

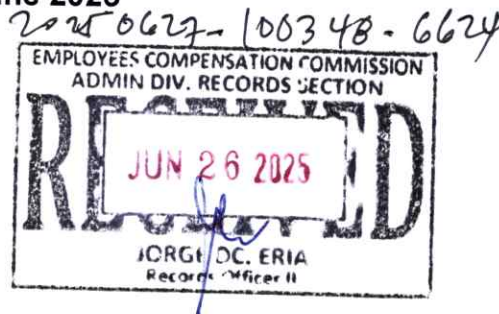


Office of the President of the Philippines
GOVERNANCE COMMISSION
FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS
3/F, BDO Towers Paseo, 8741 Paseo De Roxas, Makati City, Philippines 1226



BAGONG PILIPINAS

18 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

*4th and 5th Floor ECC Building, 355 Sen. Gil Puyat Avenue
Makati City*

**RE: REVALIDATION RESULT OF THE ECC's 2022
PERFORMANCE SCORECARD**

Dear Secretary Laguesma and Executive Director Velasquez,

This refers to the **EMPLOYEES' COMPENSATION COMMISSION's (ECC)** letter dated 29 August 2023,¹ requesting for reconsideration on Strategic Measures (SMs) 3,² 5,³ 8,⁴ 10,⁵ and 11⁶ under its validated 2022 Performance Scorecard.

Upon evaluation, the validated score of the ECC's 2022 Performance Scorecard has increased from 64.23% to **65.00%**. 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 B.
BERBERABE-MARTINEZ**
Commissioner

cc: COA Resident Auditor - ECC

¹ Officially received by the Governance Commission on 5 September 2023.

² Efficient Utilization of Corporate Operating Budget.

³ Efficient Disposition of Appealed Cases within the Process Cycle Time.

⁴ Percentage of Technical Services Completed within the Process Cycle Time (PCT).

⁵ Percentage of Employees with required Competencies met.

⁶ Integration of ECC and OSHC Structure, Operations, Systems, and Procedures.



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EMPLOYEES' COMPENSATION COMMISSION (ECC)
Revalidation Result of 2022 Performance Scorecard

Component					ECC Submission		GCC Validation		Supporting Documents	GCC Remarks		
Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating				
SO 1 Ensured Satisfaction of Stakeholders												
SM 1a	Percentage of Satisfied Customers – Individual Customers	Number of Respondents who gave a rating of at least	5%	(Actual / Target) x Weight 0% = If less than 80%	90%	-	-	93%	5%	• 2022 Customer Satisfaction Survey Report by the Third-Party Consultant • Ten (10) Samples of Accomplished Customer Satisfaction Survey	Acceptable.	
SM 1b	Percentage of Satisfied Customers – Business Clients	Satisfactory / Total Number of Respondents	5%		90%			90%	5%		Acceptable.	
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	15%	25% and above = 15% 22% to 24% = 10% Below 22% = 0%	25% of PWRDs are provided with rehabilitation services that are reintegrated to the economic mainstream			27%	15%	27%	15%	Exceeded target.
Sub-total			25%						25%			

Signature

Component										ECC Submission		GCG Validation		Supporting Documents	GCG Remarks								
Objective/Measure										Formula		Weight				Rating System		Target		Actual		Rating	
SO 2: Maximized Budget Utilization																							
SM 3	Efficient Utilization of Corporate Operating Budget	Total Disbursement) / DBM-approved Corporate Operating Budget (both net of PS) ¹	10%	(Actual / Target) x Weight 0% = If less than 70%	90%	49.37%	-	42.34%	0%	<ul style="list-style-type: none">ECC and OSHC Corporate Operating Budget Utilization ReportCOA Audit Report	The request for revision of the formula is DENIED . Even if ECC's request is granted, the revised utilization rate would yield a result of 62.93%, which is less than the threshold rating of 70%.												
Sub-total			10%						0%														
SO 3 Enhanced EC Benefits through Policy Issuances																							
SM 4	Increase the 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	100%	10%	100%	10%	<ul style="list-style-type: none">Copy of the Board Resolutions for the Approved Policies (if applicable)Copy of Letter of Transmittal to the Office of the PresidentCopy of Letter of Transmittal to SSS and GSIS	Exceeded target.												

