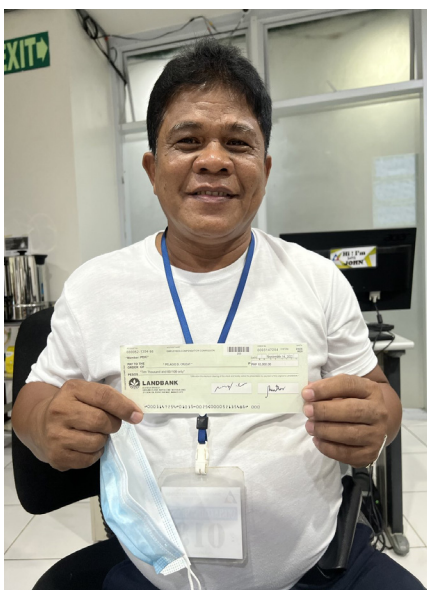
President Rodrigo Duterte signed Administrative Order No. 39 on April 19, 2021, which authorized ECC to release ₱20,000.00 financial assistance to each qualified EC pensioner both in the private and public sectors.

The one-time financial assistance of ₱20,000.00 each was released by SSS and GSIS, both implementing agencies for the EC Program. These were automatically credited to the pensioners' accounts or granted through check, on top of their EC monthly pension.

Qualified recipients are those EC pensioners in the public and private sectors with at least one month of permanent partial disability (PPD), permanent total disability (PTD), or survivorship pension from January 1, 2020, to May 31, 2021.

ECC Executive Director Stella Zipagan-Banawis said, "ECC considered our EC pensioners in the provision of assistance as they have also been affected by the covid19 pandemic because of their vulnerabilities and the prolonged economic impact brought by the pandemic."

"Our PWRDs and their families need the helping hand that ECC had been extending these past years. We also reiterate the importance of maintaining safety and health protocols in our workplaces and in our homes to prevent the spread of covid19," Director Banawis added.





## Admissibility of confirmatory test in EC claim application

Positive results from rapid antigen test on Covid19 issued by DOH accredited testing facilities for Covid19 in the filing of Employees' Compensation claims at the Social Security System (SSS) and in the Government Service Insurance System (GSIS).

ECC Executive Director Stella Zipagan-Banawis said, "We seek all ways possible that will help expedite the processing of EC claims and make the process easier for our workers in claiming benefits under the EC Program. It is the ECC's commitment to deliver a responsive, effective, and efficient program to workers who meet work-related sickness, injury, or death especially in this time of pandemic."

Covid19 has been listed under the ECC List of Occupational and Work-Related Diseases following the approval of Board Resolution No. 21-04-14 which provides the compensability of Covid19 under Annex A of the Amended Rules on Employees' Compensation. Workers who contracted work-related Covid19 may file and claim benefits such as EC sickness and EC medical reimbursement. In case of work-related death due to Covid19, the worker's eligible beneficiaries may file EC Death with funeral benefits at the SSS or GSIS. The SSS and GSIS are ECC's administering agencies for the processing of EC claims for the private and public sectors, respectively.

The ECC also passed Board Resolution No. 20-03-07 in March 2020 directing the SSS and the GSIS to streamline the processing of EC claims of workers for diseases that were acquired in the line of duty during outbreaks, epidemics, and pandemics.

"The ECC will continue to formulate policies and come up with guidelines for the improvement of the EC Program and exhaust efforts to ensure that our workers are provided with adequate and prompt assistance in the event of work-related contingencies," Director Banawis said.



## Recurrence of Hernia, compensable under the EC Program

A 54 year old, resident of Cabuyao Laguna worked as a seafarer from January 1998 until February 2020. Since 2006, he was employed as a chief cook under different contracts by MAERSK Filipinas Crewing, Inc. In 2009, he suffered from Hernia but it was surgically repaired. On June 3, 2018, he sought for medical consultation at a hospital in China after he experienced difficulty in urinating with penile pain and a bulging scrotal mass. An ultrasound was performed with a diagnosis of Hernia.

On June 8, 2018, he was repatriated to the Philippines and was referred to the Marine Medical Services for further evaluation. He was confined at the Cardinal Santos Medical Center from June 19-22, 2018 and had undergone Hernioplasty on June 20, 2018.

In July 2018, he filed for EC disability benefits at the Social Security System (SSS) Calamba Branch, but it was denied because his Hernia was a pre-existing illness.

Upon review, the Employees' Compensation Commission (ECC) ruled in favor of the seafarer.

Under the "Increased Risk" theory, an illness is compensable under the EC Program when the employee can show reasonable proof that his illness was caused by the nature of his work or working conditions.

According to the ECC, the seafarer's duties as a chief cook for more than 10 years contributed to the recurrence of his hernia. His job entailed lifting of pallet with assorted meals that weighs around 30 kilos per box. Carrying heavy weights and performing other strenuous activities undeniably increased his risk of contracting hernia.

Thus, even if the appellant had previously suffered hernia and in fact, had undergone Hernioplasty in 2009, his working conditions and his functions as chief cook had provided a reasonable probability that his working conditions caused the recurrence of his hernia.

The seafarer was awarded disability benefits under the EC Program.

The Employees' Compensation Commission, an attached agency of the Department of Labor and Employment (DOLE), is tasked to review EC claims denied by the SSS and GSIS, on appeal.

## **Security guard wins appeal at ECC**

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The Employees' Compensation Commission (ECC) recently reversed the Social Security System's decision and granted disability benefit to a security guard for his knee amputation.

In 2004, a 42-year-old security guard went home earlier than his usual working hours. He was about to board a Calamba – Batasan jeepney when another jeepney lost its brakes and hit his left foot with its bumper.

