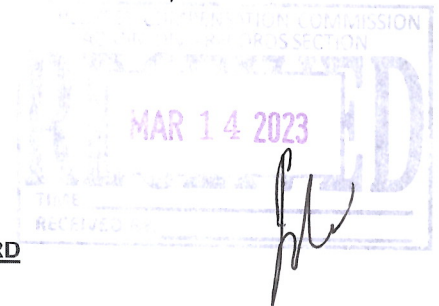




07 March 2023

20230314-17052-5869

MR. BIENVENIDO E. LAGUESMA
Secretary, DOLE and ECC Chairperson
ENGR. JOSE MARIA S. BATINO, CESO IV
OIC-Executive Director
EMPLOYEES COMPENSATION COMMISSION (ECC)
355 Sen. Gil Puyat Ave., Makati City



RE: TRANSMITTAL OF 2023 PERFORMANCE SCORECARD

Dear Secretary Laguesma and OIC Batino,

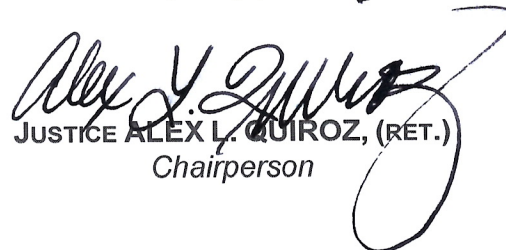
This is to formally transmit the 2023 Charter Statement and Strategy Map (**Annex A**) and 2023 Performance Scorecard (**Annex B**) of ECC. The same is to be posted in ECC's website, in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

The ECC proposed Charter Statement, Strategy Map and Performance Scorecard submitted through letter dated 30 September 2022² were **MODIFIED** based on the discussions made during the Technical Panel Meeting (TPM) held on 15 November 2022, evaluation of revised documents submitted through its letters dated 06 December 2022³ and 19 January 2023⁴ and finalized during the Performance Target Conference (PTC) held on 07 March 2023.

We take this opportunity to remind ECC that Item 7 of GCG M.C. No. 2023-01⁵ mandates GOCCs to submit Quarterly Monitoring Reports and upload the same in the GOCC's website within thirty (30) calendar days from the close of each quarter. ECC is thus requested to submit its revised Quarterly Targets based on the attached Scorecard within fifteen (15) calendar days from receipt of the GCG-approved Performance Scorecard. The Quarterly Monitoring Reports should disclose substantial changes in circumstances that were unforeseen during the TPM that may affect the timely achievement of target.

FOR ECC'S INFORMATION AND COMPLIANCE.

Very truly yours,


JUSTICE ALEX L. QUIROZ, (RET.)
Chairperson

cc: ECC Employees Association

¹ CODE OF CORPORATE GOVERNANCE FOR GOCCs, dated 28 November 2012.

² Officially received by the Governance Commission on [03 October 2022].

³ Officially received by the Governance Commission on 07 December 2022. Barcode Number: 2022-020725.

⁴ Officially received by the Governance Commission on 20 January 2023. Barcode Number: 2023-001197.

⁵ INTERIM PERFORMANCE EVALUATION SYSTEM (PES) FOR THE GOCC SECTOR, dated 19 January 2023.



