

28 May 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  
2023 PERFORMANCE SCORECARD**

Dear Secretary Laguesma and Executive Director Velasquez,

This refers to the **EMPLOYEES' COMPENSATION COMMISSION's (ECC)** letter dated 02 August 2024,<sup>1</sup> requesting for reconsideration on Strategic Measures (SMs) 3,<sup>2</sup> 10,<sup>3</sup> 11,<sup>4</sup> and 12<sup>5</sup> under its validated 2023 Performance Scorecard.

Upon evaluation, the validated score of the ECC's 2023 Performance Scorecard has increased from 80.97% to **85.04%**. Attached as **Annex A** is the summary of our revalidation.

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

Very truly yours,

**ATTY. MARIUS P. CORPUS**

*Chairperson*



(ON OFFICIAL BUSINESS)

**ATTY. BRIAN KEITH F. HOSAKA**

*Commissioner*

**ATTY. GERALDINE MARIE B.**

**BERBERABE-MARTINEZ**

*Commissioner*

cc: COA Resident Auditor – ECC

<sup>1</sup> Officially received by the Governance Commission on 05 August 2024.

<sup>2</sup> Efficient Utilization of Corporate Operating Budget.

<sup>3</sup> Accomplishment of Deliverables based on the ISSP.

<sup>4</sup> Achieve the Required Competencies for the Employees based on the Agency's Competency Framework.

<sup>5</sup> Integration of ECC and OSHC Structure, Operations, Systems, and Procedures.



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EMPLOYEES' COMPENSATION COMMISSION (ECC)  
Revalidation Result of 2023 Performance Scorecard

Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
	Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
STAKEHOLDERS	SO 1	Ensured Satisfaction of Stakeholders									
	SM 1a	Percentage of Satisfied Customers – Individual Customers	5%	(Actual / Target) x Weight 0% = If less than 80%	90%	97.12%	10%	97.12%	10%	<ul style="list-style-type: none"><li>• Copy of the acknowledgement from ARTA</li><li>• ARTA's validated result</li></ul>	Exceeded target.
	SM 1b	Percentage of Satisfied Customers – Business Clients	5%		90%						

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Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
	Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
SM 2	Increase number of Persons with Work-Related Disability (PWRDs) provided with rehabilitation services that are Reintegrated into Economic Mainstream	Number of PWRDs with gainful employment and livelihood for the current year / PWRDs provided with rehabilitation services from the previous year	10%	25% and above = 10% 23% to 24% = 9% 21% to 22% = 8% 20% = 7% 19% and below = 0%	25% of PWRDs are provided with rehabilitation services that are reintegrated to the economic mainstream	36.29%	10%	35.43%	10%	<ul style="list-style-type: none"> <li>• 2022 List of PWRDs Facilitated for Skills/ Entrepreneurship Training</li> <li>• 2022 List of PWRDs Provided with Assistive Devices and Prosthesis</li> <li>• 2022 List of Beneficiaries of PT/OT/Other Physical Rehabilitation Services/ Consultation Services</li> <li>• 2023 List of PWRDs Returned to the Economic Mainstream</li> <li>• Ten (10) Progress Monitoring Reports (PMRs)</li> </ul>	Exceeded Target.
	Sub-total		20%				20%		20%		

Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks									
	Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating										
FINANCE	SO 2:	Maximized Budget Utilization																		
	SM 3	Efficient Utilization of Corporate Operating Budget	Total Disbursement) / DBM-approved Corporate Operating Budget (both net of PS) <sup>1</sup>	5%	(Actual / Target) x Weight 0% = If less than 70%	90%	74.12%	4.12%	73.27%	4.07%	<ul style="list-style-type: none"><li>DBM-Approved COB</li><li>ECC and OSHC Corporate Operating Budget Utilization Report</li><li>2023 COA Annual Audit Report (AAR)</li></ul>	<p>The request for reconsideration is <b>PARTIALLY GRANTED.</b></p> <p>The 2023 COA-AAR should serve as the controlling document for the validation of this measure.</p> <p>Based on the 2023 COA-AAR, the unremitted State Insurance Fund (SIF) for the ECC COB was accounted for and the Statement of Comparison of Budget and Actual Amount (SCBAA) figures were used in recomputing the BUR.</p> <table><tr><th>Particulars</th><th>Amount</th></tr><tr><td>Utilization<sup>[a]</sup></td><td>₱370.22</td></tr><tr><td>COB (less Unremitted SIF)<sup>[b]</sup></td><td>505.26</td></tr><tr><td>BUR<sup>[a]/[b]</sup></td><td>73.27%</td></tr></table>	Particulars	Amount	Utilization <sup>[a]</sup>	₱370.22	COB (less Unremitted SIF) <sup>[b]</sup>	505.26	BUR <sup>[a]/[b]</sup>	73.27%
	Particulars	Amount																		
	Utilization <sup>[a]</sup>	₱370.22																		
	COB (less Unremitted SIF) <sup>[b]</sup>	505.26																		
BUR <sup>[a]/[b]</sup>	73.27%																			
Sub-total			5%				4.12%		4.07%											

