



Office of the President of the Philippines  
**GOVERNANCE COMMISSION**  
FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS  
3/F, BDO Towers Paseo, 8741 Paseo De Roxas, Makati City, Philippines 1226



10 June 2025

**HON. BIENVENIDO E. LAGUESMA**

*Secretary, Department of Labor and Employment  
and ECC Chairperson*

**HON. KAIMA VIA B. VELASQUEZ**

*Executive Director*

**EMPLOYEES' COMPENSATION COMMISSION**

4<sup>th</sup> and 5<sup>th</sup> Floor ECC Building, 355 Sen. Gil Puyat Avenue,  
Makati City



**RE : REVALIDATION RESULT OF ECC's 2021  
PERFORMANCE SCORECARD**

Dear Secretary Laguesma and Executive Director Velasquez:

This refers to the **EMPLOYEES' COMPENSATION COMMISSION's (ECC)** letter dated 08 February 2023,<sup>1</sup> requesting for the reconsideration on Strategic Measures (SM) 1,<sup>2</sup> 3,<sup>3</sup> 5,<sup>4</sup> 8,<sup>5</sup> 10,<sup>6</sup> and 11<sup>7</sup> under its validated 2021 Performance Scorecard.

Upon evaluation, the validated score of the ECC's 2021 Performance Scorecard has increased from 45.00% to **74.33%**. Attached herein as **Annex A** is the summary of our revalidation.

**FOR THE ECC'S INFORMATION AND GUIDANCE.**

Very truly yours,

**ATTY. MARIUS P. CORPUS**  
*Chairperson*

**ATTY. BRIAN KEITH F. HOSAKA**  
*Commissioner*

**ATTY. GERALDINE MARIE  
BERBERABE-MARTINEZ**  
*Commissioner*

cc: COA Resident Auditor – ECC

<sup>1</sup> Officially received by the Governance Commission on 09 February 2023.

<sup>2</sup> Percentage of Satisfied Customers.

<sup>3</sup> Efficient Utilization of Corporate Operating Budget.

<sup>4</sup> Efficient Disposition of Appealed Cases within the Process Cycle Time (PCT).

<sup>5</sup> Percentage of Technical Services Completed within the Process Cycle Time (PCT).

<sup>6</sup> Percentage Employees with Required Competencies Met.

<sup>7</sup> Integration of ECC and OSHC Structure, Operations, Systems, and Procedures.



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**EMPLOYEES COMPENSATION COMMISSION (ECC)**  
**Revalidation Result of 2021 Performance Scorecard**

Component					Target	Submission		GCG Validation		Supporting Documents	GCG Remarks	
	Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating			
STAKEHOLDERS	SO 1	Ensured Satisfaction of Stakeholders										
	SM 1	Percentage of Satisfied Customers	Number of Respondents who gave a rating of at least Satisfactory / Total Number of Respondents	10%	(Actual / Target) x Weight 0% = If less than 80%	90%	On going data gathering and conduct of CSM	-	Compliant	10%	<ul style="list-style-type: none"><li>ECC Terms of Reference (TOR)</li><li>Final Report by Fernando Paragas Marketing &amp; Management Consultancy</li><li>Sample CSM Questionnaires</li><li>Explanation of redacted questionnaires from third-party consultant</li></ul>	The request for reconsideration is <u>APPROVED</u> .
	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	15%	25% and above = 15% 22% to 24% = 10% Below 22% = 0%	25% of PWRDs provided with rehabilitation services that are reintegrated to economic mainstream	35.53%	15%	35.53%	15%	<ul style="list-style-type: none"><li>2020 Summary list of PWRDs provided with assistive devices and prothesis, Beneficiaries of PT/OT/Other Physical Rehabilitation Service/Consultation Services, and PWRDs Facilitated for skills/ entrepreneurship training</li><li>2021 List of PWRDs</li></ul>	140 out of 394 PWRDs were given rehabilitation services and reintegrated into the economic mainstream in 2021.