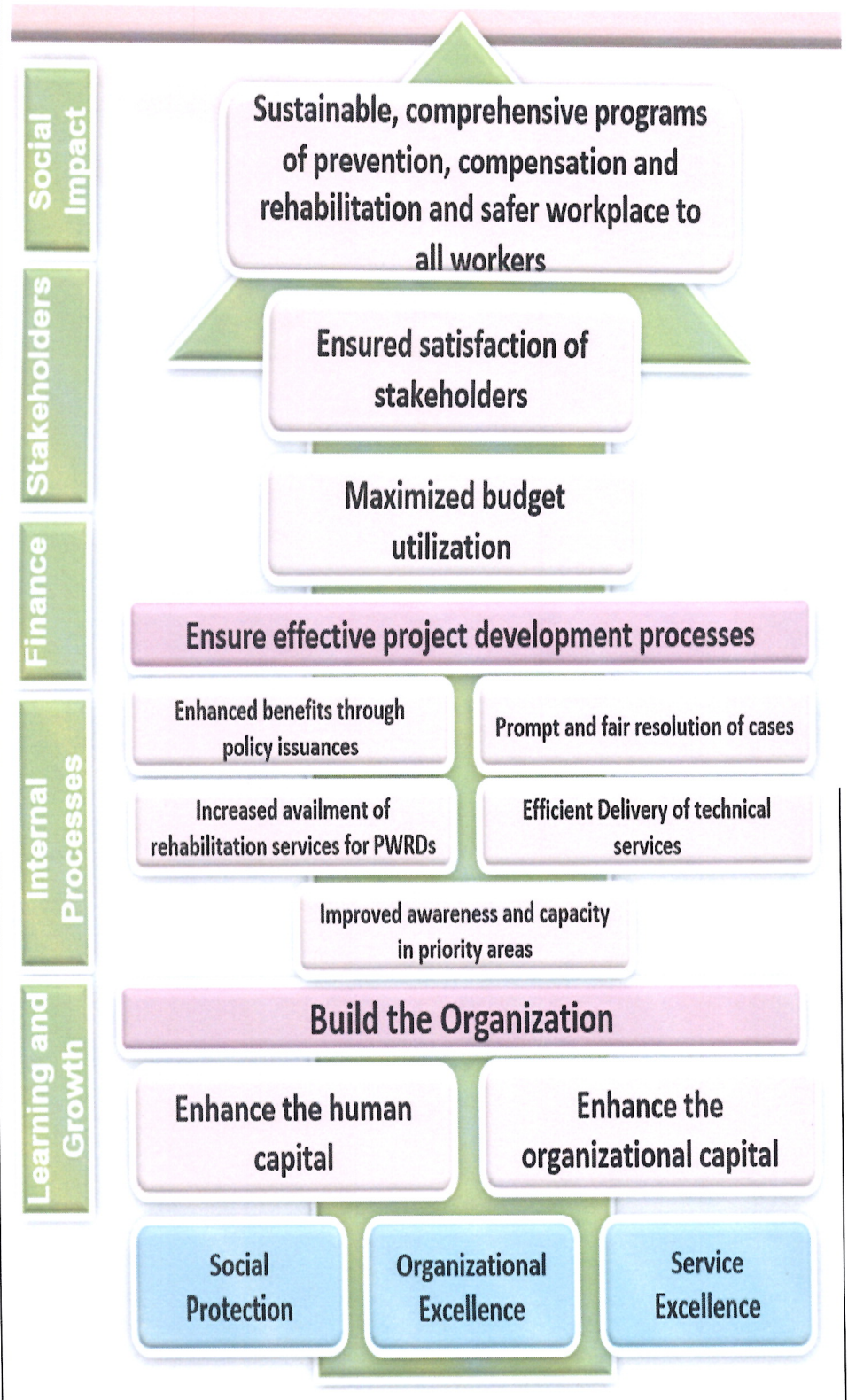
EMPLOYEES' COMPENSATION COMMISSION (ECC) VISION: By 2025, ECC is a nationally-recognized social insurance government institution committed to protect all workers through effective programs and excellent services.

MISSION

1. To develop and implement effective OSH policies and programs for the promotion of a healthy working population, safe working environment, and prevention of work-related contingencies;
2. To promptly provide workers and/or their dependents with adequate benefits and services in the event of work-connected injury, illness and death;
3. To manage a sound, strong, viable, and wisely invested State Insurance Fund.

CORE 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.



EMPLOYEES' COMPENSATION COMMISSION (ECC)

Component					Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
STAKEHOLDERS	SO 1	Ensured Satisfaction of Stakeholders						
	SM 1a	Percentage of Satisfied Customers – Individual Customers	Number of respondents who gave a rating of at least	5%	(Actual/ Target) x Weight 0% = If less than 80%	93.74%	Non-Compliant	90%
	SM 1b	Percentage of Satisfied Customers – Business Clients	satisfactory / total number of respondents	5%				90%
	SM 2	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	10%	25% and above = 10% 23% to 24% = 9% 21% to 22% = 8% 20% = 7% 19% and below = 0%	30%	35.53%	25% of PWRDs are provided with rehabilitation services that are reintegrated into the economic mainstream
		Sub-Total		20%				
FINANCE	SO 2	Maximize Budget Utilization						
	SM 3	Efficient utilization of Corporate Operating Budget	Total Disbursements / DBM-Approved Corporate Operating Budget (COB) (both net of PS)	5%	(Actual/Target) x Weight 0% = If less than 70%	69%	64.76%	90%
		Sub-Total		5%				

"Upholding a Transparent and Responsive GOCC Sector for the Filipino People"

UNARIS

Component					Baseline Data		Target			
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023		
INTERNAL PROCESS	SO 3	Enhanced Benefits through Policy Issuances								
	SM 4	Formulate EC policy issuances to enhance benefits and improve services	Actual Accomplishment	5%	All or Nothing	7	6	5	2 New Policies	
	SO 4	Proposed OSH Policies through Research								
	SM 5	Complete/ OSH researches	conduct related	Total number of completed research submitted to DOLE	5%	(Actual/Target) x Weight	N/A	N/A	N/A	4 Researches submitted to the Department of Labor and Employment (DOLE)
	SO 5	Prompt and Fair Resolution of Cases								
	SM 6	Efficient disposition of appealed cases within the Process Cycle Time (PCT) ¹		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	10%	(Actual/ Target) x Weight	57.41%	Unverifiable	100% of Appealed Cases disposed within the prescribed Process Cycle Time (PCT)	100% of Appealed Cases disposed within the prescribed Process Cycle Time (PCT)

¹ 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.

