



29 April 2025

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 10 of GCG Memorandum Circular No. 2024-01 dated 28 June 2024, may we submit the attached ECC-OSHC fully accomplished Monitoring Report for 2024 together with its supporting documents for your perusal.

Thank you.

Very truly yours,


ATTY. KAIMA VIA B. VELASQUEZ
Executive Director

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EMPLOYEES' COMPENSATION COMMISSION – OCCUPATIONAL SAFETY AND HEALTH CENTER

	Component				Annual Target	As of [4th] Quarter		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Target	Actual	
Stakeholders/Customers	SO 1	Ensured Satisfaction of Customers						
	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	Release of initial report	ECC – 98.23% OSHC – 98.68% CSM Report of ECC and OSHC submitted to ARTA on 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	25% Cumulative Target	26.52% 113/426 • With Business: 41 • Employed: 35 • With Business & Employed: 37
	Sub-total			15%				

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	Component				Annual Target	As of [4th] Quarter		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Target	Actual	
Finance	SO 2	Maximized Budget Utilization						
	SM 3	Efficient Utilization of Corporate Operating Budget	Total obligated ÷ DBM-Approved Corporate Operating Budget (COB)	5%	(Actual/Target) x Weight	90% utilization rate	90%	ECC: 87% (P209,089,656.30 of P239,834,000.00) Disbursement less PS ÷ DBM approved COB less PS (and exclusions) OSHC: 89.86% (P295,558,269.00 of P328,903,000.00)
							Cumulative Target	
	Sub-total			5%				
Internal Process	SO 3	Enhanced EC Benefits through Policy Issuances						
	SM 4	Formulate EC Policy Issuances to enhance benefits and improve services	Actual Accomplishment	10%	All or nothing	3 New Policies	3	3 EC Policies approved by the Board as of December 2024
							Cumulative Target	

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	Component				Annual Target	As of [4th] Quarter		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Target	Actual	
	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	5 Researches submitted to the Department of Labor and Employment	5	5 Researches submitted to 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	100% of Appealed cases disposed within the prescribed Process Cycle Time (PCT)	100%	100% 60/60 cases disposed within 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	500 batches of OSH trainings	100	704 batches as of December 2024 COSH: 97 BOSH: 607

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.

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		Component				Annual Target	As of [4th] 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		120 Cumulative Target	168 inhouse Seminars conducted as of December 2024
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	100% of technical services processed within the prescribed PCT	100%	816 requests processed within 20 days PCT WEM: 187 PPE: 612 OH: 17	
Sub-total			50%					

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					Annual Target	As of [4th] Quarter	
	Strategic Objective (SO)/ Strategic Measure(SM)		Formula	Weight	Rating System		Target	Actual
- Learning and Growth	SO 8	Maintenance and Implementation of a Quality Management System						
	SM 9	Ensure compliance to Quality Management System	Actual Accomplishment	7.5%	All or nothing	Pass the 1 st Surveillance Audit on ISO Certification 9001:2015 of core processes ³	Passed the surveillance on ISO Certification	ECC Passed the 1st Surveillance Audit on ISO Certification 9001:2015 of core processes on December 9,11,13, 2024 OSHC Passed the 1st Surveillance Audit on ISO Certification 9001:2015 of core processes on December 10 2024

³ Covering core processes of both ECC and OSHC.

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	SM 10	Accomplishments of deliverables based on the ISSP	Actual Accomplishment	7.5%	(Actual/ Target) x Weight	100% implementation of the ISSP/s ⁴ as submitted to the DICT	100% ISSP Implemented	<p>ECC 2024 ISSP Year 1:</p> <ul style="list-style-type: none"> 100% development of Integrated Data Banking Systems (IDBS) <ul style="list-style-type: none"> 100% migrated and integrated into the IDBS the following: RMS, SPMS, HRIS ECC 2024-2026 ISSP endorsed by DICT on November 14, 2024 <p>OSHC:</p> <ul style="list-style-type: none"> Procurement of Network Rehabilitation service -- DONE Development of Human Resource Information System - 100% Renewal of software subscriptions essential to the operation of OSHC - Renewed license: Cachebox, Development Tools, Canva, ADOBE CC, ZOOM, Firewall, and antivirus
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	Component				Annual Target	As of [4th] Quarter		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Target	Actual	
	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	Establishment of Baseline using the Recalibrated Competency Framework of ECC	Submission of Baseline	• Baseline using the recalibrated competency: 0.97
Actual Accomplishment			2.5%	All or nothing	Improvement on the Competency Level of OSHC	25%	• 116.59% (2024) vs 112.35% (2023)	
Sub-total			20%					
TOTAL			100%					

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

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:

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

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