The security guard underwent above the knee amputation at the Orthopedic Medical Center. His SSS disability benefits were granted in 2005, 2009, and 2011.

However, when the security guard filed his claim for EC benefits, his employer is no longer in operation.

SSS denied his EC claim and cited that there is no proof that the worker is about to go home during the accident. When the guard filed a motion for reconsideration, SSS sustained its initial decision since the “going to and coming home” rule cannot apply due to insufficiency of evidence.

On appeal, ECC ruled in favor of the security guard.

Appellant came from a 24-hour duty and met an accident while he was about to board a jeepney on his way home.

Under ECC Board Resolution No. 3914-A or the “Going to and Coming from” the Place of Work Rule, the injury or death of a covered member is considered compensable when the accident happened while the employee is going to or coming from the workplace. Pursuant to the Board Resolution, the act of the employee in going to or coming from the workplace must have been a continuing act, that is, he had not been diverted therefrom by any other activity, and he had not departed from his usual route to or from his workplace.

ECC noted that the appellant left his workplace a little earlier than usual but it should not be an issue since there was no deviation in the route of the guard as defined by the “going to and coming home rule.” Also, the distance between the appellant's workplace and the place of the accident is only 2.8 kilometers or about 35-minute walk.

Thus, the security guard was awarded EC disability benefits by the ECC.

EC claims for work-related sickness or injury resulting in disability or death are filed at the SSS for the private sector and the GSIS for the public sector.



## **ECC: Hospitalized or not, workers who acquired work-related Covid19 could claim EC benefits**

The Employees' Compensation Commission (ECC) recently announced that workers who acquired work-related Covid19 could claim benefits under the Employees' Compensation Program regardless of whether they were hospitalized or not.

"This is to answer the questions of workers who suffered from Covid due to work but they were not confined in hospitals," ECC Executive Director Stella Zipagan-Banawis said.

The ECC has been granting claims for work-related Covid19 since 2020 under the "increased risk" theory where an illness can be compensable provided that it can be shown by substantial evidence that the illness is caused by factors inherent in the worker's nature of work or his/her working conditions. On April 6, 2021, ECC approved Board Resolution No. 21-04-14, which included Covid19 in its list of occupational and work-related disease.

As the number of workers who suffered from Covid19 continues to rise, we want to remind everyone that Covid19 could be compensable regardless of its severity and whether the worker was hospitalized, recovered in a quarantine facility, or underwent home isolation," said Director Banawis. "We also emphasize that ECP benefits is over and above the benefits provided by PhilHealth, the Social Security System (SSS) and Government Service Insurance System (GSIS). And, employees need not exhaust their sick leave credits to avail EC benefits."

Under the EC Program, workers who acquired Covid19 due to work could claim EC benefits such as EC daily sickness, medical and disability benefits. Qualified dependents of workers who died due to work-related Covid19, on the other hand, could claim EC death with funeral benefits. Applications for EC claims are filed at the Social Security System (SSS) for private sector employees and at the Government Service Insurance System (GSIS) for government sector employees.

## **Over 81,000 workers granted P473 million for work-related CoVID-19**

The Employees' Compensation Commission (ECC) has granted a total of over P473 million to over 81,000 claims of workers in both the private and public sectors who contracted work-related Covid19 since the start of the pandemic in 2020.

Through its implementing agencies, the Social Security System (SSS) for the private sector and the Government Insurance System (GSIS) for the public sector, the ECC provided EC sickness, medical, and death benefits in the total amount of P473,094,756.01 to 81,514 number of claims. Almost P255 million was granted to 35,132 number of claims in the private sector while more than P218 million was awarded to 46,382 number of claims from the public sector.

"The Covid19 pandemic has greatly affected our people, especially our workers who are in the frontline, either to prevent the spread of Covid or get our economy back on track. We are happy to extend assistance to workers who contracted Covid19 because of their work or their working environment to lessen the financial burden brought by the disease and the pandemic," ECC Executive Director Stella Zipagan-Banawis said.

Workers who tested positive of Covid19 acquired at work may file and claim EC sickness benefit and EC medical reimbursement. In case of death, the ECC provides EC death with funeral benefits. The affected workers may file their EC claim at the SSS or GSIS branch nearest to their workplace or residence.

## **More than 46k government employees with CoVID-19 receive EC benefits**



As of 14 January 2022, a total of 46,382 government employees from different government agencies in the Philippines have received EC benefits due to work-related Covid19 from the Employees' Compensation Commission (ECC) thru its implementing agency – the Government Service Insurance System (GSIS).

Since the Covid19 pandemic hit the country in the first quarter of 2020, many government workers have been infected with the virus, including our medical professionals, uniformed personnel, and other essential workers who we consider as frontliners.

From 2020 until January this year, the ECC has granted a total of 218,392,141.95 EC claims to government workers thru the GSIS.

Under the EC Program, not only will government workers receive EC sickness benefits, their medical expenses can also be reimbursed thru the GSIS. On top of that, they may avail of the 10,000.00 or 15,000.00 EC Cash Assistance which is to be filed at [cashassistance.ecc.gov.ph](https://cashassistance.ecc.gov.ph).

“The pandemic has significantly affected everyone though we see a slight decline in the number of cases recently. Many of those who got infected by the virus are workers who are now faced with financial burdens, on top of their health problems. The ECC through its EC program is extending assistance to help defray the financial burden they are experiencing,” ECC Executive Director Stella Zipagan-Banawis said.

