



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



Management  
System  
ISO 9001:2015



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31 January 2023

**JUSTICE ALEX L. QUIROZ (ret.)**  
*Chairperson*  
Governance Commission for GOCCs (GCG)  
3/F Citibank Center, 8741 Paseo de Roxas  
Makati City, Philippines 1226

Dear Justice Quiroz:

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 4<sup>th</sup> Quarter of 2022 (Interim PES Form 4) for your perusal.

Thank you.

Very truly yours,

**ENGR. JOSE MARIA S. BATINO, CESO IV**  
OIC-Executive Director



**Interim PES Form 4**  
**4<sup>th</sup> Quarter Monitoring Report 2022**

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

	COMPONENT						4 <sup>TH</sup> QUARTER (OCT – DEC 2022)																														
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL																														
<b>STAKEHOLDER / CUSTOMERS</b>	<b>SO1</b>	<b>ENSURED SATISFACTION OF STAKEHOLDERS</b>																																			
	SM 01a	Percentage of satisfied Customers – Individual Customers	Number of respondents who gave a rating of at least satisfactory ÷ total number of respondents	5%		(Actual ÷ Target) x Weight  0% – If less than 80%	90% Satisfactory Rating	<ul style="list-style-type: none"> <li>Contract for signing</li> </ul>																													
	SM 01b	Percentage of satisfied Customers – Business Clients		5%			90% Satisfactory Rating																														
	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%	15%	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)	<p align="center"><b>27%</b> <b>(60/223 as of December 2022)</b></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 &amp; Employed</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>1<sup>st</sup></td> <td>11</td> <td>6</td> <td>4</td> <td>21</td> </tr> <tr> <td>2<sup>nd</sup></td> <td>7</td> <td>5</td> <td>6</td> <td>18</td> </tr> <tr> <td>3<sup>rd</sup></td> <td>14</td> <td>1</td> <td>4</td> <td>19</td> </tr> <tr> <td>4<sup>th</sup></td> <td>0</td> <td>1</td> <td>1</td> <td>2</td> </tr> <tr> <td><b>TOTAL</b></td> <td>32</td> <td>13</td> <td>15</td> <td>60</td> </tr> </tbody> </table>	Qtr.	No. of PWRDs with Business	No. of PWRDs Employed	No. of PWRDs w Business & Employed	Total	1 <sup>st</sup>	11	6	4	21	2 <sup>nd</sup>	7	5	6	18	3 <sup>rd</sup>	14	1	4	19	4 <sup>th</sup>	0	1	1	2	<b>TOTAL</b>	32	13	15
Qtr.	No. of PWRDs with Business	No. of PWRDs Employed	No. of PWRDs w Business & Employed	Total																																	
1 <sup>st</sup>	11	6	4	21																																	
2 <sup>nd</sup>	7	5	6	18																																	
3 <sup>rd</sup>	14	1	4	19																																	
4 <sup>th</sup>	0	1	1	2																																	
<b>TOTAL</b>	32	13	15	60																																	
		<b>Sub-Total</b>	<b>25%</b>	<b>15%</b>		<b>25%</b>																															

	COMPONENT						4 <sup>TH</sup> QUARTER (OCT – DEC 2022)	
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL	
FINANCE	<b>SO2</b>		<b>MAXIMIZED BUDGET UTILIZATION</b>					
	SM 03	Efficient utilization of Corporate Operating Budget	Total Disbursement ÷ DBM-approved Corporate Operating Budget (both net of PS Cost)	10%		Actual/Target x Weight <i>0% = If less than 70%</i>	90%	<b>49.37%</b> <b>₱311,485,033.75 of ₱630,809,103.00</b>  ECC – 38.20% as of Dec. 31, 2022 (₱197,342,176.82 of ₱516,534,000.00)  OSHC – 99.88% est. as of Dec. 31, 2022 (₱114,142,856.93 of ₱114,275,103.00)
			<b>Sub-Total</b>	<b>10%</b>	<b>0%</b>		<b>10%</b>	
INTERNAL PROCESS	<b>SO3</b>		<b>ENHANCED EC BENEFITS THROUGH POLICY ISSUANCES</b>					
	SM 04	Increase the 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%	10%	(Actual ÷ Target) x Weight	5 policies	<b>100%</b> <b>(5/5 as of December 2022)</b>  1. Prescribing the Definition and Extent of Physical Restoration Services for the KAGABAY Program in Connection with Rule IX (Rehabilitation Services) of the Amended Rules of the Employees' Compensation (BR No. 22-06-14 dated 16 June 2022)  2. Prescribing the Synchronized Conduct of Actuarial Valuation of the State Insurance Fund (SIF) under P.D. No. 626, as Amended, Every Three Years in Both Systems in Order to Effectively Manage the Fund (BR No. 22-06-15 dated 16 June 2022)  3. Approving the Guidebook on the Coverage of Land-Based Overseas Filipino Workers (OFWs) Under the Employees' Compensation Program as the Implementing Guidelines of Board Resolution No. 19-11-42 (Promulgating the Policy on Expanding the Coverage of the Employees' Compensation Program (ECP) to Land-Based Overseas Filipino Workers (OFWs) who are registered members of SSS) (BR No. 22-08-19 dated 12 August 2022)

