



13 March 2024

HON. BIENVENIDO E. LAGUESMA
DOLE Secretary and ECC Chairperson
HON. KAIMA VIA B. VELASQUEZ
Executive Director
EMPLOYEES' COMPENSATION COMMISSION (ECC)
4th & 5th Floors, ECC Building, 355 Sen. Gil Puyat Ave.
Makati City

*Filed
21/10/24*

RE: TRANSMITTAL OF 2024 PERFORMANCE SCORECARD

Dear Secretary Laguesma and Executive Director Velasquez,

This is to formally transmit the 2024 Charter Statement and Strategy Map (**Annex A**) and 2024 Performance Scorecard (**Annex B**) of ECC. The same is to be posted on 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 03 January 2024² were **MODIFIED** based on the discussions made during the Technical Panel Meeting (TPM) that was held on 29 January 2024 and evaluation of revised documents submitted through letters dated 13³ and 14⁴ February 2024. The scorecard was then finalized during the Performance Target Conference (PTC) held on 13 March 2024.

We remind ECC that Item 6 of GCG M.C. No. 2023-01⁵ requires GOCCs to submit its Quarterly Targets within 15 calendar days from receipt of the GCG-approved Performance Scorecard. Moreover, Item 7 of the same Circular directs GOCCs to accomplish the requisite Quarterly Monitoring Reports detailing its progress in accomplishing its performance targets. The Quarterly Monitoring Reports should disclose substantial changes in circumstances that were unforeseen during the TPM that may affect the timely achievement of targets.

FOR ECC'S INFORMATION AND COMPLIANCE.

Very truly yours,


ATTY. MARIUS P. CORPUS
Chairperson


ATTY. BRIAN KEITH F. HOSAKA
Commissioner


ATTY. GERALDINE MARIE B. BERBERABE-MARTINEZ
Commissioner

¹ Code of Corporate Governance for GOCCs, dated 28 November 2012.
² Officially received by the Governance Commission on 04 January 2024.
³ Officially received by the Governance Commission on 14 February 2024.
⁴ Officially received by the Governance Commission on 14 February 2024.
⁵ PERFORMANCE EVALUATION SYSTEM (PES) FOR THE GOCC SECTOR, dated 19 January 2023.



