



EMPLOYEES'
COMPENSATION
COMMISSION

ANNUAL REPORT 2023



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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 sickness, injury, disability or death.

As implementor of the ECP, ECC is mandated by law to provide meaningful and appropriate compensation and services to persons with work-related disability (PWRDs). Its main functions are:

To formulate policies and guidelines for the improvement of the ECP;

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

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

VISION

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

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 services in the event of work-connected sickness, injury, or death.

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

LEGAL MANDATE

The ECC was created on November 1, 1974 by virtue of Presidential Decree No. 442, or the Labor Code of the Philippines. It became fully operational with the issuance of Presidential Decree No. 626, otherwise known as the Employees' Compensation and the State Insurance Fund, which took effect on January 1, 1975.

CORE VALUES

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

We stand for transparency, integrity, 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.





MALACAÑAN PALACE
MANILA

MESSAGE

The **Employees' Compensation Commission (ECC)**—a vital institution established during the time of my father, President Ferdinand E. Marcos—holds a special place in my heart and in our nation's history as it serves as a pillar of support for our dedicated workers.

With the core mission of advocating for the rights and welfare of the labor force, the ECC ensures that our workers receive the care and compensation they rightfully deserve in the event of work-related contingencies. Its drive aligns with the administration's **8-Point Socioeconomic Agenda**, which seeks to reinvigorate job creation and accelerate poverty reduction while enabling Filipinos to attain a "*Matatag, Maginhawa, at Panatag na Buhay*."

This **2023 Annual Report** then is a powerful testament to your staunchness to uphold workers' rights by providing financial relief to employees who have endured work-related injuries or illnesses. While these accomplishments speak volumes of your hard work and tireless efforts, I hope that you will continue to enhance and expand the ECC's support for our workers by strengthening the safety net you provide for them, and by introducing a more seamless, digitalized, and simplified processing of claims.

I firmly believe that it is imperative not only to preserve the ECC's legacy, but also to ensure its adaptability to the changing needs of our society. Together, let us stand united in safeguarding our people as we work for the *Bagong Pilipinas* that we all long to achieve.

Nawa'y patuloy tayong maglingkod sa bawat manggagawang Pilipino.

Mabuhay ang ECC!


FERDINAND R. MARCOS JR.

MANILA
January 2024

THE PRESIDENT OF THE PHILIPPINES

MESSAGE OF THE SECRETARY OF LABOR AND EMPLOYMENT

I am pleased to extend my sincerest appreciation as we reflect on the accomplishments and strides captured in the Employees' Compensation Commission's (ECC) Annual Report for the year 2023. As the Department of Labor and Employment (DOLE) celebrates its remarkable 90th year, and the ECC marks its 48th year in service, this report serves as a testament to our collective commitment to the welfare of our nation's workforce.

The ECC's dedication to serving persons with work-related disabilities (PWRDs) remains at the forefront of your mission. In the past year, your unwavering focus on ensuring that the rights and well-being of workers are safeguarded speaks volumes about the Commission's vital role in our society.

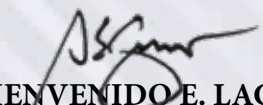
In the face of unprecedented challenges brought about by the global pandemic, the ECC's resilience and responsiveness have been truly commendable. Your commitment to providing support and assistance under the EC Program has undoubtedly made a significant difference in the lives of our PWRDs.

As we acknowledge ECC's achievements in this report, it's important to remember that our work must always be inspired by the DOLE's 90th anniversary theme, "*Serbisyong Mabilis at Matapat sa Bagong Pilipinas*." May this theme be a beacon for us to provide honest and efficient services that align with the aspirations of Filipinos today. And we must always keep in mind the importance of prioritizing safety and health, not just for ourselves but particularly for our colleagues who rely on us for dedicated service to our country.

I laud the members of the board and the ECC Secretariat for your dedication, hard work, and meaningful contributions for the betterment of the lives of our PWRDs. Together, aligned with President Ferdinand Romualdez Marcos Jr.'s vision, let's keep building a future where every Filipino worker can thrive and their contributions to our nation are recognized and protected.



SECRETARY BIENVENIDO E. LAGUESMA
Department of Labor and Employment


BIENVENIDO E. LAGUESMA
Secretary
Department of Labor and Employment



MESSAGE OF THE ECC EXECUTIVE DIRECTOR



For the Employees' Compensation Commission, 2023 was a year marked by a revved-up reinforcement of its programs and services in the pursuit of its vision – to be a nationally recognized social insurance government institution committed to protecting all workers.

As the previous managements had effectively built momentum throughout ECC's 48 years in service, the goal was to keep the ball rolling and improve from there upon my appointment in August 2023. While it has not been an easy undertaking, it was one made attainable by the Commission's all out support and the collective efforts of the ECC Secretariat.

As with the previous years, providing meaningful and appropriate compensation to our workers who suffered from work-related contingencies ranked on top of ECC's priorities. This year alone, the ECP released a total of almost 1.5B EC benefits to more than 200,000 claims in the public and private sectors through our partner agencies, the Social Security System (SSS) and the Government Service Insurance System (GSIS).

At the ECC, on the other hand, we served a total of more than 10,000 claims, amounting to more than 125M to persons with work-related disability (PWRDs) by granting various assistance and services like occupational therapy or physical therapy, livelihood assistance, complementary kit grants, transportation and meal allowances (TMA), and cash assistance.

Our accomplishments serve as a testament of our commitment to excellence and progress in delivering social security to Filipino workers and gives life a to our tagline #ECCWorkRelated – Ang pag-aalaga sa manggagawang Pilipino ay pag-aalaga sa bayan.

Rest assured that ECC will aim for a much stronger 2024 and will always champion an EC Program that is effective, relevant, and responsive to the needs of our PWRDs.

ATTY. KAIMA VIA B. VELASQUEZ
Executive Director
Employees' Compensation Commission

ECC IN 2023: PUSHING THE BOUNDARIES FOR A MORE RESPONSIVE, INCLUSIVE, AND EFFECTIVE EMPLOYEES' COMPENSATION PROGRAM



Secretary of Labor Hon. Bienvenido Laguesma (left) Chairperson, leads the ECC Governing Board in one of the ECC Board meeting conducted in Echikawa Hall, OSHC Central Office, Quezon City.

