

**EMPLOYEES' COMPENSATION COMMISSION
OCCUPATIONAL SAFETY AND HEALTH CENTER**

**PES Form 2
Performance Scorecard 2023**

PERSPECTIVE	STRATEGIC OBJECTIVES AND SUCCESS MEASUREMENT	FORMULA/SOURCE	WEIGHT	RATING SYSTEM	BASELINE DATA					PROPOSED TARGET	
					PRIOR YEAR 1 2018	PRIOR YEAR 2 2019	PRIOR YEAR 3 2020	PRIOR YEAR 4 2021	PRIOR YEAR 5 2022	2023	
STAKEHOLDERS	SO1	ENSURED SATISFACTION OF STAKEHOLDERS									
	SM1 a	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%	ECC: 92.7% OSHC: 95.2%	ECC: 87% OSHC: 95%	ECC: 90% OSHC: 99.7%	ECC: 88% OSHC: 99% 94% Satisfactory Rating	90% Satisfactory rating	90% Satisfactory rating
	SM1 b	Percentage of Satisfied Customers – Business Clients		5%						90% Satisfactory rating	90% Satisfactory rating
	SM2	Increase number of Persons with Work-Related Disability (PWRDs) provided with rehabilitation services that are reintegrated to economic mainstream	Number of PWRDs with gainful employment and livelihood for the current year ÷ PWRDs provided with rehabilitation services from the previous year	5%	25% and above = 15% 22% to 24% = 10% 21% and below = 0%	34% 205 PWRDs reintegrated into the economic mainstream	30% 211 PWRDs reintegrated into the economic mainstream	30% 268 PWRDs reintegrated into the economic mainstream	36% 140 PWRDs reintegrated into the economic mainstream	25% of PWRDs provided with rehabilitation services in 2021 reintegrated into economic mainstream (25% of 223 = 55)	25% of PWRDs provided with rehabilitation services in 2022 reintegrated into economic mainstream

**EMPLOYEES' COMPENSATION COMMISSION
OCCUPATIONAL SAFETY AND HEALTH CENTER**

**PES Form 2
Performance Scorecard 2023**

PERSPECTIVE	STRATEGIC OBJECTIVES AND SUCCESS MEASUREMENT	FORMULA/SOURCE	WEIGHT	RATING SYSTEM	BASELINE DATA					PROPOSED TARGET	
					PRIOR YEAR 1 2018	PRIOR YEAR 2 2019	PRIOR YEAR 3 2020	PRIOR YEAR 4 2021	PRIOR YEAR 5 2022	2023	
FINANCE	SO2	MAXIMIZED BUDGET UTILIZATION									
	SM3	Efficient Utilization of Corporate Operating Budget	Total disbursement (net of PS) ÷ Total DBM Approved Corporate Operating Budget (net of PS)	2.5%	(Actual ÷ Target) x Weight	ECC-73% OSHC-75%	ECC: 93% OSHC-92%	ECC: 72% OSHC: 62%	ECC: 46% OSHC: 73%	58% Utilization Rate	90% average utilization of budget of ECC and OSHC
	SM4	Timely and accurate submission of requirements to Board/DBM	Submission of 2024 proposed COB to the Board/DBM	2.5%	All or Nothing	N/A	N/A	N/A	N/A	N/A	2024 Proposed COB submitted to Board/DBM within the last quarter of 2023
INTERNAL PROCESS	SO3	ENHANCED BENEFITS THROUGH POLICY ISSUANCES									
	SM5	Formulate EC Policy Issuances to enhance benefits and improve services	Total number of EC Policy Issuances submitted to the Board	5%	(Actual ÷ Target) x Weight	8	5	7	8	5	2 Policies