<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 (SCBAA).





Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
INTERNAL PROCESS	SO 3	Enhanced EC Benefits through Policy Issuances									
	SM 4	Formulate EC policy issuances to enhance benefits and improve services	Actual Accomplishment	5%	All or Nothing	2 New Policies	2 New Policies	5%	2 New Policies	5%	<ul style="list-style-type: none"><li>• Copy of the Board Resolutions for the Approved Policies (if applicable)</li><li>• Copy of Letter Transmittal to the Office of the President</li></ul> Acceptable.

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Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
	Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
SO 4	Proposed OSH Policies through Research										
SM 5	Complete/ Conduct OSH related researches	Total number of completed research submitted to DOLE	5%	(Actual / Target) x Weight	5 Researches submitted to the Department of Labor and Employment (DOLE)	4 Researches	5%	4 Researches	5%	Copy of Research Projects: a) A Qualitative Assessment on the Working Conditions in Micro-Enterprises in the Philippines b) Establishing a Labelling System or Product Marking for Compliance with Quality Standards for Personal Protective Equipment c) Safety, Health, and Working Conditions of Selected Delivery Riders Providing Digital Work d) Gap Analysis of Legal and Implementation Readiness for Ratification if ILO Convention No. 155 (OSHC, 1981) e) The National Occupational Safety and Health Profile: Philippines 2019-2022	Acceptable.

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Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
	Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
<b>SO 5 Prompt and Fair Resolution of Cases</b>											
SM 6	Efficient disposition of appealed cases within the Process Cycle Time (PCT)	Number of PWRDs with valid requests provided with rehabilitation / Total Number of PWRDs with complete documents	10%	(Actual / Target) x Weight	100% of Appealed Cases disposed within the prescribed Process Cycle Time (PCT)	100%	10%	78.38%	7.84%	<ul style="list-style-type: none"> <li>• 2023 Summary List of all Cases</li> <li>• Samples of Complete Documentary Requirements of Cases Processed</li> <li>• Copy of 2023 Case Decisions</li> </ul>	Target not met.
<b>SO 6 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 RA No. 11058	10%	(Actual / Target) x Weight	500 new batches of OSH trainings	1,703	10%	883	10%	<ul style="list-style-type: none"> <li>• 2023 Master list of Trainings Conducted</li> <li>• Twelve (12) Samples of Attendance and Certificate</li> </ul>	Target exceeded.

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Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
	Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
SM 7b	Increased public awareness on Employees' Compensation Program (ECP)	Actual number of advocacy seminars conducted to public/ private/ workers/ employers	10%	(Actual / Target) x Weight	Conduct of 120 ECC-organized advocacy seminars to public/ private/ workers/ employers	141	10%	141	10%	<ul style="list-style-type: none"> <li>2023 Master list of Inhouse Seminars/Webinars Conducted</li> <li>Ten (10) Samples of Attendance and Certificate</li> </ul>	Target exceeded.
<b>SO 7 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 a valid request	10%	(Actual / Target) x Weight	100% of Technical Services processed within the prescribed PCT	100%	10%	100%	10%	<ul style="list-style-type: none"> <li>2023 PCT Report PPE Testing</li> <li>2023 Biological Monitoring Report</li> <li>2023 WEM Report</li> </ul>	Acceptable.
	<b>Subtotal</b>		<b>55%</b>				<b>50%</b>		<b>47.84%</b>		

<sup>2</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.



Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks	
	Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating			
LEARNING & GROWTH	SO 8	Maintenance and Implementation of Quality Management System										
	SM 9	Ensure compliance to Quality Management System	Actual accomplishment	2.5%	All or Nothing	Pass the recertification Surveillance Audit on ISO 9001:2015 Certification for all processes and three (3) REUs	Passed the recertification Surveillance Audit on ISO 9001:2015 Certification for all processes	2.5%	Passed the recertification Audit on ISO 9001:2015 of ECC's core processes	2.5%	• QMS Quarterly Report • Audit Report from third-party provider	Acceptable.
			Actual accomplishment	2.5%	All or Nothing	Pass Surveillance Audit on ISO 9001:2015 Certification for all processes and three (3) REUs	Passed the recertification Surveillance Audit on ISO 9001:2015 Certification for all processes	2.5%	Passed the recertification Audit on ISO 9001:2015 of OSHC 's core processes	2.5%	• QMS Quarterly Report • Audit Report from third-party provider	Acceptable.

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Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
	Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
SM 10	Accomplishment of deliverables based on the ISSP	Actual accomplishment	2.5%	(Actual / Target) x Weight	100% implementation of the ECC ISSP as submitted to the DICT	100% development of Asset Management System	2.5%	Implemented the following ISSP Project: • Records Management System	0.63%	<ul style="list-style-type: none"> <li>• Certificate of Completion and Acceptance (RMS and AMS)</li> <li>• ECC 2023 ISSP Status Report</li> <li>• ECC Letter to the DICT</li> <li>• Justification for the replaced ICT Projects</li> </ul>	<p>The request for reconsideration is <u>DENIED</u>.</p> <p>1. <b><u>Asset Management System (AMS) – Not Acceptable</u></b></p> <p>The ECC contended that an amendment to the ISSP was made to prioritize a more important related system – <b><u>Supply and Property Management System (SPMS)</u></b>, and that the DICT failed to respond to or grant clearance for its request.</p> <p>A careful review of ECC's correspondence with the DICT revealed that the letter has made no reference to any modifications or amendments related to the AMS. Moreover, ECC did not provide sufficient documents to justify its assertions regarding the causes of the system's procurement delays. Thus, ECC's claims remain uncorroborated and lack persuasive merit.</p>

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Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks						
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating								
											<p>Further, ECC has consistently reported in its Quarterly Monitoring Reports (QMRs) the development of AMS, as follows:</p> <table><tr><th>Q2</th><th>Q3</th><th>Q4</th></tr><tr><td>50%</td><td>75%</td><td>100%</td></tr></table> <p>It was only in the annual validation that it belatedly asserted that the AMS is to be replaced by the SPMS. Thus, it casts serious doubt on the validity and integrity of the accomplishment.</p> <p>Lastly, the Certificate of Completion and Acceptance for SPMS was dated 11 January 2024, clearly beyond the approved target completion date of 2023. This undermines any assertion of full compliance and highlights a significant deviation from the established project timeline.</p> <p>2. <b>PWRD Job Matching System – Not Acceptable</b></p> <p>The ECC reported that the above system is</p>	Q2	Q3	Q4	50%	75%	100%
Q2	Q3	Q4															
50%	75%	100%															



Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
											<p>suspended to give priority to the following:</p> <ul style="list-style-type: none"><li>• <u>Rehabilitation Information System</u></li><li>• <u>Flexible Work Arrangement System</u></li><li>• <u>Daily Time Record for Regional Extension Units</u></li></ul> <p>The GCG recognizes ECC's efforts to continuously improve its ICT systems and that the DICT's approval or endorsement of its proposed amendment/revision is beyond ECC's control. However, it is worthy to highlight the following observations:</p> <ul style="list-style-type: none"><li>• In ECC's 2023 QMR submissions, it failed to apprise the GCG regarding the suspension of the PWRD Job Matching System, ultimately a clear deviation of Item 7 of GCG M.C. No. 2023-01.<sup>3</sup></li><li>• ECC has requested for ISSP revision as early as March 2023.</li></ul>

<sup>3</sup> Item 7, GCG M.C. No. 2023-01, "[T]he Quarterly Monitoring Reports should also disclose substantial changes in circumstances that were unforeseen during the TPM that may affect the timely achievement of targets.





Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
	Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
											<p>however, its Monitoring Reports for the succeeding quarters failed to disclose such material information.</p> <ul style="list-style-type: none"><li>• ECC's 2023 QMRs showed no reported accomplishments explicitly related to the three (3) priority systems.</li></ul> <p>3. <b><u>Decision Support System (DSS) – Not Acceptable</u></b></p> <p>ECC's submitted documents were not sufficient to warrant the implementation or completion of the system. Hence, the initial validation is retained.</p> <p>4. <b><u>Case Docket Management System (CDMS) – Not Acceptable</u></b></p> <p>Unlike other systems, CDMS was neither introduced nor proposed as an alternative deliverable in the ECC ISSP. Similarly, the CDMS was not even reported in any of ECC's 2023</p>

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Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
											<u>QMRs, further indicating that it was not considered as a planned or substitute accomplishment during the performance period. Thus, it does not warrant to be recognized as an accomplishment for 2023.</u>
		Actual accomplishment	2.5%	(Actual / Target) x Weight	100% implementation of the OSHC ISSP as submitted to the DICT	100% development of Asset Management System	2.5%	Implemented the following ISSP Project: <ul style="list-style-type: none"><li>• Safety Control Information System</li><li>• Health Information System</li><li>• Training and Public Information System</li><li>• OSHC Accreditation and Information System</li><li>• Environment and Information System</li></ul>	2.5%	<ul style="list-style-type: none"><li>• 2023 ISSP Status Report</li><li>• OSHC ISSP 2022-2024 cover page with Transmittal Letter to DICT</li><li>• Screenshots of the system</li></ul>	Acceptable.

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Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
	Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating		
SO 9	Development of Human Resources Capabilities										
SM 11	Achieve the required competencies for the employees based on the Agency's Competency Framework	Actual Accomplishment	5%	All or Nothing	Improvement on the Competency Level of the Organization	ECC: 102% OSHC: 109.51%	5%	ECC: 2022 Competency Level: 103% 2023 Competency Level: 98.38%  OSHC: 2022 Competency Level: 99.70% 2023 Competency Level: 112.35%	0%	<ul style="list-style-type: none"> <li>• 2023 and 2022 Competency Assessment Report</li> <li>• Ten (10) samples of the Accomplished Competency Report</li> <li>• Summary of Competency Assessment Report (CY 2022 and 2023)</li> </ul>	<p>The request for reconsideration is <b>DENIED</b>.</p> <p>The GCG reasserts its initial evaluation that the target of this measure should be an improvement in the overall organizational competency level.</p>
SM 12	Integration of ECC and OSHC Structure, Operations, Systems, and Procedures	Actual Accomplishment	10%	Milestone <sup>4</sup>	Submission of the Board-Approved RP to the Governance Commission	Submission of the Board-Approved RP to the Governance Commission	5%	Award of third-party consultant	5%	<ul style="list-style-type: none"> <li>• Notice of Award and Notice to Proceed of the third-party Consultant</li> <li>• ECC and OSHC Organizational Structure (version 1 to 12)</li> <li>• Minutes of 1<sup>st</sup> Regular Board Meeting</li> </ul>	<p>The request for the exclusion of the second and third milestones for this measure in CY 2023 is <b>DENIED</b>.</p> <p>The ECC and OSHC failed to submit substantial documentation – either in their quarterly monitoring report or through an official correspondence –</p>

<sup>4</sup> See Appendix A.

Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
	Objective/Measure		Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating	
											indicating ECC's difficulty in achieving the target is beyond its control.
	Sub-total			25%				20%		13.13%	
	Total			100%				94.12%		85.04%	

Annex A Reviewed and Certified Correct by:

  
**JHON ARNOLD C. TALUSAN**  
Director III  
Corporate Governance Office - A


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




**SM 12: INTEGRATION OF ECC AND OSHC STRUCTURE, OPERATIONS, SYSTEMS, AND PROCEDURES**

RESTRUCTURING PLAN MILESTONE	WEIGHT
Award of Third-Party Consultant	5%
Submission of the Restructuring Plan (RP) to the Board	3%
Submission of the Board-Approved RP to the Governance Commission	2%
<b>Total</b>	<b>10%</b>

*Appendix A Reviewed and Certified Correct by:*

  
**JHON ARNOLD C. TALUSAN**  
*Director III*  
Corporate Governance Office - A

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