In 2023, the Employees' Compensation Commission (ECC) stepped up its efforts to put workers' rights and interests at the center of its advocacy, programs and services.

The ECC was steadfast in its dedication to working with partners to discover workable solutions that would propel the EC Program onto a stable upward trajectory, mitigating vulnerabilities and bolstering beneficiaries' resilience. Through reforms that will guarantee the delivery of a larger range of development solutions in response to persons with work-related disability needs, the ECC has continued to work and evolve to meet the shifting and increasingly complicated needs and expectations of work in 2023.

The ECC is delving deeply into identifying strategies for making the most of its resources and developing fresh initiatives that may open up many opportunities for delivering results. With the support of its committed employees, it boosted its aspirations to meet the present and prepare for the future. It will keep bolstering accountability and coordination in these challenging times because the ECC's work is more important than ever.

The following are some of the notable actions collectively taken by the ECC in 2023.

ISSUANCE OF RELEVANT EC POLICIES

The Commission immediately came out with several policies tailored to the present and evolving needs of the workers.

Approving the Progressive Increase in the Minimum Daily Income Benefit for EC Temporary Total Disability (TTD) in the Private Sector from Php110 to Php120 and Php150 in 2023 and 2025, respectively (BR No. 23-02-02 dated 16 February 2023).

Prescribing a new EC logbook template to facilitate the recording of sickness, injury, or death of employees within the prescribed period (BR No. 23-05-12 dated 18 May 2023).



ECC Governing Board Meeting headed by Secretary of Labor Hon. Bienvenido Laguesma (right), with him, is the Executive Director of ECC Atty. Kaima Via B. Velasquez (left), and DOLE Under Secretary Atty. Benjo Santos M. Benavidez (center) together with the ECC officials at the back.

On February 21, 2023, ECC created a Technical Policy Oversight Committee to develop and review policies and procedures for the improvement of the EC Program. This committee ensures that policies developed are monitored, evaluated, and aligned with the Commission's long-term goals and meet short-term needs.

DISPOSITION OF EC APPEALED CASES



DOLE Usec. Benjo Santos M. Benavidez (right) Chairperson-Designate of the ECC Governing Board, leads in deliberation of cases elevated by the SSS and GSIS.

As a quasi-judicial body, mandated to review cases elevated by the Social Security System (SSS) and the Government Service Insurance System (GSIS), the ECC was able to dispose 94% or 32 out of 34 appealed cases.

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



ECC SIGNS MOA WITH THE SSS: The Employees' Compensation Commission (ECC) represented by Executive Director Atty. Kaima Via B. Velasquez (4rd from left) signed a Memorandum of Agreement with the Social Security System (SSS) toward providing social security coverage for the job order or contract of Service (JO/COS) workers at the ECC on September 8, 2023 at the SSS Main Office, Quezon City.

EC BENEFITS CLAIMS AND PAYMENTS

According to the September 2023 data from ECC's administering agencies, the Social Security System (SSS) and the Government Service Insurance System (GSIS), a total of 182, 555 EC benefit claims were approved and released to claimants in the amount of 1.48 billion pesos.

Of the said claims granted to workers, 29,285 were due to sickness; 15,854 due to disability; 130,521 under death and pension claims; 542 for funeral benefits; 6,102 for medical services including medical reimbursements; and 153 for rehabilitation services.

EC KATULONG AT GABAY SA MANGGAGAWANG MAY KAPANSANAN (KAGABAY PROGRAM)



EC LIVELIHOOD STARTER KIT GINAWAD SA ISANG PWRD. Pinagkalooban ng Employees' Compensation Commission (ECC) si Rodelyn Hombria (gitna), isang empleyadong naaksidente habang papasok sa trabaho ng livelihood starter kit sa halagang ₱20,000.00 para sa kanyang school supplies business.

ECC continues to provide rehabilitation programs such as free physical, psychosocial, and occupational therapy, provision of prosthesis and other rehabilitation appliances, enrolment of PWRDs in entrepreneurship programs, distribution of livelihood starter kit worth P20,000.00, and an additional P10,000.00 complementary kit.

This year, 230 PWRDs received physical and occupational therapy services. Of this, 78 PWRDs were given prosthesis or assistive devices. Aside from the free therapy sessions, ECC also provided the PWRDs with transportation and meal allowances (TMA) for PT/OT sessions.

To ensure that they are equipped with new knowledge and skills after sustaining physical disabilities, ECC facilitated the enrollment of 305 PWRDs in livelihood skills trainings, which is a pre-qualifying requirement for the grant of an EC livelihood starter kit. In fact, 41 EC complementary kits were awarded to PWRDs who sustained their previously provided EC livelihood starter kits.

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The KaGabay Program remains committed to its mission of not only providing guidance to PWRDs but also reintegrating them into the economic mainstream.

On the other hand, ECC created the Return-to-Work Assistance Program (RTWAP) on February 28, 2023. This program is a more comprehensive KaGabay Program that lessens the negative effects of injuries or impairments on workers by providing them chances to return to safe and productive work activities as soon as medically practicable or when maximal medical recovery is achieved. Since this program was launched, 74 PWRDs were continued/returned to the economic mainstream to be productive and active citizens.

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



Dr. Christine Marquez, OIC-Chief of Work Contingency Prevention and Rehabilitation Division, delivers the overview of the Return-to-Work Assistance Program during the launching held at the Hotel Marciano, Calamba Laguna on February 28, 2028.



Top view shot of 150 participants who attended the Employees' Compensation Program Advocacy Seminar held at Mayar Hotel, Bongao, Tawi-Tawi in October 2023.

EMPLOYEES' COMPENSATION PROGRAM INFORMATION DISSEMINATION

In 2023, ECC was able to organize and facilitate 810 ECP advocacy seminars and webinars. These seminars were attended by 35,616 workers and 21,393 companies nationwide.

The ECC has also reignited the Employees' Compensation Program (ECP) advocacy seminars, which were organized in different regions this year in order to launch a stronger and more vigorous information dissemination campaign. A total of seven advocacy seminars were conducted in Pampanga, Iloilo, CDO, Pangasinan, Tawi-Tawi, Puerto Princesa, and Bohol.