## Empleyadong nagka-Covid, mahigit P380K na medical reimbursement natanggap sa ECC

Nakatanggap ng halagang ₱380,098.78 reimbursement ng out-of-pocket expenses na gastusing medikal mula sa Employees' Compensation Commission (ECC) ang isang empleyado ng Mass Rapid Transit (MRT) na nagkaroon ng Covid19 nang dahil sa trabaho. Bukod dito ay naaprubahan din ang kanyang EC sickness benefit sa Government Service Insurance System (GSIS) at nakakuha ng EC cash assistance noong Hulyo 27, 2021.

Noong 2021, ang nasabing empleyado ay nagpa-swab test sa kadahilananang siya ay may nararamdamang sintomas ng Covid19. Nang lumabas na ang resulta ng kanyang swab test, siya ay nagpositibo at naitala na may severe Covid19 case.

Dahil sa nangyari, agad na nagsagawa ang ahensya nila ng health at safety protocols sa kanilang opisina. Pinayuhan din ang mga empleyadong nakasalamuha niya na mag-isolate at i-monitor kung may mararamdaman silang sintomas.

Ayon sa empleyadong nagpositibo sa Covid, "Nagka-Covid ako nang dahil sa trabaho. Marami kasi kaming nakakasalamuha na tao. Sobrang hirap matamaan ng Covid19, na-isolate ako sa hospital at may mga panahon na kinakapos ako sa paghinga. Bukod sa naranasan kong ito, ang nagpapabigat ng sitwasyon ay ang pag-iisa at yung pakiramdam na hindi mo makakasama ang iyong pamilya sa laban na ito."

Habang naka-quarantine ay naalala niya ang seminar na nadaluhan tungkol sa EC Program. Agad niyang tinawagan ang kanilang ahensya para maasikaso ang mga dokumento na kailangan sa pagfile ng EC claim. Sa ilalim ng EC Program, ang mga manggagawa na nagkasakit, naaksidente o namatay nang dahil sa trabaho ay makakatanggap ng EC benefit. Sa kaso ng mga nagpositibo sa Covid19 (asymptomatic, mild, moderate, severe and critical), maaari silang makakuha ng EC sickness benefit, EC medical reimbursement kung may gastusing medikal at EC cash assistance.

"Madali lang naproseso ang aking EC claim sa GSIS. Nakatanggap ako ng EC sickness benefit sa halagang ₱4,200.00 para sa dalawampu't isa (21) na araw na ako ay naka-quarantine. Bukod dito ay nakatanggap rin ako ng ₱10,000.00 EC cash assistance mula sa ahensya ng ECC," saad ng EC benepisyaryo.

Dagdag pa ng EC benepisyaryo, "Laking pasalamat ko sa aming ahensya at sa ECC! Sa mga panahong nawalan ako ng pag-asa dahil sa pandemyang ito, nandiyan ang ECC. Walang sawang suporta at pag-asikaso ang ibinigay ng mga staff nila."

## Driver survived electrocution at work, receives prosthetic arms from ECC

Jackyven Patayon, a truck driver in Misamis Oriental, had a work-related accident in September 2017. The unfortunate incident occurred when Patayon was on his way to deliver steel bars to their customers. The bars were caught by an electric wire. In his attempt to untangle the wire, he was electrocuted by a live power line. He survived the electrocution, but the doctors decided to amputate both of his arms.

Patayon lost his job due to his condition. Devastated by the situation, he decided to seek assistance from the Department of Labor and Employment (DOLE) Regional Office No. 10, where he was referred to the ECC office in Cagayan de Oro City.

With ECC's help, Patayon received EC sickness and disability benefits at the Social Security System (SSS).

Under the ECC's Katulong at Gabay sa Manggagawang may Kapansanan (Kagabay) Program, Patayon was granted free consultation with a rehabilitation doctor, free twenty (20) physical therapy sessions at Northern Mindanao Medical Center, and transportation and meal allowance amounting to ₱10,500.00.

Since Patayon is already a person with work-related disability (PWRD), he is qualified to avail the other benefits provided under the ECC KaGabay Program. Thus, he joined the livelihood seminar conducted by ECC CDO, in partnership with the Regional Tripartite Wages and Productivity Board – 10. In July 2019, ECC awarded him with a ₱20,000 worth of starter kit for his hog raising business. This serves as his source of living to support his family.

ECC also granted Patayon with above elbow cosmetic hand for his left arm and an above elbow with a mechanical hook for his right arm worth ₱300,000.00 on January 27, 2022 at the ECC office in Cagayan de Oro City.

The ECC's KaGabay Program refers qualified PWRDs to accredited hospital or clinics for appropriate rehabilitation services which includes physical restoration, provision of physical or occupational therapy, prosthesis, and assistive devices to achieve functional independence. ECC also provides livelihood or vocational training to further help PWRDs become productive members of society.



## Sa tulong ng ECC, minerong naaksidente sa trabaho, nabigyan ng libreng orthosis

### *“Balbaleg a salamat.” (Maraming salamat)*

Ito ang masayang sambit ni Aldeon Glen Garin, 28, ng Bonuan Boquig, Dagupan City matapos niyang tanggapin ang libreng Hip Knee Ankle Foot Orthosis (bilateral) bilang tulong sa kanya ng Employees' Compensation Commission (ECC).

Iginawad ang orthosis kay Garin na nagkakahalaga ng ₱160,000.00 nitong ika-19 ng Enero bilang bahagi ng rehabilitation services sa ilalim ng EC Program.

“Maraming salamat at masusubukan ko muling makapaglakad nang sa gayon gumaling na rin itong mga bed sores ko dahil sa pagkakarayat sa banig,” pahayag ni Garin.

“Masaya kahit papano dahil hindi kami pinapabayaan. Naipo-provide pa rin namin ang pangangailangan ng mga bata dahil sa tulong ng ECC,” ayon kay Abigail, maybahay ni Garin.

