



24 October 2024

**ATTY. MARIUS P. CORPUS**

*Chairperson*

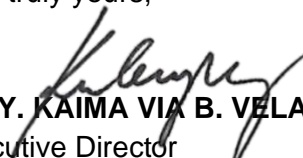
Governance Commission for GOCCs (GCG)  
3/F BDO Paseo Towers, 8741 Paseo de Roxas  
Makati City, Philippines 1226

Dear Atty. Corpus:

In compliance with item 7 of GCG Memorandum Circular No. 2023-01 dated 19 January 2023, may we submit the attached ECC-OSHC Quarterly Monitoring Report for the 3<sup>rd</sup> Quarter of 2024 together with the supporting documents for your perusal.

Thank you.

Very truly yours,

  
**ATTY. KAIMA VIA B. VELASQUEZ**  
Executive Director

**EMPLOYEES' COMEPNSATION COMMISSION – OCCUPATIONAL SAFETY AND HEALTH CENTER**

	Component				Annual Target	[3rd] Quarter		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Target	Actual	
<b>Stakeholders/Customers</b>	SO 1	<b>Ensured Satisfaction of Customers</b>						
	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%	90% Satisfactory rating	N/A	Implementation of the harmonized Client Satisfaction Measurement, as mandated by ARTA, is in progress.  Full CSM report will be submitted by April 15, 2025
	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%	25% of PWRDs provided with rehabilitation services in 2023 reintegrated into the economic mainstream  25% of 426* = 106 *Unique number of PWRDs provided with rehab services	10%   Cumulative Target	38.70% 41/106  <ul style="list-style-type: none"> <li>• With Business: 19</li> <li>• Employed: 8</li> <li>• With Business &amp; Employed: 14</li> </ul>

**PES Form 4**  
**[3rd] Quarter Monitoring Report**

	Component				Annual Target	[3rd] Quarter		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Target	Actual	
	<i>Sub-total</i>			15%				
<b>Finance</b>	SO 2	<b>Maximized Budget Utilization</b>						
	SM 3	Efficient Utilization of Corporate Operating Budget	Total obligated ÷ DBM-Approved Corporate Operating Budget (COB)	5%	(Actual/Target) x Weight	90% utilization rate	75%	<b>49%</b> <b>P354,076,967.82</b> <b>of</b> <b>P722,820,000.00</b>  ECC: 46% (P182,758,826.82 of P393,917,000.00)  OSHC: 52% (P171,318,141.00 of P328,903,000.00)
	<i>Sub-total</i>			5%			Cumulative Target	

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**[3rd] Quarter Monitoring Report**

	Component				Annual Target	[3rd] Quarter	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Target	Actual
<b>Internal Process</b>	SO 3	<b>Enhanced EC Benefits through Policy Issuances</b>					
	SM 4	Formulate EC Policy Issuances to enhance benefits and improve services	Actual Accomplishment	10%	All or nothing	3 New Policies	2  Cumulative Target

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**[3rd] Quarter Monitoring Report**

		Component			Annual Target	[3rd] Quarter	
Strategic Objective (SO)/ Strategic Measure(SM)		Formula	Weight	Rating System		Target	Actual
SO 4	<b>Proposed OSH Policies through Research</b>						
SM 5	Complete/ conduct OSH related research	Total number of completed research submitted to DOLE	10%	(Actual/Target) x Weight	5 Researches submitted to the Department of Labor and Employment	0	Ongoing
SO 5	<b>Prompt and Fair Resolution of Cases</b>						
SM 6	Efficient Disposition of Appealed Cases within the Process Cycle Time (PCT) <sup>1</sup>	Number of cases resolved by the Commission ÷ Number of cases docketed	10%	(Actual/Target) x Weight	100% of Appealed cases disposed within the prescribed Process Cycle Time (PCT)	100%	100% 50/50 cases disposed within PCT
SO 6	<b>Improved Awareness and Capacity in Priority Areas</b>						
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	500 batches of OSH trainings	200	Completed 572 batches (114%)  COSH: 74 BOSH: 498

<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.