Also noteworthy, ECC continues to boost its online presence by creating and uploading timely and informative contents and materials on Facebook, Instagram, and YouTube.



#ECCWORKRELATED With Karen Ow-Yong and ECC Executive Director Atty. Kaima Velasquez
 Guests from left to right: DOLE Undersecretary Atty. Felipe Egargo Jr.; Undersecretary Benjo Benavidez, and Asec. Lennard Serrano on the Radio Program of ECC aired on DZRH every Saturday at 8:30 AM.

#ECCWORKRELATED with Karen Ow-Yong and ECC Executive Director Atty. Kaima Velasquez with guest OSHC Executive Director Jomar Batino.

The ECC also implemented traditional and blended marketing campaigns and explored different platforms to amplify the public’s awareness on the ECP. The placement of ECC radio ads and programs sustained and boosted further the previous efforts of the ECC’s information and marketing communication initiatives.

For CY 2023, we have launched two marketing campaigns. One is the traditional, or “classic” out-of-home advertisement through our store dress-up, where businesses of fourteen (14) PWRDs were amply provided with signages by the ECC.

Second is through podcast. The Commission launched and created the ECC Podcast with five episodes in CY 2023, the ECC Podcast was able to expound on topics like the EC Program, compensable diseases, and injuries, ECP benefits and services, how to file an EC claim and EC claims processing and requirements.



WAY TO GO

Despite the challenges and unpredictability, the ECC will continue to provide utmost services to Filipino workers. The Commission will persistently be enhancing its existing programs and developing new ones that will bring an immediate, direct, and significant impact on the lives of the workers and all employers as well.

ECC will strictly monitor the disposition of appealed cases, and facilitate the integration of PWRDs into the economic mainstream as productive and self-reliant members of society through the provision of various rehabilitation services.



ECC, ISO RE-CERTIFIED

ECC maintained its Quality Management System (QMS) ISO certification and passed the re-certification audit of TÜV Rheinland. Such certification covers core processes of ECC such as development and review of policy on EC program, disposition of EC-appealed cases and rehabilitation of PWRDs.

Recognitions and Awards



Executive Director Atty. Kaima Via B. Velasquez receives Plaque of Recognition in recognition of ECC's efforts in Customer Service "Pagbangon" (The Rise) from the ASEAN Social Security Association (ASSA) given on November 21, 2023 in Malaysia.

The tremendous effort and dedication of the members of the ECC secretariat have allowed us to move past the challenges of today and deliver prompt and efficient services to all Filipino workers through a more responsive and relevant Employees' Compensation Program. Through the hard work of the members of the Commission, ECC received the following recognitions from various local and international award-giving bodies:

1. Plaque of Recognition: Gantimpala sa Adbokasiyang Wasto at Angkop ng DOLE Labor Information Officers (GAWAD LIO 2023) for #ECCWorkRelated sa Special on Saturday (SOS) and ECC O-PA! (Online Public Assistance) for its sustainable, cost-efficient, innovative, and mass media-based DOLE public awareness program given on May 26, 2023 at the Hotel Casiana, Tagaytay City.
2. Gold Award from the Department of Labor and Employment (DOLE) in recognition of ECC's commendable implementation of DOLE Communication Program for FY 2022 awarded on May 26, 2023 at the Hotel Casiana, Tagaytay City.
3. Certificates of Recognition from PESO Managers' Association of the Philippine (PESOMAP) - Western Visayas Inc. for active partnership extended to the DOLE and PESOMAP Western Visayas Inc. on September 5, 2023 in Iloilo City.

RECOGNITIONS AND AWARDS



ECC Executive Director Atty. Kaima Via B. Velasquez (2nd from left), together with Chief Policy, Programs and Systems Management Division Grace B. David (left), and Planning Office III Riza B. Mae Daguplo, receives Plaque of Recognition under the “Customer Service” category from the ASEAN Social Security Association (ASSA) on November 21, 2023 in Malaysia.

4. Plaque of Recognition in recognition of ECC’s efforts in Customer Service “Pagbangon” (The Rise) from the ASEAN Social Security Association (ASSA) given on November 21, 2023 in Malaysia.
5. Certificate of Commendation in recognition of ECC’s efforts to ensure that Muslim Filipinos, regardless of gender, are able to execute their religious duties by providing a Musallah (Prayer Room) in the ECC premises.
6. 2023 Oregon Awards - Special Citation for Convergence Stakeholders in TAV Implementation, December 12, 2023.
7. Special Citation from DOLE-Region X, Regional Coordinating Committee – The 2023 Search for the Best Productivity Improvement Program for ECC’s unwavering commitment and outstanding performance with the project entitled: Elevating Workplace: ECC & OSHC’s 7S Program given on December 6, 2023 in Cagayan de Oro City.
8. Certificate of Recognition for the strong partnership provided to the Western Visayas Occupational Safety and Health Network, Inc. (WVOSH) awarded on November 19, 2023 in Iloilo City.
9. Certificate of Recognition from the Council for the Welfare of Children for establishing a partnership in disseminating the EC Program on October 12, 2023 in Quezon City.