“Ang mga katulad ni Garin na nagkaroon ng work-related accident kung saan nagresulta sa kanyang pagkabalda ay binibigyan natin ng libreng rehabilitation services gaya ng prosthesis, hearing aid, wheelchair at iba pa depende sa kanyang pangangailangan at rekomendasyon ng kanyang doktor,” paliwanag ni Randy Angelo Ponciano, ECC Regional Focal.

Sa layuning tuluyang makapaglakad muli si Garin, siya'y sasailalim din sa libreng physical therapy session sa hospital partner ng ECC sa lungsod ng Dagupan.

“Ang ECC ang hindi lamang natitigil sa pamimigay ng monetary benefits bagkos sisikapin din natin na maibalik sa mga person with work-related disability (PWRD) kung ano ang nawala sa kanila bago sila maaksidente kaya nagbibigay tayo ng libreng prosthesis. Sisikapin din nating maiangat ang antas ng kanilang pamumuhay kaya mayroon tayong tulong pangkabuhayan para sa PWRDs,” pahayag ni ECC Executive Director Stella Zipagan-Banawis.

Si Garin ay laking minahan kaya minana na rin nito ang trabaho ng kanyang ama bilang isang minero sa Philex Mining Corporation sa Benguet.

Tila isang kisap mata raw ang lahat ng pangyayari noong Disyembre 2016, habang siya'y nasa “underground” bitbit ang semento at bakal nang biglang may bumagsak na malaking tipak na bato sa kanyang ulo. Nadulas at dumagan sa kanya ang bitbit na bakal at semento.

Sa nangyaring aksidente, doon nagsimula ang lahat ng pagbabago sa takbo ng kanyang buhay. Naparalisa at ilang taon ding tanging kama at kuwarto lang umiikot ang kanyang mundo.

Dahil may kinalaman sa kanyang trabaho ang nangyaring aksidente, tumanggap si Garin ng EC sickness benefits sa halagang ₱70,000.00 at buwanang EC permanent disability pension sa halagang six ₱6,000.00 simula pa noong 2017.

“Tanging pamilya ko na lang ang inisip ko sa ngayon na siyang nagpapalakas sa akin,” dagdag pa ni Garin.



## ECC grants bank employee's appeal due to chronic stiff neck

The Employees' Compensation Commission (ECC) granted a bank employee's EC disability benefit claim due to her work-related Cervical Dystonia, Cervical Torticollis or chronic stiff neck.

The bank employee has been working at the Landbank of the Philippines, Candelaria, Quezon Branch since 1999. In 2005, she experienced progressive pain and stiffness of neck muscles. Consequently, she was diagnosed to be suffering from cervical dystonia. In August 2019, the pain became intolerable, which made her to file sick leave in 2019, 2020 till June 2021.

On June 16, 2021, the bank employee filed her EC disability benefits before the Government Service Insurance System (GSIS) Lucena Branch, but it was denied on the ground that there was no substantial evidence to prove causal relationship between her illness and the nature of her work or her working condition. She filed an appeal at ECC stating that her medical condition was due to stressful nature of her work and long hours of work.

Upon review, the ECC ruled in favor of the bank employee.

Under the "Increased Risk" theory, an illness is compensable under the EC Program when the employee can show reasonable proof that his illness was caused by the nature of his work or working conditions.

According to the ECC, the workload of the appellant since 2005 was not modified to ease her condition. She had to endure long hours of sitting in computer, encoding, filing, cash counting, and even loading of ATM machines. Also, there have been instances when she would go to work at 8:00AM and extend until 1:00AM the following day, or would go to work even on Saturdays. The appellant's job made her susceptible to physical stress and there were no mitigating measures done by her employer considering her condition. Thus, there is reasonable evidence to conclude that appellant's job contributed to the development of her illness.

The ECC found merit in the case and awarded disability benefits to the appellant under the EC Program.

"Despite the benefits granted under the EC Program, employers are encouraged to adopt safety measures and maintain a safe and healthy environment for their employees," ECC Executive Director Stella Zipagan-Banawis said. "We, at the ECC, strongly believe that safety and health should always be our utmost priority."

The ECC, an attached agency of the Department of Labor and Employment (DOLE), is tasked to review EC claims denied by the SSS and GSIS, on appeal.









## **CORPORATE ACTIVITIES**



# 2022 TRAININGS AND SEMINARS

TITLE	DATE
ISMS Awareness Course	February 11, 2022
Basic Records and Archives Management	February 14 - 18, 2022
Practical Driving Session	February 28, 2022
Strategic Thinking in the Changing World	February 28 - March 11, 2022
Updates on Tax Rules and Regulations	March 1 - 4, 2022
L&D PRIME-HRM Level II	March 1 - 15, 2022
GACPA Seminar	March 18, 2022
How to Manage Customer Complaints Effectively	March 18, 2022
Public Service Values Program (Supervisor)	March 8 -24, 2022 May 10 -26, 2022 July 5-21, 2022
Business Continuity Strategy	March 22-24, 2022
PCOM 43rd Annual Convention	March 22 - 26, 2022
Philgeps Buyers Training	March 28 - 29, 2022
How to Prepare JD and Competency Requirements	March 30 - 31, 2022
Adobe Photoshop Essentials	March 28 - April 1, 2022
ISO 9001:2015 QMS Awareness	April 1, 2022
Online MCLE Synchronous	April 1-8, 2022
Performance Management for PRIME-HRM Level II	April 1- 29, 2022 November 18, 2022 December 1, 2022
Rewards & Recognition for PRIME-HRM Level II	April 5- 21, 2022
Ethical Leadership	April 7- 26, 2022
Leadership in the Digital Era	April 12- 23, 2022
Consultation on Regulatory Impact Assessment	April 19- 20, 2022
7th Forum for Heads of Internal Audit	April 22, 2022
Risk Identification and Prioritization	April 22, 2022
Records Disposition Administration	April 25- 29, 2022
Basic Policy Process	April 25- 29, 2022
Understanding Financial Statement Thru Financial Analysis	April 26, 2022
Internal Quality Audit Based on 9001:2015 Standard	April 28- 29, 2022