**EMPLOYEES' COMPENSATION COMMISSION
OCCUPATIONAL SAFETY AND HEALTH CENTER**

**PES Form 2
Performance Scorecard 2023**

PERSPECTIVE	STRATEGIC OBJECTIVES AND SUCCESS MEASUREMENT	FORMULA/SOURCE	WEIGHT	RATING SYSTEM	BASELINE DATA					PROPOSED TARGET
					PRIOR YEAR 1 2018	PRIOR YEAR 2 2019	PRIOR YEAR 3 2020	PRIOR YEAR 4 2021	PRIOR YEAR 5 2022	2023
SO4	PROPOSED OSH POLICIES THROUGH RESEARCH									
SM6	Complete/ conduct OSH related researches	Total number of completed research submitted to DOLE	5%	(Actual ÷ Target) x Weight	N/A	N/A	N/A	N/A	N/A	4 Researches
SO5	PROMPT AND FAIR RESOLUTION OF CASES									
SM7	Efficient Disposition of Appealed Cases within the Process Cycle Time (PCT)	Number of cases resolved by the Commission either via Referendum or through Commission Meeting within the PCT ÷ Number of cases docketed as of 30 November	5%	(Actual ÷ Target) x Weight	100% (103/103) Appealed cases disposed within 20 working days	100% (75/75) Appealed cases disposed within 20 working days	91% (51/56) Appealed cases disposed within the prescribed Process Cycle Time (PCT)	74% (85/115) Appealed cases disposed within the prescribed Process Cycle Time (PCT)	100% Appealed cases disposed within the applicable prescribed Processing Time	100% Appealed cases disposed within the prescribed Process Cycle Time (PCT)

**EMPLOYEES' COMPENSATION COMMISSION
OCCUPATIONAL SAFETY AND HEALTH CENTER**

**PES Form 2
Performance Scorecard 2023**

PERSPECTIVE	STRATEGIC OBJECTIVES AND SUCCESS MEASUREMENT	FORMULA/SOURCE	WEIGHT	RATING SYSTEM	BASELINE DATA					PROPOSED TARGET	
					PRIOR YEAR 1 2018	PRIOR YEAR 2 2019	PRIOR YEAR 3 2020	PRIOR YEAR 4 2021	PRIOR YEAR 5 2022	2023	
	SO6	IMPROVED AWARENESS AND CAPACITY IN PRIORITY AREAS									
	SM8	Conduct of Mandatory Occupational Safety and Health (OSH) Training for Safety Officers	Actual number of batches provided for Safety Officers in compliance with R.A. No. 11058	5%	$(\text{Actual} \div \text{Target}) \times \text{Weight}$	163 batches of OSH Trainings	284 batches of OSH trainings	89 batches of OSH trainings	659 batches of OSH trainings	500 new batches of OSH trainings	500 batches of OSH trainings (No minimum attendees)
	SM9	Increased public awareness on Employees' Compensation Program (ECP)	Actual number of advocacy seminars to public/private workers/employers ÷ Target number of ECC-organized advocacy seminars	5%	$(\text{Actual} \div \text{Target}) \times \text{Weight}$	N/A	N/A	N/A	N/A	N/A	Conduct of 120 ECC-organized advocacy seminars to public/private workers/employers
	SO7	EFFICIENT DELIVERY OF TECHNICAL SERVICES									
	SM 10	Percentage of technical services completed within the process cycle time (PCT)	Number of Technical Services completed within PCT ÷ Total number of Technical Services with valid request	10%	$(\text{Actual} \div \text{Target}) \times \text{Weight}$	100% of technical services processed within 30 working days	100% of technical services processed within 30 working days	100% of technical services processed within 20 working days	100% of technical services completed within the prescribed PCT	100% of technical services completed within the prescribed PCT	100% of technical services processed within 20-day Process Cycle Time (PCT)