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Component					Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure		Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating		
										Reintegrated to the economic mainstream <ul style="list-style-type: none"><li>Twenty (20) samples of Progress monitoring Report</li><li>Screenshots of the encoded report in the Rehabilitation Information System (RIS)</li></ul>	
Sub-total			25%						25%		
FINANCE	SO 2: Maximized Budget Utilization										
	SM 3	Efficient Utilization of Corporate Operating Budget	Total disbursement (net of PS) / Total DBM Approved Corporate Operating Budget (net of PS) <sup>1</sup>	10%	$\frac{(\text{Actual} / \text{Target}) \times \text{Weight}}{0\% = \text{If less than } 70\%}$	Not lower than 90% but not exceeding 100%	Average Budget Utilization: 57.93% ECC:45.69% OSHC:73.05%	0%	83.97%	9.33%	<ul style="list-style-type: none"><li>ECC and OSHC Utilization Corporate Operating Budget</li><li>Occupational Safety and Health Center COB Utilization Report for December 2021 COB Utilization per GCG as of 31 December 2021</li><li>Budget Utilization for 2nd and 3rd Quarter Statement of</li></ul>

<sup>1</sup> Validation of total disbursement will refer to the actual uses of funds as provided in the Statement of Comparison of Budget and Actual Amounts.



Component					Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure		Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating		
										Appropriations, Allotments, Obligations, Disbursements and Balances (SAAODB) (Far 1) of ECC and OSHC as of 31 December 2021. • <u>2021 COA-AAR</u>	
Sub-total			10%						9.33%		
INTERNAL PROCESS	SO 3	Enhanced EC Benefits through Policy Issuances									
	SM 4	Increase number of approved EC Policy Issuances to enhance benefits and Improve Services	Total number of EC Policy Issuances geared towards the enhancement of benefits and services	10%	(Actual / Target) x Weight	5	Approved 8 policies in 2021	10%	6	10%	<ul style="list-style-type: none"> <li>Board Resolutions for the approved policies</li> <li>Copies of EC Policy Issuances for 2021</li> <li>Transmittal letter received by the OP of the proposed Policy issuance requiring approval of the President</li> </ul> <p>4 are policies that do not require the approval of the President. 2 policies cover the increase and/or grant of benefits, hence subject to the approval of the President.</p> <p>2 of the reported policies were excluded since these were already considered as accomplishments in previous years.</p>
	SO 4	Prompt and Fair Resolution of Cases									
	SM 5	Efficient Disposition of Appealed Cases within the Process	Number of cases acted upon within PCT from docketing of appeal / Number of	15%	(Actual / Target) x Weight 0% = If less than 80%	100% Appealed cases disposed within the Applicable	73.91%	0%	Unverifiable	0%	<ul style="list-style-type: none"> <li>2021 Cases Resolved Within 20-PCT</li> <li>Letter to various Claimants</li> </ul> <p>The request for reconsideration is <u>DENIED</u>.</p> <p>The Governance Commission retained its</p>

	Component				Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
	Objective/Measure		Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating	
		Cycle Time (PCT)	cases as of 30 November			Processing Time <sup>2</sup>					<i>initial evaluation as ECC's reported accomplishment cannot be objectively verified on account of inadequate documentary requirements.</i>
STAKEHOLDERS	SO 5	Increased Availment of Rehabilitation Services for PWRDs									
	SM 6	PWRDs facilitated with rehabilitation services (PT/OT, prosthesis, and skills & entrepreneurial training)	Number of PWRDs with valid requests provided with rehabilitation / Total Number of PWRDs with complete documents	10%	All or Nothing	100% of PWRDs with valid requests provided with rehabilitation services	100%	10%	100%	10%	<ul style="list-style-type: none"> <li>• 2021 List of PWRDs provided with assistive devices and prothesis</li> <li>• 2021 List of Beneficiaries of PT/OT/Other Physical Rehabilitation Service/Consultation Services</li> <li>• 2021 List of PWRDs Facilitated for skills/ entrepreneurship training</li> <li>• Prosthesis Sample Application Forms</li> <li>• PTOP Sample Application Forms</li> <li>• Training Sample Application Forms</li> </ul> <p>Target met.</p>

<sup>2</sup> Applicable process cycle time based on compliance with Republic Act No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.