2023 TRAININGS AND SEMINARS

TITLE	DATE
Employee Orientation	January 3, 2023
	February 6, 2023
	February 7, 2023
	March 1, 2023
	May 3, 2023
	May 8, 2023
	June 6, 2023
	September 18, 2023
	November 17, 2023
	December 21, 2023
Budget for the FY 2024 Budget Preparation	January 27, 2023
Echo Session on 2022 - Asian Worker's Compensation Association Technical Seminar	January 30, 2023
Users' Training for the Deployment and Implementation of the New Case Docket Management System	February 2, 2023
Critical Thinking and Decision Making	February 2-3, 2023
Manager's Role in Capacity Building	February 7 & 9, 2023
QMS Audit Using 9001:2015 Standard based on 19011:2018 Audit Guidelines	February 20-21, 2023
Quality Manage System	February 20-21, 2023
40-Hour BOSH Training	Februar 20-24, 2023
The Basics of GAD and Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC)	February 22, 2023
Disaster Emergency Preparedness Seminar	February 27, 2023
Return to Work Assistance Program (RTWAP) Pilot Project Meeting with Stakeholders in REU 4A	February 28, 2023
National Consultation Workshop	March 6, 2023
Fire Preparedness Seminar	March 14, 2023
Common Work-Related Musculoskeletal Disorders	March 23, 2023
44th PCOM Annual Convention	March 22-25, 2023
Government Procurement Reform Act (R.A. 9184) and its Revised IRR and Updates	March 27-31, 2023
8th Forum for Heads of Internal Service/Office for Public Sector	April 20, 2023
HRDS Learning Session 1: Establishing Records Management in Public Office: Its Operation and Best Practics	April 24, 2023
Competency-Based Behavioral Event Interview	May 2 & 4, 2023
Effective Coaching and Mentoring	May 3, 2023
Effective Communication Skills	May 4, 2023
Facilities Management Training	May 8, 2023
Seminar on Code of Conduct and Ethical Standard of Public Officials and Employees (RA No. 6713)	May 9, 2023
Seminar on RA 6713 and 2017 RACCS	May 9, 2023

2023 TRAININGS AND SEMINARS

TITLE	DATE
Work Attitude and Value Enhancement Program	May 10, 2023
Risk Identification and Prioritization	May 12, 2023
Online Refresher Course in the Creation and Control of Documents Information	May 15, 2023
HRDS Learning Session 2: Service Quality Improvement PProgram (SQIP)	May 29, 2023
Revised Philippine Internal Audit Manual	May 29 - June 30, 2023
Information Security and Cybersecurity	May 31, 2023
Supervisory Development Course Track I and II	June 6-9, 2023
Appraisal and Disposal of Government Properties	June 13-15, 2023
Online Workers and Employees Program Round the Table Discussions on the Revised Labor Code	July 8,22,29, 2023
Disability Sensitivity Training	July 22, 2023
Risktalks 2023: Sharing of Risk Management Best Practices and Strategies	July 25, 2023
Effective Conflict Resolution and Solving Employee Performance Issues thru Mediation	July 26-27, 2023
Productivity Challenge Workshop: Discovering and Designing Productivity Solutions	August 9, 2023
Management Succession Development Program	August 15-16, 2023
Management Succession Development Program Roll-Out	August 15-16, 2023
Master Class in Writing of Minutes of Meeting	August 24-25, 2023
Project Development	August 30, 2023
Basic Project Management	August 30, 2023
GAD Orientation & HGDG	September 5-8, 2023
Corporate Governance	September 6-7, 2023
53rd OHNAP National Annual Convention	September 6-8, 2023
FOI	September 18, 2023
Orientation on the Harmonized Client Satisfaction Measurement	September 19, 2023
Google Workspace Orientation	September 26, 2023
Public Sector HR Symposium	September 26-27, 2023
Echo Session on Technical Writing on Statistical Report	September 27, 2023
Public Procuremnet Specialist Certification Course Level 1	October 10-13 & 17-20, 2023
Basic Records and Archives Management	October 17-18, 2023
Organization Innovation Towards Digital Transformation	October 25-27, 2023
2023 Occupational Safety, Health, and Rehabilitation International Conference	November 10-11, 2023
40th ASEAN Social Security Association (ASSA) Board Meeting and International Seminar	November 20-22, 2023
Certification Examination for Certified Disability Management Professionals (CDMP)	November 20 - December 1, 2023
Echo Session on Employment Insurance and Employment Injury Insurance	November 22, 2023
Professionalism in the Workplace	December 5, 2023

ECC CORPORATE ACTIVITIES



BFP Fire Prevention



Buwan ng Wika



Derma



Nutrition Month



R. Bañaga - Pasasalamat



Earthquake Drill



Musculoskeletal Seminar



Zumba



Annual Physical Exam



Vibes Massage



Tree Planting

ECC NEWS



ECC EMPLOYEES PLANT TREES IN ANTIPOLO CITY

In partnership with the Department of Environment and Natural Resources (DENR), more than 600 Narra and other tree seedlings were planted by the employees of the Employees' Compensation Commission (ECC) on June 01, 2023 at the Upper Marikina Basin Protected Landscape in Sitio San Isidro, San Jose, Antipolo City.

The said activity was joined by the rank-and-file employees as well as members of the top management. Clad in their farming shirts, the more than 60 ECC employees proceeded to Antipolo and participated in the annual activity as part of its corporate social responsibility.

Despite being greeted by the muddy trails caused by the bad weather, the

employees were not discouraged to climb up the steep hills not only to fulfill a commitment but also to connect with the "Mother Nature".

OIC-Executive Director Engr. Jose Maria S. Batino said, "This is more than just a plain compliance. Rather, this is another creative way to break free from work even just for hours, connect with nature and release our stress."

The said activity was adopted by the ECC from the Department of Labor and Employment's (DOLE) "Green Our DOLE Program." Yearly, ECC commits to plant trees in areas designated by the DENR.

FORMER MINER WITH BACK INJURY RECEIVES EC LIVELIHOOD ASSISTANCE



The Employees' Compensation Commission Regional Extension Unit 1 (ECC-REU 1) awarded a starter kit amounting to P20, 000.00, on May 3, 2023, to Marcelino Baraña, resident of Balaoan, La Union.

Regional Program Focal Dr. Randy Angelo Ponciano personally accompanied Baraña and his wife to purchase all items needed for his chosen rolling store business.

Baraña received the said amount as one of his EC benefits under the Katulong at Gabay sa Manggagawang may Kapansanan (KaGabay) Program.

"Maraming salamat sa lahat ng tulong ng ECC. Napakalaking tulong na ito sa aking pamilya," Baraña said while teary eyed.

CORPORATE RESPONSIBILITY



Mandaluyong, Manila - More than two hundred persons deprived of liberty (PDLs) from the Correctional Institution for Women (CIW) benefitted from the Employees' Compensation Commission (ECC) outreach program on June 22, 2023.

Mandaluyong, Manila - More than two hundred persons deprived of liberty (PDLs) from the Correctional Institution for Women (CIW) benefitted from the Employees' Compensation Commission (ECC) outreach program on June 22, 2023.