**EMPLOYEES' COMPENSATION COMMISSION
OCCUPATIONAL SAFETY AND HEALTH CENTER**

**PES Form 2
Performance Scorecard 2023**

PERSPECTIVE	STRATEGIC OBJECTIVES AND SUCCESS MEASUREMENT	FORMULA/SOURCE	WEIGHT	RATING SYSTEM	BASELINE DATA					PROPOSED TARGET	
					PRIOR YEAR 1 2018	PRIOR YEAR 2 2019	PRIOR YEAR 3 2020	PRIOR YEAR 4 2021	PRIOR YEAR 5 2022	2023	
LEARNING AND GROWTH	SOB	MAINTENANCE AND IMPLEMENTATION OF A QUALITY MANAGEMENT SYSTEM									
	SM 11a	Ensure compliance to Quality Management System	Actual Accomplishment	5%	All or nothing	ECC and OSHC passed the Recertification Audit compliant to the requirements of the ISO 9001:2015	ECC and OSHC passed the 1 st Surveillance Audit and Recertification Audit compliant to the requirements of the 9001:2015	ECC and OSHC passed the Surveillance Audit compliant to the requirements of the ISO 9001:2015	Passed Recertification Audit on ISO Certification 9001:2015	Passed surveillance audit on ISO 9001:2015 Certification for all processes and three (3) REUs	Pass recertification audit on ISO certification 9001:2015
	SM 11b	Ensure compliance to Quality Management System	Actual Accomplishment	5%	All or Nothing						Pass surveillance audit on ISO certification 9001:2015
	SM 12a	Digitization of ECC Records	Actual Accomplishment	5%	All or Nothing	N/A	N/A	N/A	N/A	N/A	100% records of 2023 Appealed cases, 2023 Board Resolutions, 2023 Corporate Policies
	SM 12b	Digitization of OSHC Records	Actual Accomplishment	5%	All or Nothing	N/A	N/A	N/A	N/A	N/A	100% records of participants who attended BOSH-SO1 for FY 2023
	SM 13a	In-house development of customized systems	Actual Accomplishment	5%	(Actual/ Target) x Weight	N/A	N/A	N/A	N/A	N/A	2 Systems

**EMPLOYEES' COMPENSATION COMMISSION
OCCUPATIONAL SAFETY AND HEALTH CENTER**

**PES Form 2
Performance Scorecard 2023**

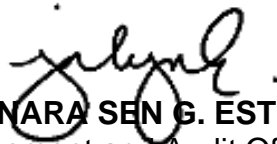
PERSPECTIVE	STRATEGIC OBJECTIVES AND SUCCESS MEASUREMENT		FORMULA/SOURCE	WEIGHT	RATING SYSTEM	BASELINE DATA					PROPOSED TARGET
						PRIOR YEAR 1 2018	PRIOR YEAR 2 2019	PRIOR YEAR 3 2020	PRIOR YEAR 4 2021	PRIOR YEAR 5 2022	2023
	SM 13b	Development of Information/ Database System for OSHC Training Management and Certificate Verification	Actual Accomplishment	5%	All or Nothing	N/A	N/A	N/A	N/A	N/A	2 Online Information Systems
	SO9	DEVELOPMENT OF HUMAN RESOURCES CAPABILITIES									
	SM 14a	Percentage of employees with gaps provided with required competency/training interventions	Number of employees provided with required competency or training interventions ÷ Total number of employees with competency gap	5%	(Actual/Target) x Weight	80% Attainment of the organizational and core competency gaps of ECC and OSHC staff	100% of ECC and OSHC employees meet the required competency levels for organizational and core competencies	Improved competency of the Organization based on the 2019 year-end assessment	Improved competency of the Organization based on the 2020 year-end assessment	Improvement in the Competency of the Organization based on the 20221 year-end assessment	80%
	SM 14b	Percentage of employees with gaps provided with required competency/training interventions	Total number of employees with competency gap	5%	(Actual/Target) x Weight						80%
	SM 15	Integration of ECC and OSHC Structure, Operations, Systems, and Procedures	Actual accomplishment	5%	All or nothing	N/A	N/A	N/A	Submission of Complete Documentary Requirements for Proposed Restructuring Plan	Submission of Complete Documentary Requirements of Proposed Restructuring Plan	Submission of the proposed reorganization plan to the Commission

**EMPLOYEES' COMPENSATION COMMISSION
OCCUPATIONAL SAFETY AND HEALTH CENTER**

*PES Form 2
Performance Scorecard 2023*

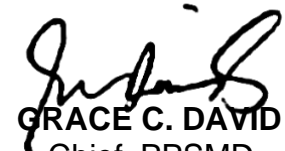
PERSPECTIVE	STRATEGIC OBJECTIVES AND SUCCESS MEASUREMENT		FORMULA/SOURCE	WEIGHT	RATING SYSTEM	BASELINE DATA					PROPOSED TARGET
						PRIOR YEAR 1 2018	PRIOR YEAR 2 2019	PRIOR YEAR 3 2020	PRIOR YEAR 4 2021	PRIOR YEAR 5 2022	2023
		TOTAL		100%							

Prepared by:




JALYN YNARA SEN G. ESTABLECIDA
Management and Audit Officer I

Certified Correct by:



GRACE C. DAVID
Chief, PPSMD

Approved by:



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

30 September 2022