COMPONENT							4 <sup>TH</sup> QUARTER (OCT – DEC 2022)																												
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL																												
							4. Approving the Increase in the Daily Income Benefit for EC Temporary Total Disability (TTD) in the Public Sector (BR No. 22-08-20 dated 12 August 2022) 5. Imposing a Lower Penalty of 6% per annum to Delinquent SSS and GSIS Contributions, further Amending for this Purpose Rule V, Section 3 (4) of the Amended Rules on Employees' Compensation (BR No. 22-12-36 dated 16 December 2022)																												
<b>SO4</b>		<b>PROMPT AND FAIR RESOLUTION OF CASES</b>																																	
SM 05	Efficient disposition of appealed cases within the Process Cycle Time (PCT) <sup>1</sup>	Number of cases resolved by the Commission either via Referendum or through Commission meeting within the PCT ÷ Number of cases docketed as of 30 November	15%	12%	(Actual ÷ Target) x Weight <i>0% = If less than 80%</i>	100% Appealed Cases disposed within the Applicable prescribed Processing Time	<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>40% (8/20)</td> <td>70% (28/40)</td> <td>74% (35/47)</td> <td>83% (57/69)</td> </tr> </tbody> </table>						Q1	Q2	Q3	Q4	Total appealed cases disposed within 20 working days PCT	40% (8/20)	70% (28/40)	74% (35/47)	83% (57/69)														
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Total appealed cases disposed within 20 working days PCT	40% (8/20)	70% (28/40)	74% (35/47)	83% (57/69)																															
<b>SO5</b>		<b>INCREASED AVAILMENT OF REHABILITATION SERVICES FOR PWRDs</b>																																	
SM 06	PWRDs facilitated with rehabilitation services (PT/OT, Prosthesis, and Skills and Entrepreneurial Training) within Applicable Processing Time	Number of PWRDs with valid requests provided with rehabilitation within applicable processing time <sup>2</sup> ÷ Total number of PWRDs with complete documents	10%	10%	(Actual ÷ Target) x Weight <i>0% = If less than 90%</i>	100% of PWRDs with valid requests provided with rehabilitation services within the applicable processing time	<table border="1"> <thead> <tr> <th colspan="6">100% provided with rehabilitation services</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>PT/OT</td> <td>29</td> <td>32</td> <td>23</td> <td>19</td> <td>103</td> </tr> <tr> <td>Prosthesis</td> <td>15</td> <td>10</td> <td>10</td> <td>25</td> <td>60</td> </tr> </tbody> </table>					100% provided with rehabilitation services							Q1	Q2	Q3	Q4	Total	PT/OT	29	32	23	19	103	Prosthesis	15	10	10	25	60
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PT/OT	29	32	23	19	103																														
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<sup>1</sup> 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.

<sup>2</sup> 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.

COMPONENT						4 <sup>TH</sup> QUARTER (OCT – DEC 2022)						
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL						
						Entrepreneurial /Skills Training	36	30	61	15	142	
						<b>Total</b>	<b>80</b>	<b>72</b>	<b>94</b>	<b>59</b>	<b>305</b>	
<b>SO6</b>	<b>IMPROVED AWARENESS AND CAPACITY IN PRIORITY AREAS</b>											
SM 07	Increase the number of new batches for the Mandatory Occupational Safety and Health (OSH) Training for Safety Officers conducted	Actual number of new batches <sup>3</sup> provided for Safety Officers in compliance with R.A. No. 11058	5%	5%	All or nothing	500 new batches of OSH trainings	<b>128%</b> <b>(642/500 batches as of Dec. 2022)</b>					
							<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Total</b>	
						New batches provided with OSHC Trainings	148	176	198	120	<b>642</b>	
<b>SO7</b>	<b>EFFICIENT DELIVERY OF TECHNICAL SERVICES</b>											
SM 08	Percentage of Technical services completed within the Process Cycle Time (PCT) <sup>4</sup>	Number of Technical Services completed within PCT ÷ Total number of Technical Services with valid request	10%	10%	(Actual ÷ Target) x Weight <i>0% = if less than 95%</i>	100% of Technical Services processed within the prescribed PCT	<b>100%</b> <b>(544/544 as of Dec. 2022)</b>					
							<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Total</b>	
						OH Examination	2	5	3	6	16	
						PPE Testing	103	99	112	116	430	
						WEM	0	20	42	36	98	
						<b>Total</b>	<b>105</b>	<b>124</b>	<b>157</b>	<b>158</b>	<b>544</b>	
		<b>Sub-Total</b>	<b>50%</b>	<b>33%</b>		<b>50%</b>						