Labor Information Officers Training	April 23- 24, 2022
Gender, Diversity and Social Inclusion	May 5- 25, 2022
Effective IQA Writing Workshop (Based on ISO 9001:2015 Standard)	May 6, 2022
Designing & Developing Microlearning	May 10- 20, 2022 October 11- 21, 2022
SDC Module IV	May 17- 19, 2022
Technical Writing Skills	May 17- 20, 2022
Competency-based HR	May 11- 17, 2022
Certificate on Disability Management Program	June 10- 25, 2022
Effective Project Management	June 13- 17, 2022
Accounting for Non-Accountants	June 6, 2022
Records Counter Disaster Preparedness and Business Continuity	June 13- 17, 2022
Public Service Values Program (Non- Supervisor)	July 6- 22, 2022
Learning Measurement and Evaluation	July 12- 22, 2022
Occupational Health and Safety Management System Awareness Based on ISO 45001:2018	July 21, 2022
Operations Audit	August 2- 5, 2022
Tools and Technique of Audit Engagement	August 23- 26, 2022
Management Audit	
Essentials of Technical Writing & Web Content Development	September 7- 9, 2022
HR Symposium	September 14- 16, 2022
Coaching and Mentoring MOLD Series	September 19 October 10, 2022
2022 PASWI National Convention	October 18- 21, 2022
HR Analytics	October 21, 2022 November 4, 2022
Annual AGAP Convention - Seminar	October 19- 22, 22
Trainer's Training on Service Quality Improvement Program	October 3- 4, 2022
2022 Forum: Discussion on Changes and Critical Issues Impacting HR in the Department	October 5- 7, 2022
Basic Customer Service Skills	October 18- 20, 2022
Certificate Course on Productivity and Quality Management	October 11, 2022 December 7, 2022
Gender and Development, Safe Spaces Act and DOLE Safe Spaces System	November 15- 17, 2022
Online Course on Basic Project Management	November 21- 25, 2022
PPMP AND APP: Concepts, Principles and Techniques	December 13- 15, 2022

# WHISTLE BLOWING POLICY



Republic of the Philippines  
DEPARTMENT OF LABOR AND EMPLOYMENT  
**EMPLOYEES' COMPENSATION COMMISSION**  
4<sup>th</sup> & 5<sup>th</sup> 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](mailto:info@ecc.gov.ph) • Website: <http://www.ecc.gov.ph>



## OFFICE ORDER NO. 22 - 276 Series of 2022

### ECC WHISTLEBLOWING POLICY

In the interest of the service and pursuant to **GCG Memorandum Circular No. 2016-02 dated April 22, 2016 on Revised Whistleblowing Policy for the GOCC Sector**, the following guidelines shall be implemented in the Employees' Compensation Commission (ECC).

#### I. Purpose and Coverage

1. This Whistleblowing policy shall serve as a tool for early detection of issues related to fraud, corruption and harassment.
2. This will enable any concerned individual to report and provide information, anonymously or even testify on matters involving the actions or omissions of the Officers and Employees of the ECC as well as its Chairman and Commissioners.

#### II. Reportable Conditions

Whistleblowers may report to the ECC Whistleblowing Committee such acts or omissions that are illegal, unethical, violate good governance principles, are against public policy and morals, promote unsound and unhealthy business practices, are grossly disadvantageous to the public and/or Government, such as but not limited to:

- a. Abuse of Authority;
- b. Bribery;
- c. Conflict of Interest;
- d. Destruction/Manipulation of Records;
- e. Fixing;
- f. Inefficiency;
- g. Making False Statements;
- h. Malversation;



- i. Misappropriation of Assets;
- j. Misconduct;
- k. Money Laundering;
- l. Negligence of Duty;
- m. Nepotism;
- n. Plunder;
- o. Receiving a Commission;
- p. Solicitation of Gifts;
- q. Taking Advantage of Corporate Opportunities;
- r. Undue Delay in Rendition of Service;
- s. Undue Influence;
- t. Violation of Procurement Laws;

**Whistleblowers may also report such other acts or omissions that otherwise involve violations of the following laws, rules and regulations:**

- a. R.A. No. 6713. "Code of Conduct and Ethical Standards for Public Officials and Employees";
- b. R.A. No. 3019, "Anti-Graft and Corrupt Practices Act";
- c. R.A. No. 7080, as amended, "The Plunder Law";
- d. Book II, Title VII, Crimes Committed by Public Officers, The Revised Penal Code;
- e. Executive Order (E.O) No. 292, s. 1987, "Administrative Code of 1987";
- f. R.A. No. 10149, the "GOCC Governance Act of 2011";
- g. GCG M.C. No. 2012-05, "Fit and Proper Rule".
- h. GCG M.C. No. 2012-06, "Ownership and Operations Manual Governing the GOCC Sector";
- i. GCG M.C. No. 2012-07, "Code of Corporate Governance for GOCCs";
- j. Violations of the Charter of the GOCC; and

- k. Other GCG Circulars and Orders, and applicable laws and regulations.