The outreach activity is an annual project of the ECC in line with the Commission's Employees' Welfare Program and corporate social responsibility. The activity aims to promote the concept of hope for PDLs.

OIC-Executive Director Jose Maria S. Batino, along with other ECC personnel, led the distribution of packed lunch, toiletries, medical supplies, abaniko fans, and other necessary supplies.

"On behalf of Labor Secretary Bienvenido Laguesma, we, at the ECC, continue to support and provide benefits and services, lend a hand to those in need, and give hope amidst the battles one may be facing," Director Batino said in his message.

During the event, PDLs entertained everyone by showcasing their talent. There were performances from the members of the PDL's drum and lyre, followed by their soulful singers and vibrant dancers. The show ended with a group of senior citizens who wowed the crowd with some retro dance mix.

On the other hand, ECC personnel also flaunt their talent and offer a song number to the PDL community which the latter enjoys as well.

"Masaya po kami dahil nandito kayong lahat, kami po ay nagpapasalamat sa inyong mga handog at sana po ay hindi ito ang una at huli," added by one of the inmates.

Collectively, the ECC is grateful to get the chance to reach out and provide assistance to the PDLs at the CIW.

ECC-REU 4A conducts small business management training for PWRDs



RTWPB IV-A Labor Information Officer Gener Rivera discusses the processes involved in business management to PWRDs during the small business management training organized by ECC in REU IV-A.

In celebration of the Employees' Compensation Commission's (ECC) 48th founding anniversary, the ECC Regional Extension Unit (REU) IV-A awarded P10,000.00 EC cash assistance each to three qualified workers and conducted a small business management training entitled "Start your Own Business Enterprise and Productivity Improvement Training" for twelve persons with work-related disabilities (PWRDs) on March 15, 2023 at Milan Prestige Bldg., Calamba, Laguna.

The training aimed to equip the PWRDs with basic knowledge on how they could effectively manage and sustain the viability of their current or potential livelihood/businesses. Gener Rivera, Labor and Information Officer of the Regional Tripartite Wages and Productivity Boards

IV-A (RTWPB 4A) discussed the processes involved in starting or doing a small business such as organization, marketing, pricing, stock control, and bookkeeping, among others.

The PWRDs were later briefed on the succeeding steps for them to qualify for the P20,000.00 livelihood starter kit from the ECC, a benefit granted to PWRDs who are deemed unable to return to employment due to a work-related contingency.

Aside from the free training and cash assistance, some of the PWRDs already received other services under the ECC's Katulong at Gabay sa Manggagawang may Kapansanan (KaGabay) Program such as free medical consultations, physical therapy, and prosthesis in addition to the EC sickness benefit they filed at the Social Security System (SSS).

DOLE secretary hands over benefits to EC beneficiaries



Awarding of EC cash assistance in Davao City. Department of Labor and Employment (DOLE) Secretary Bienvenido E. Laguesma (6th from right), along with Usec. Feilipe N. Egargo Jr. (3rd from right), Usec. Benedicto Ernesto R. Bitonio, Jr. (4th from right), Usec. Benjo Santos M. Benavidez (3rd from left), Asec. Lennard Constantine Serrano and Asec. Dominique Tutay, hand over the EC cash assistance checks to EC beneficiaries in Davao City during the Labor Relation Summit on April 13, 2023 at Acacia Hotel Davao.

Davao City – Labor and Employment Secretary Bienvenido E. Laguesma, along with other DOLE officials, handed cash assistance checks to 42 EC beneficiaries of Davao Region during the Labor Relations Summit at Acacia Hotel, Davao City on April 13, 2023.

Members of the Regional Tripartite Industry Peace Council (RTIPC) witnessed the handover of Cash Assistance to the EC beneficiaries whose employment was adversely affected due to their work-related contingency. The extended Cash Assistance was in addition to the other benefits previously granted under the EC Program through the SSS and GSIS.

“Despite the disabling condition I got, I am grateful for the interventions of ECC for me to remain economically productive,” Corrine R. Godin, one of the ECC beneficiaries, said during the event. She elaborated on how significant the financial assistance is to her family as it helps her make the family’s ends meet.

In his speech, Secretary Laguesma emphasized that the Government programs should trickle down to those who need them the most in view of the current administration’s whole-of-nation approach.

In light of the long-standing mandate of providing invaluable service for work-related contingencies, ECC was able to disburse 1.91 billion pesos for 316,640 EC claims in CY 2022, 105.84 million pesos of which was for EC Cash Assistance.

ECC, MEGH 1st rehab tie-up in MIMAROPA



The Employees’ Compensation Commission (ECC), an attached agency of the Department of Labor and Employment (DOLE), recently established a partnership with Maria Estrella General Hospital (MEGH), by signing a Memorandum of Agreement (MOA) to provide free physical and occupational therapy to workers who suffered from disabilities due to work-related contingencies, otherwise known as persons with work-related disability (PWRD).

MEGH is the first partner hospital of ECC in Mindoro to attend to the rehabilitation needs of PWRDS

residing in Region 4B.

Officials of MEGH headed by Medical Director Melinda Corazon N. Goco, as well as Chief of Clinics, Rehabilitation Physiatrist Ma. Rhoda C. Goco and Accounting Department Head Augusto M. Saguid signed the agreement. ECC, on the other hand, was represented by Information Officer Ruth Calinao.

ECC’s KaGabay Program can only be availed by qualified workers with approved EC disability benefits from administering agencies, the SSS for the private sector and the GSIS for the public sector.

ECC GAD Committee preps FY 2023-2024 budget



To rev up the Employees' Compensation Commissions' (ECC) knowledge on Gender and Development (GAD), the ECC Committee on GAD has undergone an extensive training for its agency's Programs and Projects (PAPs) on September 21 and 22 at Novotel Manila, Quezon City.

The two-day training on Harmonized Gender and Development Guidelines (HGDG) aims to ensure that the proposed PAPs undertaken by the agency in its various stages are gender responsive and have a proper budget allocation. The formulation and development of HGDG was initiated in order to guide companies and various agencies in conceptualizing gender-sensitive programs and projects.