Management System
ISO 9001:2015

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

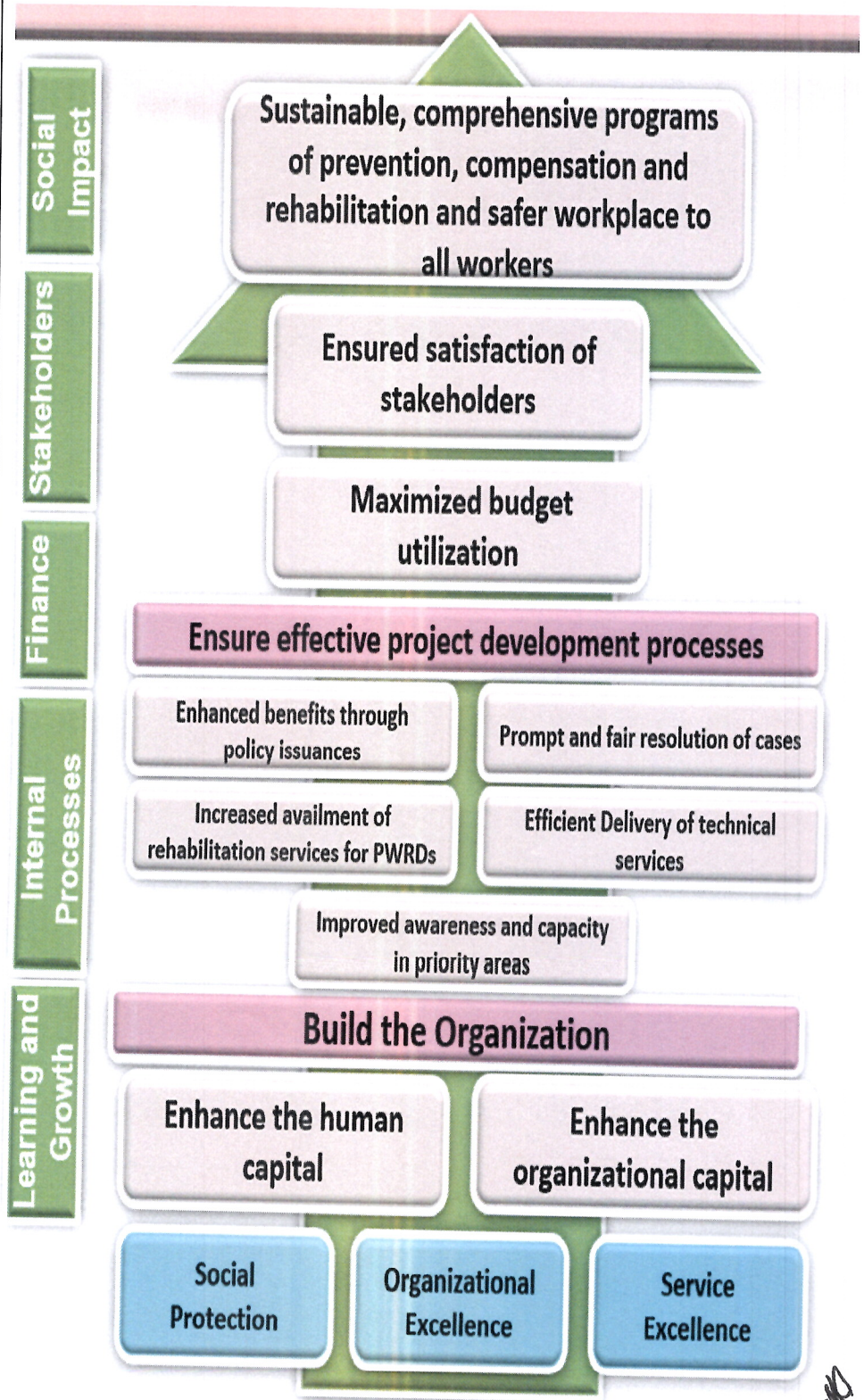
VISION: By 2025, ECC is a nationally-recognized social insurance government institution committed to protect all workers through effective programs and excellent services.

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.



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EMPLOYEES' COMPENSATION COMMISSION (ECC)

		COMPONENT				BASELINE DATA				TARGET	
		OBJECTIVES / MEASURES	FORMULA	WEIGHT	RATING SCALE	2019	2020	2021	2022	2023	2024
STAKEHOLDERS / CUSTOMERS	SO 1	Ensured Satisfaction of Stakeholders									
	SM 1	Percentage of Satisfied Customers – External Clients	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%	The Customer Satisfaction Survey (CSS) conducted by ECC is non-compliant with the 2018 GCG Guidelines for the Conduct of the CSS	93.74%	Non-compliant	93%	90%	90%
									90%	90%	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%	(Actual / Target) x Weight 0% = If less than 20%	30% (210/694)	30%	35.53%	27%	25% of PWRDs provided with rehabilitation services in 2022 reintegrated into the economic mainstream	25% of PWRDs provided with rehabilitation services in 2023 reintegrated into the economic mainstream
		Sub-total		15%							

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		COMPONENT				BASELINE DATA				TARGET	
		OBJECTIVES / MEASURES	FORMULA	WEIGHT	RATING SCALE	2019	2020	2021	2022	2023	2024
FINANCE	SO 2	Maximized Budget Utilization									
	SM 3	Efficient Utilization of Corporate Operating Budget	Total Obligated / DBM-Approved Corporate Operating Budget (COB) (both net of PS Cost)	5%	(Actual / Target) x Weight	64.69%	69%	64.76%	42.34%	90%	90%
	<i>Sub-total</i>			5%							
	SO 3	Enhanced EC Benefits through Policy Issuances									
INTERNAL PROCESS	SM 4	Formulate EC Policy Issuances to Enhance Benefits and Improve Services	Actual Accomplishment	10%	All or Nothing	5	7	6	5	2 New Policies	3 New Policies