### III. Whistleblowing Committee and Reporting Channels

1. All whistleblowing reports and investigation shall be handled by the ECC Administrative Complaints Committee which shall be composed of the following:

**a. Composition**

DESIGNATION	RESPONSIBLE PERSONS
Chairperson	Deputy Executive Director
Members	Chief, Appeals Division
	Chief, Admin Division
	ECC – EU Representatives
Secretariat	Attorney III
	HR Staff

**b. The committee shall have the following Duties and Responsibilities:**

1. Receives written report from the whistleblowers;
2. Conducts investigation of the case, submit recommendation to the Head of Office;
3. Ensures and promotes confidentiality of reports and information of the whistleblower and the person complained of;
4. Encourages safe, thorough, timely and independent investigation of the reports and the person complained of;
5. Establishes adequate enforcement and follow-up mechanisms;
6. Establishes robust and comprehensive protection for whistleblowers, securing their rights and ensuring a safe alternative to silence;
7. The committee may create an independent body (or appoint an existing one) to receive and investigate complaints of retaliation and/or improper investigation.

#### 2. ECC Reporting Channels

- a. If the report or a complaint is against any members of the Board of Directors and ECC Officials, the whistleblowers may submit a written report addressed to the ECC Chairman of the Board:

Office of the Secretary  
Department of Labor and Employment  
Intramuros, Manila

- b. If the report or a complaint is against any ECC employees, the whistleblowers may submit a written report via our various easy-to-use hotline reporting tools such as:

CHANNELS	HOTLINE REPORTING TOOLS
E-mail	<a href="mailto:complaints@ecc.gov.ph">complaints@ecc.gov.ph</a>
Postage Mail	Chairperson ECC Administrative Complaints Committee Employees' Compensation Commission 4 <sup>th</sup> & 5 <sup>th</sup> Flrs., ECC Building 355 Sen. Gil Puyat Avenue Makati City
Fax	(632)8897-7997

#### IV. Procedures

##### 1. Handling and Evaluation of the Written Report

- a. The whistleblower shall submit a written report addressed to the ECC reporting channels;
- b. A proper written report shall include the following information:
  - Full name and position of the person complained of
  - Specification of charge/s
  - Statement of the relevant and material facts, including the approximate time and place of commission of act being reported
  - All supporting evidence including affidavits of witnesses, if any
  - Contact details of the whistleblower (email address, mobile number, etc.)
- c. All written reports shall be evaluated by the ECC Administrative Complaints Committee within 20 working days from receipt thereof (GCG MC No. 2019-002, s. 2019, RA 11032). This period may be extended for such time that the papers or documents required from the office/department are not submitted.
- d. In the course of the evaluation, the committee may proceed with the investigative process;
  - evidence gathering tasks to information analysis
  - theory development and validation to forming reasonable grounds to believe
- e. The result of the investigation and the recommendation of the Investigating Committee shall be submitted to the disciplining authority for approval, within fifteen (15) working days after the formal investigation

has been terminated. The disciplining authority shall render a decision within thirty (30) working days from receipt thereof.

## **2. Motion for Reconsideration**

A motion for reconsideration of the decision may be filed by the party adversely affected thereby within fifteen (15) days from receipt of a copy thereof.

In resolving the motion for reconsideration, the disciplining authority should require the comment of the other party and within thirty (30) days from receipt of said comment, resolve the same.

## **3. Appeal**

The party affected by the decision on the motion for reconsideration may file within fifteen (15) days from receipt of a copy thereof to the proper appellate bodies.

## **4. Prescriptive Period**

The whistleblower may still submit a written report within one (1) year from the time the incident happened.

## **5. Confidentiality**

- a. The ECC Administrative Complaints Committee shall ensure confidentiality of all information arising from whistleblowing written reports submitted pursuant to this Office Order. It shall treat all reports, including the identity of the whistleblower and the person/s complained of, in a confidential and sensitive manner, unless compelled by law or the Courts to be revealed, or unless the whistleblower authorized the release of his/her identity.
- b. The committee shall ensure that the identity of the whistleblower may not be disclosed without the individual's consent.
- c. The whistleblower may remain anonymous. The whistleblower can only be contacted if he/she decides to create an anonymous account. This allows the ECC Administrative Complaints Committee to contact the whistleblower if necessary, without exposing him/her to any risk of retaliation

## **6. Protection of a Whistleblower Against Retaliation**

- a. The committee shall protect the whistleblower against retaliatory acts or any disadvantage suffered as a result of whistleblowing. Such retaliatory acts may include:
  - Discrimination or harassment in the workplace;
  - Demotion;



- Reduction in salary or benefits;
- Termination of contract;
- Evident bias in performance evaluation; or
- Any acts or threats that adversely affect the rights and interests of the whistleblower.

b. Any whistleblower who believes he or she has suffered injury to his or her rights shall be entitled to a fair hearing before an impartial forum with full rights of appeal.

#### **7. Untrue Allegations**

Whistleblowers who shall make false, fabricated or malicious allegations against ECC officials and employees shall be filed a legal action.

#### **V. SEPARABILITY CLAUSE**

If any provision of this Order is held unconstitutional or invalid, other provisions not affected thereby shall remain valid and binding.

#### **VI. SUSTAINABILITY OF IMPLEMENTATION AND AMENDMENTS**

This policy and its implementation shall be regularly reviewed and monitored and its evaluation shall be conducted on an annual basis.

Please be guided accordingly.