Component					Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating			
INTERNAL PROCESS	SO 6	Improved Awareness and Capacity in Priority Areas									
	SM 7	Increase the Number of New Batches for the Mandatory Occupational Safety and Health (OSHC) Trainings for Safety Officers Conducted	Actual number of batches provided for Safety Officers in compliance with RA No. 11058	5%	All or Nothing	175 new batches of OSH Trainings	659	5%	659 new batches of OSH Trainings	5%	<ul style="list-style-type: none"><li>Masterlist of the trainings conducted in 2021</li><li>2021 Construction Safety and Health Training evaluation report</li><li>Online Construction Safety and Health Training Attendance</li></ul> <p>The 659 training batches are composed of the following:</p> <p>Mandatory Courses – 34 trainings conducted;</p> <p>Basic Occupational Safety and Health Training – 16 trainings conducted; and</p> <p>10-Hr Basic Occupational Safety and Health Training – 609 trainings conducted.</p>
	SO 6	Efficient Delivery of Technical Services									
	SM 8	Percentage of Technical Services Completed within the Process Cycle Time (PCT) <sup>3</sup>	Number of Technical Services completed within PCT / Total number of Technical Services with valid request	10%	(Actual / Target) x Weight  0% = if less than 95%	100% of technical services within the prescribed PCT	100%	10%	100%	10%	<ul style="list-style-type: none"><li>Process cycle time monitoring report for Health Services – Heavy Metals Analysis &amp; Organic Solvents</li><li>Process cycle time monitoring report for Personal Protective Equipment Testing</li></ul> <p>The request for reconsideration is <u>GRANTED</u>.</p>
		Subtotal		50%						35%	

<sup>3</sup> Technical Services: (1) Work Environment Measurement; (2) Biological Monitoring for heavy metals and organize solvents; (3) Personnel Protective Equipment (PPE) Testing. Applicable process cycle time based on ECC's compliance with Republic Act No. 11032 or Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

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LEARNING & GROWTH	Component				Target	Submission		GCG Validation		Supporting Documents	GCG Remarks	
	Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating			
	SO 8	Maintenance and Implementation of Quality Management System										
	SM 9	Improve Quality Management System	Actual accomplishment	5%	All or Nothing	Pass Surveillance Audit on ISO Certification 9001:2015	ECC: Certified on 23 November 2021 OSHC: Certified on 16 December 2021	5%	Passed Surveillance Audit	5%	<ul style="list-style-type: none"><li>TUV Rheinland Initial Audit Summary Report</li><li>ISO 9001 :2015 Certification</li></ul>	Target met.
	SO 9	Development of Human Resources Capabilities										
	SM 10	Percentage of Employees with Required Competencies Met	Competency Baseline 2021 – Competency Baseline 2020	5%	All or Nothing	Improvement on the Competency of the Organization based on the 2020 year-end assessment	In 2021, there is improvement in ECC-OSHC Competencies based on 2020 year-end assessment. Please refer to competency reports	5%	Unverifiable	0%	<ul style="list-style-type: none"><li>2021 Competency Assessment (1st-4th Qtr.)</li><li>Individual Competency Assessment</li><li>Training Accomplishment Report</li></ul>	<p>The request for reconsideration is <b>DENIED</b>.</p> <p><u>The Governance Commission retained its initial evaluation for this measure for ECC's failure to submit the requested HR Certification providing the total number of employees in 2021 and the updated competency framework and policy.</u></p>
	SM 11	Integration of ECC and OSHC Structure, Operations, Systems, and Procedures	Actual Accomplishment	5%	All or Nothing	Submission of Complete Documentary Requirements for Proposed Restructuring Plan (RP)	ECC-OSHC joint meeting conducted.  Prepared a proposed ECC-OSHC Integrated	5%	Failed to submit the complete documentary requirements	0%	<ul style="list-style-type: none"><li>Current State Assessment Report</li></ul>	<p>Request for exclusion of the measure is <b>DENIED</b>.</p> <p><u>The Governance Commission retained its position given that as early as 2018, the Governance Commission already directed the ECC to submit</u></p>

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Component					Target	Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure		Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating		
						structure which was part of the discussion during the meeting held on October 11, 2021.					<u>its proposed Restructuring Plan (RP). The ECC was provided with ample time and opportunity to coordinate with various government agencies to finalize the same.</u>
						Conducted in-house Current State Assessment					
Sub-total			15%						5%		
Total			100%						74.33%		

Annex A Reviewed and Certified Correct by:

(ON-LEAVE AT THE TIME OF SIGNING)  
JHON ARNOLD C. TALUSAN  
Director III  
Corporate Governance Office - A

  
ATTY. LOVELY JOY A. AVISADO, CPA  
Director IV  
Corporate Governance Office - A