**PES Form 4**  
**[3rd] Quarter Monitoring Report**

		Component			Annual Target	[3rd] Quarter	
Strategic Objective (SO)/ Strategic Measure(SM)		Formula	Weight	Rating System		Target	Actual
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	Conduct of 120 ECC-organized advocacy seminars to public/private workers/employers	100  Cumulative Target	140 (117%) inhouse Seminars conducted
SO 7	<b>Efficient Delivery of Technical Services</b>						
SM 8	Percentage of technical services completed within the process cycle time (PCT) <sup>2</sup>	Number of Technical Services completed within PCT ÷ Total number of Technical Services with valid request	10%	(Actual ÷ Target) x Weight	100% of technical services processed within the prescribed PCT	100%	603 processed within 20 days PCT  WEM: 145 PPE: 446 OH: 12
<b>Sub-total</b>			<b>50%</b>				

<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.

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**[3rd] Quarter Monitoring Report**

	Component				Annual Target	[3rd] Quarter	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Target	Actual
<b>- Learning and Growth</b>	SO 8	<b>Maintenance and Implementation of a Quality Management System</b>					
	SM 9	Ensure compliance to Quality Management System	Actual Accomplishment	7.5%	All or nothing	Pass the 1 <sup>st</sup> Surveillance Audit on ISO Certification 9001:2015 of core processes <sup>3</sup>	N/A  ECC: 1. Second Internal Quality Audit conducted on September 16-30, 2024 2. Submitted 3rd Quarter report to DOLE-FMS  OSHC: 1. Conducted Management Review last August 4, 2024 2. Submitted 3rd Quarter Report to DOLE-FMS 3. Conducted Internal Quality Audit on September 2024  <i>Surveillance Audit scheduled on the last Quarter of 2024</i>

<sup>3</sup> Covering core processes of both ECC and OSHC.

**PES Form 4**  
**[3rd] Quarter Monitoring Report**

	SM 10	Accomplishments of deliverables based on the ISSP	Actual Accomplishment	7.5%	(Actual/ Target) x Weight	100% implementation of the ISSP/s <sup>4</sup> as submitted to the DICT	N/A	<p><b>ECC 2024 ISSP Year 1:</b></p> <ul style="list-style-type: none"> <li>• Development of Data Banking Systems – 80% delivered</li> <li>• Continuing Cost (Procurement: Capital Outlay) – 50% delivered</li> </ul> <p>*ECC 2024-2026 ISSP is not yet approved as of September 30, 2024</p> <p><b>OSHC:</b></p> <ul style="list-style-type: none"> <li>• Procurement of Network Rehabilitation service - (public bidding - ONGOING)</li> <li>• Development of Human Resource Information System - 86%</li> <li>• Renewal of software subscriptions essential to the operation of OSHC</li> <li>- Renewed license: Cachebox, Development Tools, Canva, ADOBE CC, ZOOM, Firewall, and antivirus</li> </ul>
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<sup>4</sup> Covering ICT projects and information systems of both ECC and OSHC.



**PES Form 4**  
**[3rd] Quarter Monitoring Report**

		Component			Annual Target	[3rd] Quarter	
Strategic Objective (SO)/ Strategic Measure(SM)		Formula	Weight	Rating System		Target	Actual
SO 9	<b>Development of Human Resources Capabilities</b>						
SM 11	Improvement of the Competency Level <sup>5</sup> of the Organization	Actual Accomplishment	2.5%	All or nothing	Establishment of Baseline using the Recalibrated Competency Framework of ECC	N/A	<ul style="list-style-type: none"> <li>Done with the proposed 2024 recalibrated competency catalogue.</li> <li>Ongoing review of competency ratings of all employees as per submitted competency assessment from Division Heads</li> </ul>

<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:

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

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

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**[3rd] Quarter Monitoring Report**

	Component				Annual Target	[3rd] Quarter	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Target	Actual
			Actual Accomplishment	2.5%		All or nothing	Improvement on the Competency Level of OSHC
	<b>Sub-total</b>		<b>20%</b>				
	<b>TOTAL</b>		<b>100%</b>				