  
**STELLA Z. BANAWIS**  
Executive Director

17 June 2022  
City of Makati

# ECC GOVERNING BOARD



**Silvestre H. Bello III & Atty. Bienvenido E. Laguesma** (DOLE-Chairperson), **Atty. Benjo Santos M. Benavidez** (DOLE-Chairman Designate), **Carlito P. Roble** (Employees' Sector-Member), **Michael G. Regino** (SSS-Member), **Rizaldy T. Capulong** (SSS-Member Alternate), **Jose Arnulfo A. Veloso** (GSIS-Member), **Atty. Norma M. Malubay** (GSIS- Member Designate), **Stella Zipagan-Banawis & Engr. Jose Maria S. Batino** (ECC-Member), **Dr. Maria Teresita S. Cucueco & Noel C. Binag** (OSHC-Non-Voting Member), **Atty. Francis Jay Remigio** (PHIC-Member), **Angel L. Miranda Jr.** (PHIC-Member Alternate)







<b>Name:</b>	<b>BIENVENIDO E. LAGUESMA</b>
<b>Position:</b>	Secretary, Department of Labor and Employment
<b>Age:</b>	72
<b>Educational Attainment:</b>	Ateneo de Manila College of Law, 1975, Bachelor of Laws Lyceum of the Philippines, 1971, AB Political Political Science
<b>Date of Appointment:</b>	September 22, 2022
<b>Trainings Attended:</b>	Government Participant - various seminars under the ILO sponsored ASEAN Program on Industrial Relations and Labor Administration (APIRLAS), 1987 - 1996; Government Adviser/Delegate - to several sessions of the International Labour Conference and the Governing Body of the ILO, Geneva, Switzerland, 1990 - 2000; Government Representative - various national, regional and international conferences, 1981 - 2001; Seminar on Corporate Good Governance – 2005, December 2011, 2014 and October of 2015; AML Seminar in August 2015 by BAIPHIL

<b>Name:</b>	<b>ATTY. BENJO SANTOS M. BENAVIDEZ</b>
<b>Position:</b>	Undersecretary, Department of Labor and Employment
<b>Age:</b>	41
<b>Educational Attainment:</b>	Bachelor of Arts in Political Science, Bicol University (1980) Bachelor of Laws, University of Nueva Caceres
<b>Date of Appointment:</b>	January 31, 2020
<b>Trainings Attended:</b>	Global Dialogue Forum on Decent Work in the World of Sport, Geneva, Switzerland; 108th & 106th Sessions of the International Labor Conference, Geneva, Switzerland; Symposium on Strategic Labor Law Compliance, Jakarta, Indonesia; 9th Meeting of the Senior Labor Officials Meeting's Working Group on Progressive Labor; Practices to Enhance the Competitiveness of ASEAN, Laos, PDR



<b>Name:</b>	<b>MICHAEL G. REGINO</b>
<b>Position:</b>	President and Chief Executive Officer, Social Security System
<b>Age:</b>	61
<b>Educational Attainment:</b>	Bachelor of Arts major in Economics, Ateneo De Zamboanga (1981) Master of Business Administration, Ate- neo de Manila University (1985)
<b>Date of Appointment:</b>	March 4, 2022
<b>Trainings Attended:</b>	Annual Corporate Governance Webinar Series: Aboitiz Board Learning Series on How Innovation Works with Matt Ridley (November 2022); Annual Corporate Governance Webinar Series: Aboitiz Board Learning Series on the Future is Personal: A View from Start-up Nation by Saul Singer and Geo-Politics and Cyber Security by Beth Sanner (July 2022); Annual Corporate Governance Enhancement Session (September 2022); BSP Awareness- Raising Session on insti- tutional Risk Assessment and Results of the 2022 Thematic Review on Targeted Financial Sanctions (July 2022)



<b>Name:</b>	<b>RIZALDY T. CAPULONG</b>
<b>Position:</b>	Executive Vice President, Investments Sector, Social Security System
<b>Age:</b>	54
<b>Educational Attainment:</b>	B. S. Mathematics - (magna cum laude), University of the Philippines, Diliman M.S. Mathematics - Actuarial Science University of Connecticut, Storrs, Con- necticut, United States of America (U.S.A.)
<b>Date of Appointment:</b>	July 17, 2019
<b>Trainings Attended:</b>	2022 Leadership Competency Assess- ment Test (December 2022); Training Pro- gram on the SSS Strategic Performance Management System and its Revised Guidelines(December 2022); Mini-MBA Series: The Executive Mentor as World Class Coach (Module 2) (October 2022) Gender Sensitivity Training (September 2022); Webinar on Personal Governance Scorecard for SSS Executives (May 2022); Training-Workshop on Gender Mainstreaming Evaluation framework (April 2022); Briefing on the New Office Performance Commitment and Review (OPCR) (March 2022)





<b>Name:</b>	<b>JOSE ARNULFO A. VELOSO</b>
<b>Position:</b>	President and General Manager, Government Service Insurance System
<b>Age:</b>	56
<b>Educational Attainment:</b>	Bachelor of Science in Commerce Major in Marketing Management, De La Salle University (1986)
<b>Date of Appointment:</b>	July 21, 2022
<b>Trainings Attended:</b>	Live Advanced Lecture on the Business Model Innovation of China's Unicorns (January 2022); Philippine Economic Outlook 2022 to 2023: A Fragile Recovery (October 2021)



<b>Name:</b>	<b>ATTY. NORA M. MALUBAY</b>
<b>Position:</b>	Executive Vice President, Government Service Insurance System
<b>Age:</b>	64
<b>Educational Attainment:</b>	Bachelor of Laws, San Beda College of Law (1995) Bachelor of Science in Accountancy, Pamantasan ng Lungsod ng Maynila (1979)
<b>Date of Appointment:</b>	September 10, 2018
<b>Trainings Attended:</b>	Continuing Professional Development for CPAs (December 10-14, 2018); Risk Management and Loss Seminar (October 24-26, 2018); ASEAN Social Security Association Conference (September 18-20, 2018); Influencing for Impact for Executives (July 27, August 2, 2018); Seminar on Train Law (July 30, 2018); Assessing your Own Leadership Performance (2019); Revised Corporation Code (2019)