Philippine Commission on Women (PCW) Undersecretary and Chairperson

Sandra Sanchez-Montano led the group in the discussion on Gender Sensitivity and Gender Audit. She also guided the ECC team in aligning its GAD Agenda with its budget proposal for the remaining months of 2023 and for the Fiscal Year 2024. The said preparation and submission of GAD Plans and Budget was recapitulated by Commissioner Amielyn M. Limbona of PCW in a separate discussion. The training/workshop appraised the ECC GAD Committee of technicalities that may be encountered, especially with the budget allotment.

To ensure inclusiveness in all aspects of GAD PAPs process, the ECC GAD Committee Head, Atty. Jane E. Baron, vowed to involve all ECC employees in its GAD Planning and Budgeting process.

On-site ECP Advocacy Seminar to uniformed personnel



Employees' Compensation Commission Regional Extension Unit VII (ECC-REU 7) Information Officer Ingrid Z. Yumang explains the EC Program to the 53rd Engineer Brigade, Philippine Army on November 22, 2022, at Camp Lapulapu, Cebu City.



ECC-REU XII Information Officer II Kaye L. Daga (1st row, 3rd from left) and Administrative Officer II Exequiel K. Salcedo III (1st row, 2nd from left), together with their military participants, pose for photo op after the conduct of orientation seminar on the Employees' Compensation Program (ECP) and Katulong at Gabay sa Manggagawang may Kapansansan (KaGabay) Program to the Philippine Army Personnel at 1st Mechanized Infantry (Lakan) Battalion, Armor (Pambato) Division, President Quirino, Maguindanao on November 28, 2022.

ECC, MGTRI ink partnership for Return-to-Work Assistance Program

The Employees' Compensation Commission Regional Extension Unit 12 and the Mommy Gina Tuna Resources, Inc. show the Memorandum of Agreement for the Return-to-Work Program (RTWAP) at CMPHI Business Compound, Purok, Ngilay, Banisil, Tamber, General Santos City. IN PHOTO: (L-R) Administrative Officer Exequiel K. Salcedo III, Mommy Gina Tuna Resources, Inc. Human Resource Manager Gilanie T. Buenafe, and Information Officer Kaye L. Daga.



The Employees' Compensation Commission Regional Extension Unit 12 recently signed an agreement with Mommy Gina Tuna Resources Inc. (MGTRI) to help assist persons with work-related disabilities (PWRDs) in General Santos and other neighboring provinces.

The Memorandum of Agreement (MOA) was the first-ever partnership forged by ECC-REU 12 with a private company in the implementation of its RTWAP. The MGTRI is a large-scale fishing company that also manufactures tuna products in General Santos City. They are also a major supplier of tuna goods to Japan and the US.

In accordance with the partnership, MGTRI shall assist with the re-employment or immersion of the qualified ECC client and determine their possible job placement in the company. The ECC, on the other hand, shall identify prospective PWRDs in the company who are eligible for rehabilitation services, livelihood, and skills training.

“Through this Return-to-Work program of ECC, we continue to uphold the

PWRDs' welfare by giving them opportunities for re-employment or new job placement,” ECC OIC-Executive Director Jose Maria S. Batino said.

Director Batino also added that ECC will carry on fostering healthy relationship with different institutions in order to efficiently and effectively provide timely services to PWRDs.

The ECC's Return-to-Work Assistance Program is an interdisciplinary approach to rehabilitation, services, and support that goes beyond traditional medical treatment for the worker who suffered from work-related contingency. This comprises the provision of medical and surgical treatment, rehabilitation, job and workplace modification, job placement, and vocational retraining.

ECC launches 'ECC Podcast'



As part of the increasing demand to inform the workers of the benefits and services under the Employees' Compensation Law, the Employees' Compensation Commission (ECC) launched a self-produced podcast.

The self-titled show, “ECC Podcast” was conceptualized by the Information and Public Assistance Division as part of its ‘Microlearning’ program which aims to provide short, concise yet comprehensive information material that tackles the Employees' Compensation Program (ECP) in bits and pieces with only singular subject matter as its topic.

Ma. Cecilia E. Maulion, chief of the Information and Public Assistance Division said, “To avoid loading our clients with too much information about the EC Program, we came up with a project ‘ECC Podcast’ which directly provides a single information

on our programs. It is more laser-focused and easier to comprehend.”

ECC Executive Director Atty. Kaima Via Velasquez said, “This new project is a good opportunity for ECC to capture niche market segment—the yuppies, for instance, which, normally, are the listeners of podcast shows. This will also widen our reach in terms of information dissemination on the EC Program.”

With ‘ECC Podcast’, ECC will have its own platform which is free and available anytime, anywhere with the aid of the Internet.

Currently, ECC podcast has two episodes which are available on ECC's Facebook page, YouTube channel, and ECC website. It is expected to air more episodes that cover the benefits and services provided under the EC Program.

ECC conducts seminar on Work-Related Musculoskeletal Disorders

Dr. Marian Michelle M. Marquez, Medical Officer III of the ECC served as the resource speaker where participants learned about what are considered work-connected musculoskeletal disorders, the causes and risk factors of WRMSDs, as well as practical strategies for preventing and managing these conditions.



The Employees' Compensation Commission (ECC) has conducted a seminar on Work-Related Musculoskeletal Disorders (WRMSDs) at the ECC Main Office Multi-purpose Hall, Makati City on March 23, 2023.

The hybrid seminar was attended by 139 employees from ECC Central and Regional Offices, including on-the job trainees and utility service workers. It aimed to educate all personnel of ECC on the prevention and management of WRMSDs through interactive activities.

Dr. Marian Michelle M. Marquez, Medical Officer III of the ECC served as the resource speaker where participants learned about what are considered work-connected musculoskeletal disorders, the causes and risk factors of WRMSDs, as well as practical strategies for preventing and managing these conditions. An interactive workshops, on the other hand, provided attendees with hands-on experience in ergonomics, proper posture, and safe work practices.