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COMPONENT					BASELINE DATA				TARGET	
OBJECTIVES / MEASURES	FORMULA	WEIGHT	RATING SCALE	2019	2020	2021	2022	2023	2024	
SO 4	Proposed OSH Policies through Research									
SM 5	Complete/ Conduct OSH Related Research	Total number of completed research submitted to DOLE	10%	(Actual / Target) x Weight	N/A	N/A	N/A	N/A	4 Researches submitted to the Department of Labor and Employment (DOLE)	5 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 / Number of cases docketed	10%	(Actual / Target) x Weight	40.78% (31 out of 76)	57.41%	Unverifiable	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)
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	251	72	659 new batches of OSH Trainings	<u>642</u>	500 new batches of OSH trainings	500 batches of OSH trainings

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.

COMPONENT					BASELINE DATA				TARGET	
OBJECTIVES / MEASURES		FORMULA	WEIGHT	RATING SCALE	2019	2020	2021	2022	2023	2024
SM 7b	Increased Public Awareness on Employees' Compensation Program (ECP)	Actual number of advocacy seminars to public/private workers/ employers	10%	(Actual / Target) x Weight	N/A	N/A	N/A	N/A	Conduct of 120 ECC-organized advocacy seminars to public/private workers/ employers	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	OH Examination 100% (18/18) PPE Testing: 99.27% (542/546) WEM: 99.89% (178/180)	75.37%	Unverifiable	92%	100% of Technical Services processed within the prescribed PCT	100% of Technical Services processed within the prescribed Process Cycle Time (PCT)
Sub-total			60%							

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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.

COMPONENT					BASELINE DATA				TARGET		
OBJECTIVES / MEASURES	FORMULA	WEIGHT	RATING SCALE	2019	2020	2021	2022	2023	2024		
SO 8 Maintenance and Implementation of a Quality Management System											
LEARNING AND GROWTH	SM 9	Ensure Compliance to Quality Management System	Actual accomplishment	7.5%	All or Nothing	Passed Surveillance Audit for ISO Certification 9001:2015	Maintained ISO Certification 9001:2015	Passed Surveillance Audit	Passed 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 Pass the re-certification Audit on ISO Certification 9001:2015 of OSHC's core processes	Pass the 1 st Surveillance Audit on ISO Certification 9001:2015 of core processes ³
	SM 10	Accomplishment of Deliverables based on the ISSP	Actual accomplishment	7.5%	(Actual / Target) x Weight	N/A	N/A	N/A	N/A	100% implementation of the ECC ISSP as submitted to the DICT 100% implementation of the OSHC ISSP as submitted to the DICT	100% implementation of the ISSP/s ⁴ as submitted to the DICT

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³ Covering core processes of both ECC and OSHC.
⁴ Covering ICT projects and information systems of both ECC and OSHC.

COMPONENT					BASELINE DATA				TARGET	
OBJECTIVES / MEASURES	FORMULA	WEIGHT	RATING SCALE	2019	2020	2021	2022	2023	2024	
SO 9	Development of Human Resources Capabilities									
SM 11	Improvement of the Competency Level ⁵ of the Organization	Actual accomplishment	2.5%	All or nothing	98.39%	Accomplishment not acceptable	Unverifiable	ECC: 2021 Competency Level: 105% 2022 Competency Level: 103%	Improvement on the Competency Level of the Organization	Establishment of Baseline using the Recalibrated Competency Framework of ECC
		Actual accomplishment	2.5%	All or nothing				OSHC: 2021 Competency Level: 100% 2022 Competency Level: 99.70%		Improvement on the Competency Level of OSHC
Sub-total			20%							
TOTAL			100%							

For GCG:

HON. MARIUS P. CORPUS
Chairperson

For ECC:

HON. KAIMA VIA B. VELASQUEZ
Executive Director

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

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

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