<b>Name:</b>	<b>ATTY. ANGEL L. MIRANDA, JR.</b>
<b>Position:</b>	Senior Vice President, Philippine Health Insurance Corporation
<b>Age:</b>	52
<b>Educational Attainment:</b>	Laws, San Beda College Manila (1991) Bachelor of Laws, University of the East College of Law (1998)
<b>Date of Appointment:</b>	August 12, 2021
<b>Trainings Attended:</b>	N/A

<b>Name:</b>	<b>ATTY. FRANCIS JAY E. REMIGIO</b>
<b>Position:</b>	Acting Senior Vice President, Management Services Sector Concurrent, Senior Manager of ILED, Philippine Health Insurance Corporation
<b>Age:</b>	40
<b>Educational Attainment:</b>	BSC Management and Entrepreneurship, San Sebastian College-Recoletos (2003) Juris Doctor, San Sebastian College-Recoletos (2008) Master of Laws, San Sebastian College-Recoletos (2016)
<b>Date of Appointment:</b>	September 21, 2022
<b>Trainings Attended:</b>	Professionalization of philHealth as Procurement Organization based on RA 9184 and its IRR (June 2021); Developmental Conversations for Leaders (May 2021); Risk Management (April 2021); Basic Supervisory Development Course (April 2021); Strategic Thinking for Leaders (March 2021); project Management (March 2021); Personal Mastery: A Road to Commitment, Integrity and Accountability (March 2021); PhilHealth Risk Management Virtual Orientation and Training (March 2021); Basic Management Program for Emerging Leaders (February 2021); Managing Workplace Conflict (February 2021); Building a High Performing Team Through Agile Leadership (February 2021); Public Service Values In Times of Adversities (January 2021)





<b>Name:</b>	<b>CARLITO ROBLE</b>
<b>Position:</b>	Union President, San Juan De Dios Educational Foundation Inc. National Executive Vice President, Alliance of Filipino Workers
<b>Age:</b>	64
<b>Educational Attainment:</b>	Samson Technical School (1981)
<b>Date of Appointment:</b>	January 4, 2013
<b>Trainings Attended:</b>	Basic Trade Unionism; Basic Course on Organizing Trade Unions; Grievance Handling; Paralegal; Integrated Course on Collective Bargaining; Risk-based Thinking on ISO 9001:2015

<b>Name:</b>	<b>STELLA ZIPAGAN-BANAWIS</b>
<b>Position:</b>	Former Executive Director, Employees' Compensation Commission
<b>Age:</b>	61
<b>Educational Attainment:</b>	Masters in National Security Administration, National Defense College of the Philippines (1997) Bachelor of Arts in Economics, University of the Philippines Diliman
<b>Date of Appointment:</b>	January 4, 2013
<b>Trainings Attended:</b>	36 th ASSA Board Meeting and Seminar, Bandar Seri Begawan, Brunei Darussalam (2018); International Seminar of the 55th Anniversary of Workers' Compensation Insurance and the Asian Worker's Compensation Association (AWCA) South Korea (2019); Actuarial Valuation Workshop and Follow-up Session (2020); Implementation Road Map Workshop Customized Capability Training Covering PFRS 17 (2020);





<b>Name:</b>	<b>ENGR. JOSE MARIA S. BATINO</b>
<b>Position:</b>	OIC-Executive Director, Employees' Compensation Commission
<b>Age:</b>	59
<b>Educational Attainment:</b>	BS Civil Engineering, UP Diliman (1987) Masters of Business Administration, UP Diliman (1994) Doctor of Public Health, UP College of Public Health
<b>Date of Appointment:</b>	September 1, 2022
<b>Trainings Attended:</b>	Innovation and Enterprise Development Program - Senior Officials Visit Programme, Nanyang Polytechnic, Singapore (March-April 2014); 9th ASEAN Senior Labour Official Meeting (SLOM) and Related Meetings Semarang, Indonesia (May 2013)



<b>Name:</b>	<b>ENGR. NOEL C. BINAG</b>
<b>Position:</b>	Former Executive Director, Occupational Safety and Health Center
<b>Age:</b>	64
<b>Educational Attainment:</b>	Civil Engineering, Araullo University (1980)
<b>Date of Appointment:</b>	January 16, 2017
<b>Trainings Attended:</b>	ASEAN 22nd Coordinating Board Meeting; Development and Monitoring and Evaluation Mechanism for the ASEAN Labour Ministers Work Programme; 10th Session of the International Labor; International Symposium on OSH; ASEAN 21st Coordinating Board Meeting; 6th ASEAN Business Coalition on HIV and AIDS; ASEAN OSHNet Workshop on the Prevention and Control of CoVID-19 at the Workplace



<b>Name:</b>	<b>DR. MARIA TERESITA S. CUCUECO</b>
<b>Position:</b>	Executive Director III, Occupational Safety and Health Center
<b>Age:</b>	64
<b>Educational Attainment:</b>	BS in Biology, UP Diliman (1978) Doctor of Medicine, De La Salle-College of Medicine (1985) Masters in Occupational Health, UP College of Public Health (1992)
<b>Date of Appointment:</b>	August 2, 2022
<b>Trainings Attended:</b>	27th Asean Labor Ministers Meeting (October 2022); Workshop and Documentation of Best Practices on OSH SMEs and Informal Economy among ASEAN MEMBERS (June 2022)