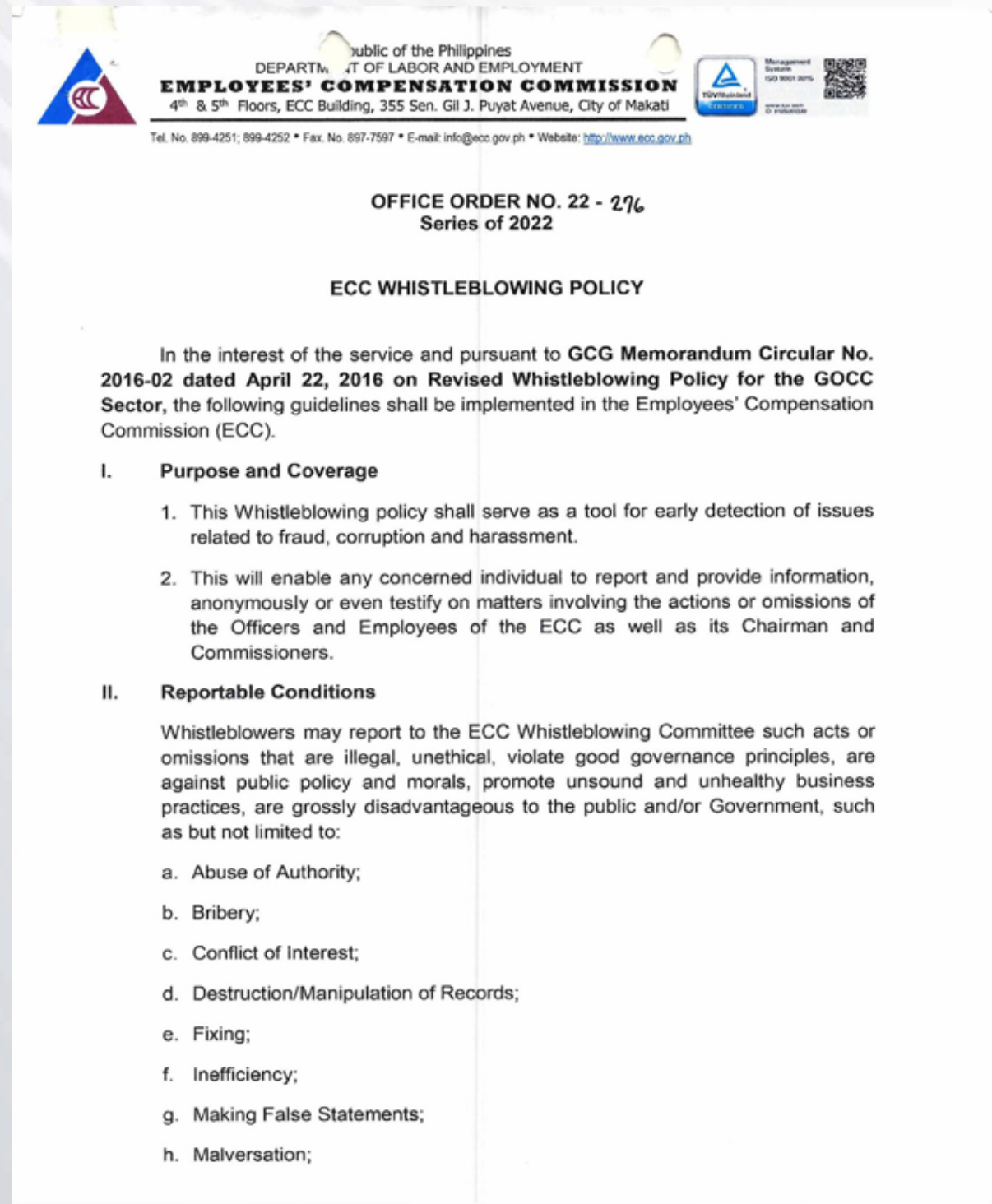
OIC-Executive Director Jose Maria Batino said that, "We are thrilled with the success of our WRMSD seminar and grateful for the support of our personnel and expert speaker. Worthy to note, that musculoskeletal disorders are considered work-related diseases. Thus, it is compensable under the Employees' Compensation Program."

"The prevention and management of WRMSDs are critical to reduce the burden of these disorders on workers and employers. Prevention efforts should focus on identifying and addressing workplace hazards through ergonomics, which involves designing workspaces, tools, and equipment to fit the worker," added Director Batino.

To cap the event, Director Batino finally said that, "Training and education for workers and supervisors on ergonomic principles, proper posture, and safe work practices can also help to prevent WRMSDs. By working together to address these issues, we can create safer and healthier workplaces for everyone."

ANNUAL AUDIT REPORT

WHISTLE BLOWING POLICY



- 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	complaints@ecc.gov.ph
Postage Mail	Chairperson ECC Administrative Complaints Committee Employees' Compensation Commission 4 th & 5 th 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



Name:	BIENVENIDO E. LAGUESMA
Position:	Secretary, Department of Labor and Employment
Age:	73
Educational Attainment:	Ateneo de Manila College of Law, 1975, Bachelor of Laws Lyceum of the Philippines, 1971, AB Political Science
Date of Appointment:	September 22, 2022
Trainings Attended:	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

Name:	ATTY. BENJO SANTOS M. BENAVIDEZ
Position:	Undersecretary, Department of Labor and Employment
Age:	42
Educational Attainment:	Bachelor of Arts in Political Science, Bicol University (1980) Bachelor of Laws, University of Nueva Caceres
Date of Appointment:	January 31, 2020
Trainings Attended:	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



SOCIAL SECURITY SYSTEM (SSS)



Name:	RIZALDY T. CAPULONG
Position:	Executive Vice President, Investments Sector, Social Security System
Age:	55
Educational Attainment:	B. S. Mathematics - (magna cum laude), University of the Philippines, Diliman M.S. Mathematics - Actuarial Science University of Connecticut, Storrs, Connecticut, United States of America (U.S.A.)
Date of Appointment:	July 17, 2019
Trainings Attended:	2022 Leadership Competency Assessment Test (December 2022); Training Program 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)

GOVERNMENT SERVICE INSURANCE SYSTEM (GSIS)



Name:	JOSE ARNULFO A. VELOSO
Position:	President and General Manager, Government Service Insurance System
Age:	57
Educational Attainment:	Bachelor of Science in Commerce Major in Marketing Management, De La Salle University (1986)
Date of Appointment:	July 21, 2022
Trainings Attended:	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)