<sup>3</sup> Minimum of 25 participants per batch.

<sup>4</sup> 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						4 <sup>TH</sup> QUARTER (OCT – DEC 2022)																		
	STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL																		
	<b>SO8</b>		<b>MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM</b>																						
	SM 09	Improve Quality Management System	Actual accomplishment	5%	5%	All or nothing	Pass Surveillance Audit on ISO 9001:2015 Certification for all processes and three (3) REUs  ECC and OSHC were both certified on 12 December 2022																		
	<b>SO9</b>		<b>DEVELOPMENT OF HUMAN RESOURCES CAPABILITIES</b>																						
<b>LEARNING AND GROWTH</b>	SM 10	Percentage of Employees with Required Competencies Met	Competency Baseline <sup>5</sup> 2022 - Competency Baseline 2021	5%		All or nothing	Improvement in the Competency of the Organization based on the 2021 year-end assessment <sup>6</sup>																		
							<p style="text-align: center;"><b>Improved Competency based on 2021 year-end assessment</b></p> <p><b>2022 Interventions Provided:</b></p> <table border="1"> <thead> <tr> <th rowspan="2">Employees with 2021 Competency Gap</th> <th>Provided with HR intervention</th> <th></th> <th></th> <th></th> </tr> <tr> <th>Q1</th> <th>Q2</th> <th>Q3</th> <th>Q4</th> </tr> </thead> <tbody> <tr> <td>ECC</td> <td>16% (1.6%)</td> <td>36% (3.62%)</td> <td>3% (.3%)</td> <td>0% (0%)</td> </tr> <tr> <td>OSHC</td> <td>54%</td> <td>16%</td> <td>31%</td> <td>89%</td> </tr> </tbody> </table>	Employees with 2021 Competency Gap	Provided with HR intervention				Q1	Q2	Q3	Q4	ECC	16% (1.6%)	36% (3.62%)	3% (.3%)	0% (0%)	OSHC	54%	16%	31%
Employees with 2021 Competency Gap	Provided with HR intervention																								
	Q1	Q2	Q3	Q4																					
ECC	16% (1.6%)	36% (3.62%)	3% (.3%)	0% (0%)																					
OSHC	54%	16%	31%	89%																					

<sup>5</sup> The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:


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

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


<sup>6</sup> The assessment should cover all existing employees during the assessment period.

COMPONENT							4 <sup>TH</sup> QUARTER (OCT – DEC 2022)
STRATEGIC OBJECTIVE (SO) STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	ECC SCORE	RATING SYSTEM	2022 TARGET	ACTUAL
SM 11	Integration of ECC and OSHC Structure, Operations, Systems, and Procedures	Actual Accomplishment	5%		All or nothing	Submission of Complete Documentary Requirements of Proposed Restructuring Plan <sup>7</sup>	<ul style="list-style-type: none"> <li>Finalized Terms of Reference for the hiring of Consultant for the ECC-OSHC Merging-Reorganization</li> </ul>
<b>Sub-Total</b>			<b>15%</b>	<b>0%</b>		<b>15%</b>	
<b>TOTAL</b>			<b>100%</b>			<b>100%</b>	

Prepared by:

  
**JALYN YNARA SENG. ESTABLECIDA**  
 Management and Audit Officer I

Reviewed by:

  
**GRACE C. DAVID**  
 Chief, PPSMD

Approved by:

  
**ENGR. JOSE MARIA S. BATINO, CESO IV**  
 OIC-Executive Director

Makati City  
 01 February 2023

<sup>7</sup> Complete documentary requirements as identified under the GCG memorandum Circular No. 2015-04 (Re-issued) and Guidebook for Reorganization for GOCCs