



30 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 9 of GCG Memorandum Circular No. 2024-01 dated 28 June 2024, may we submit the attached ECC-OSHC Quarterly Monitoring Report for the 1<sup>st</sup> Quarter of 2025 together with the supporting documents for your perusal.

Thank you.

Very truly yours,

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

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**PES Form 4**  
**[1st] Quarter Monitoring Report**

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

	Component					Annual Target	[1st] Quarter	
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System	Target		Actual	
Social Impact	SO 1	Sustainable, Comprehensive Programs of Prevention, Compensation and Rehabilitation and Safer Workplace to all Workers						
	SM 1	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%	28% of PWRDs provided with rehabilitation services in 2024 reintegrated into the economic mainstream	0%	0%
	SM 2	Formulate EC Policy Issuances to enhance benefits and improve services	Actual Accomplishment	5%	All or Nothing	1 Board-approved New Policy	0	Conducted 1st TPOC meeting with select Execom Members to set the 2025 direction and commitments on 27 March 2025
				5%	(Actual/Target) x Weight	4 Board-approved Enhancement of existing policies	0	
		Sub-total		20%				

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	Strategic Objective (SO)/ Strategic Measure(SM)		Formula	Weight	Rating System		Target	Actual
Stakeholders	SO 2	Ensured Satisfaction of Customers						
	SM 3	Customer Satisfaction Survey (CSS)	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%	-	Ongoing
	Sub-total			5%				
Finance	SO 3	Maximized Budget Utilization						
	SM 4	Budget Utilization Rate (BUR)	Total Disbursement ÷ DBM-Approved Corporate Operating Budget (COB) (both net of PS Cost)	5%	(Actual/Target) x Weight  0% = If less than 70%	90%	10%	ECC: 6% 18,100,850.97 out of 294,696,000.00  OSHC: 14.55% 47,839,706 out of 328,903,000  (utilization based on CY 2024 approved budget as interim)
	Sub-total			5%				

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	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System	Target		Actual	
Internal Process	SO 4	Proposed OSH Policies through Research						
	SM 5	Complete OSH Related Research	Total number of completed research submitted to DOLE	10%	(Actual/Target) x Weight	4 Research Projects submitted to the DOLE	Data collection	Ongoing 1. Start of Data Collection 2. Review of related literatures and IAQ standards 3. Consolidation of IAQ-WEM Data from WEM Providers and OSHC
	SO 5	Prompt and Fair Resolution of Cases						
	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 (less remanded cases)	10%	(Actual/Target) x Weight	100% Appealed cases disposed within the prescribed Process Cycle Time (PCT)  (less remanded cases)	100%	100% 12/12
	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	650 batches of OSH trainings	125	Conducted 128 batches of OSH Trainings as of March 2025

<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.

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	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 140 ECC-organized advocacy seminars to public/private workers/ employers	20	17 ECC-organized advocacy seminars conducted as of March 2025
	SO 7	Efficient Delivery of Technical Services						
	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%	Processed 181 (100%) requests within 20 days PCT as of March 2025
	Sub-total			50%				

<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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	SO 8	Maintenance and Implementation of a Quality Management System						
	SM 9	Compliance to Quality Standards (ISO QMS)	Actual Accomplishment	5%	All or nothing	Pass the 2nd Surveillance Audit on ISO Certification 9001:2015 of ECC and OSHC's core processes	-	<div>ECC:<ul style="list-style-type: none"><li>Workshop on Conducting QMS audit using ISO 9001:2015 standard based on ISO 19011:2018 audit guidelines (Feb. 10-11, 2025)</li><li>IQA Mock Audit conducted on Feb. 12, 2025</li><li>Conducted QMS Orientation (Feb. 19, 2025)</li><li>Conducted RMIC and IQA Subcom. Meeting (Feb. 24, 2025)</li></ul></div> <div>OSHC:<ul style="list-style-type: none"><li>Conducted 1<sup>st</sup> Management Review Meeting on February 26, 2025</li></ul></div> <div>Surveillance audit scheduled on the last quarter of 2025</div>

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	SM 10	Accomplishment of deliverables based on the ISSP	Actual Accomplishment	5%	(Actual/ Target) x Weight	100% accomplishment of the 2025 deliverables based on the ISSP as submitted to or approved by the DICT	-	ECC <ul style="list-style-type: none"><li>- Ongoing preparation of PR</li><li>- Ongoing migration of target systems to IDBS</li></ul> OSHC <ul style="list-style-type: none"><li>- Renewed subscription of software used for daily operation of OSHC</li></ul>
	SO 9	Development of Human Resources Capabilities						
	SM 11	Percentage of Employees with required competencies met	Actual Accomplishment	5%	All or nothing	Increase from prior year's competency level	-	Ongoing review of competency ratings of all employees
	SM 12	Development of Disaster Risk Reduction Management (DRRM) Plan	Actual accomplishment	5%	All or nothing	Board-approved Public Service Continuity Plan (PSCP)	Drafting of Public Service Continuity Plan	Ongoing drafting of PSCP
	Sub-total			20%				
	TOTAL			100%				

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	BONUS STRATEGIC MEASURES						
	GAD Budget Utilization		1%	All or Nothing	5% of Total COB		-
	ISO Certification on any of the following standards: a. Environmental Management System b. Business Continuity Management System (BCMS)		1%	All or Nothing	a. ISO 14001:2015 Certification b. ISO 22301:2019 Certification		-