Name:	ATTY. DIONISIO C. EBDANE, JR.
Position:	SVP, Government Service Insurance System (GSIS)
Age:	60
Educational Attainment:	Certified Public Accountant, Lawyer and a Career Executive Officer IV
Date of Appointment:	October 18, 2010
Trainings Attended:	N/A



PHILIPPINE HEALTH INSURANCE CORPORATION (PHILHEALTH)



Name:	ATTY. ANGEL L. MIRANDA, JR.
Position:	Senior Vice President, Philippine Health Insurance Corporation
Age:	53
Educational Attainment:	Laws, San Beda College Manila (1991) Bachelor of Laws, University of the East College of Law (1998)
Date of Appointment:	August 12, 2021
Trainings Attended:	N/A

Name:	ATTY. FRANCIS JAY E. REMIGIO
Position:	Acting Senior Vice President, Management Services Sector Concurrent, Senior Manager of ILED, Philippine Health Insurance Corporation
Age:	41
Educational Attainment:	BSC Management and Entrepreneurship, San Sebastian College-Recoletos (2003) Juris Doctor, San Sebastian College-Recoletos (2008) Master of Laws, San Sebastian College-Recoletos (2016)
Date of Appointment:	September 21, 2022
Trainings Attended:	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)



EMPLOYEES SECTOR REPRESENTATIVE



Name:	CARLITO ROBLE
Position:	Union President, San Juan De Dios Educational Foundation Inc. National Executive Vice President, Alliance of Filipino Workers
Age:	65
Educational Attainment:	Samson Technical School (1981)
Date of Appointment:	January 4, 2013
Trainings Attended:	Basic Trade Unionism; Basic Course on Organizing Trade Unions; Grievance Handling; Paralegal; Integrated Course on Collective Bargaining; Risk-based Thinking on ISO 9001:2015

EMPLOYERS' SECTOR REPRESENTATIVE



Name:	ATTY. RENE Y. SORIANO
Position:	Commissioner, Employers' Sector ECC
Age:	78
Educational Attainment:	Bachelor of Arts Major in Political Science - University of the Philippines (1965) Bachelor of Laws - University of the Philippines (1971)
Date of Appointment:	2023
Trainings Attended:	8th Tripartite Regional Seminar on Industrial Relations in the Asean Region - International Labour Conference (ILO) (2017) 106th Session of the International Labour Conference - Geneva Switzerland - International Labour Conference (ILO) (2017)

OSHC EXECUTIVE DIRECTOR




Name:	DR. MARIA TERESITA S. CUCUECO
Position:	Executive Director III, Occupational Safety and Health Center
Age:	65
Educational Attainment:	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)
Date of Appointment:	August 2, 2022
Trainings Attended:	27th Asean Labor Ministers Meeting (October 2022); Workshop and Documentation of Best Practices on OSH SMEs and Informal Economy among ASEAN MEMBERS (June 2022)

**ECC, OIC-EXECUTIVE DIRECTOR
(UP TO AUGUST 2023)**

Name:	ENGR. JOSE MARIA S. BATINO
Position:	OIC-Executive Director, Employees' Compensation Commission
Age:	60
Educational Attainment:	BS Civil Engineering, UP Diliman (1987) Masters of Business Administration, UP Diliman (1994) Doctor of Public Health, UP College of Public Health
Date of Appointment:	September 1, 2022
Trainings Attended:	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)



ECC EXECUTIVE DIRECTOR

	Name:	ATTY. KAIMA VIA B. VELASQUEZ
	Position:	Executive Director, Employees Compensation Commission
	Age:	40
	Educational Attainment:	Bachelor of Arts Major in Political Science - Adamson University (2004) Bachelor of Laws - San Beda University (2008) Masters in Industrial Relations Major in Human Resources and Development - University of the Philippines - School of Labor and Industrial Relations (2022)
	Date of Appointment:	August 2023
	Trainings Attended:	AMLC Registration And Reporting Guidelines (ARRG) Webinar For Covered Persons - Anti-Money Laundering Council (2022) Understanding Targeted Financial Sanctions - Insurance Commission (2022) Asean Corporate Governance Scorecard - Institute Of Corporate Directors (2022)

BOARD SECRETARY



Name:	DIANNE LILIBETH S. BAUTISTA
Position:	Board Secretary, Employees' Compensation Commission
Age:	46
Educational Attainment:	Bachelor of Laws, Arellano School of Law (2004) BS Medical Technology, University of Santo Tomas (1998)
Date of Appointment:	March 16, 2012
Trainings Attended:	Planning and Delivering Public Service with Impact (October 29-30, 2018) Seminar Workshop on Effective Technical Writing and Editing (July 9-10, 2018) Enhancing Productivity, Quality and Safety at Workplace -5S (June 22, 2018) Critical Thinking and Decision Making in the Workplace (April 10, 2018)

ECC Secretariat



APPEALS DIVISION



POLICY, PROGRAMS AND SYSTEMS MANAGEMENT DIVISION



WORK CONTINGENCY PREVENTION AND REHABILITATION DIVISION



INFORMATION AND PUBLIC ASSISTANCE DIVISION



ADMINISTRATIVE DIVISION



FINANCE DIVISION



ECC MANAGEMENT



OFFICE OF THE EXECUTIVE DIRECTOR



OFFICE OF THE DEPUTY EXECUTIVE DIRECTOR



COMMISSIONERS' EXECUTIVE ASSISTANTS



**REGIONAL EXTENSION UNITS
INFORMATION OFFICERS**



**REGIONAL EXTENSION UNITS
ADMINISTRATIVE OFFICERS**

ECC Directory

EMPLOYEES' COMPENSATION COMMISSION

ECC Building, 355 Sen. Gil J. Puyat Avenue,
Makati City.
Tel. Nos.: 8899 42 51 to 52 / 8896 78 37
Email: info@ecc.gov.ph

Regional Extension Units (REUs) Contact Details

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DENNIS GARRET R. LEE / CEZANNE B. PANAY

Mobile Nos. 09202008485 / 09107376889
car@ecc.gov.ph
Department of Labor and Employment, Cabinet Hill, Baguio
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DEXTER J. DUPAGAN / RANDY ANGELO PONCIANO

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REU 6

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REU 7

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REU 9

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REU 11

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