✓ 10/15/24

Component					Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
SO 6	Improved Awareness and Capacity in Priority Areas							
SM 7a	Conduct of Mandatory Occupational Safety and Health (OSH) Training for Safety Officers	Actual number of new batches provided for Safety Officers in compliance with R.A. No. 11058	10%	(Actual/Target) x Weight	72	659 new batches of OSH Trainings	500 new batches of OSH Trainings	500 batches of OSH trainings
SM 7b	Increased public awareness on Employees' Compensation Program (ECP)	Actual number of advocacy seminars conducted to public/private workers/employers	10%	(Actual/Target) x Weight	N/A	N/A	N/A	Conduct of 120 ECC-organized advocacy seminars to public/private workers/employers
SO 7	Efficient Delivery of Technical Services							
SM 8	Percentage of technical services completed within the process cycle time (PCT) ²	Number of Technical Services completed within PCT / Total number of Technical Services with valid request	10%	(Actual/Target) x Weight	75.37%	Unverifiable	100% of Technical Services processed within the prescribed PCT	100% of Technical Services processed within the prescribed PCT
	Sub-Total		55%					

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

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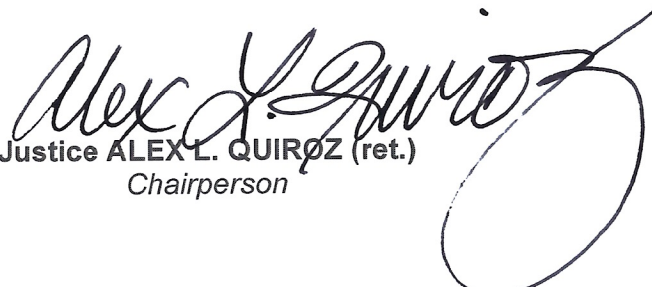
Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
LEARNING AND GROWTH	SO 8	Maintenance and Implementation of a Quality Management System							
	SM 9	Ensure compliance to Quality Management System	Actual accomplishment	2.5%	All or Nothing	Maintained ISO Certification 9001:2015	Passed Surveillance Audit	Pass surveillance Audit on ISO 9001:2015 Certification for all processes and three (3) REUs	Pass the re-certification Audit on ISO Certification 9001:2015 of ECC's core processes
			Actual accomplishment	2.5%	All or Nothing				Pass the re-certification Audit on ISO Certification 9001:2015 of ECC's core processes
	SM 10	Accomplishment of deliverables based on the ISSP	Actual accomplishment	2.5%	(Actual/Target) x Weight	N/A	N/A	N/A	100% implementation of the ECC ISSP as submitted to the DICT
			Actual accomplishment	2.5%	(Actual/Target) x Weight				100% implementation of the OSHC ISSP as submitted to the DICT
	SO 9	Development of Human Resources Capabilities							
	SM 11	Achieve the required competencies for employees based on the Agency's Competency Framework	Actual accomplishment	5%	All or nothing	Accomplishment not acceptable	Unverifiable	Improvement on the Competency based on the 2021 year-end assessment	Improvement on the Competency Level of the Organization

UMS B

Component					Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
	SM 12 Integration of ECC and OSHC Structure, Operations, Systems, and Procedures	Actual accomplishment	10%	Milestone ³	N/A	Failed to submit the complete documentary requirements	Submission of Complete Documentary Requirements of Proposed Restructuring Plan	Submission of the Board-Approved RP to the Governance Commission
	Sub-Total		25%					
	TOTAL		100%					

For GCG:

For ECC:


Justice ALEX L. QUIROZ (ret.)
Chairperson


Engr. JOSE MARIA S. BATINO, CESO IV
President and CEO

³ See **Appendix A**.

RESTRUCTURING PLAN MILESTONE	WEIGHT
Award of Third-party Consultant	5%
Submission of the Restructuring Plan (RP) to the Board	3%
Submission of the Board-Approved Restructuring Plan to the Governance Commission	2%
Total	10%