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

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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 Prompt and Fair Resolution of Cases										
SM 5	Efficient Disposition of Appealed Cases within the Process Cycle Time (PCT)	Number of cases resolved by the Commission either via Referendum or through Commission meeting within the PCT / Number of cases docketed as of 30 November	15%	(Actual / Target) x Weight 0% = If less than 80%	100% Appealed cases disposed within the Applicable Processing Time ²	83%	12%	<u>64.29%</u>	0%	<ul style="list-style-type: none">2022 Summary List of Cases Resolved within the Applicable Processing TimeFive (5) Samples of Complete Documentary Requirements of Cases ProcessedCover Pages of ECC Appealed Case Folder <p><u>Target not met.</u></p> <p><u>Based on the GCG's recomputation of the PCT, only 45 out of 70 resolved cases were processed within the PCT.</u></p> <p><u>Given the threshold rating of 80%, a rating of 0% was awarded to this measure.</u></p>
SO 5 Increased Availment of Rehabilitation Services for PWRDs										
SM 6	PWRDs facilitated with Rehabilitation Services (PT/OT, prosthesis, and Skills & Entrepreneurial training) within Applicable Processing Time	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 within applicable processing time	100%	10%	100%	10%	<ul style="list-style-type: none">2022 Summary List of PWRDs provided with Rehabilitation Services (per type – PT/OT, Prosthesis, and Skills and Entrepreneurial Training)Five (5) samples of the accomplished forms (per type)Proof of services provided in 2022 <p>Target met.</p>
STAKEHOLDERS										

² 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.

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Component				ECC Submission		GCG Validation		Supporting Documents	GCG Remarks	
Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual			Rating
Improved Awareness and Capacity in Priority Areas										
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) Training for Safety Officers Conducted	Actual number of batches provided for Safety Officers in compliance with RA No. 11058	5%	All or Nothing	500 new batches of OSH trainings	128%	5%	100%	5%	<ul style="list-style-type: none">2022 Master list of the Training ConductedTen (10) Samples of the Training Evaluation ReportTen (10) Samples of the Training Attendance SheetsBOSH Training Attendance Target met.
SO 7	Efficient Delivery of Technical Services									
SM 8	Percentage of technical services completed within the process cycle time (PCT) ³	Number of Technical Services completed within PCT / Total number of Technical Services with a valid request	10%	(Actual/T arget) 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">Copy of the Process Cycle Time Monitoring Report (per type of Technical Service)WEM and PPE Testing sample data The request for reconsideration is GRANTED .
Sub-total			50%						35.00%	

³ 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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Component					ECC Submission		GCC Validation		Supporting Documents	GCC Remarks
Objective/Measure	Formula	Weight	Rating System	Target	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 9001:2015 Certification for all processes and three (3) REUs	5%	5%	5%	<ul style="list-style-type: none">• Copy of the Surveillance Report• Copy of the ISO 9001:2015 Certificate	Acceptable.
SO 9 Development of Human Resources Capabilities										
SM 10	Percentage of Employees with Required Competencies Met	Competency Baseline 2022 – Competency Baseline 2021	5%	All or Nothing	Improvement on the Competency of the Organization based on the 2021 year-end assessment	-	-	<u>ECC:</u> 2021 Competency Level: 105% 2022 Competency Level: 103% <u>OSHC:</u> 2021 Competency Level: 100% 2022 Competency Level: 99.70%	0%	<u>An automatic zero (0%) based on the "All or Nothing" rating scale was given for this measure.</u> <u>It was observed that ECC failed to accomplish the target of this measure considering the decrease in the overall competency level for both ECC and OSHC.</u>

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Component					ECC Submission		GCC Validation		Supporting Documents	GCC Remarks	
Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating			
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)	-	-	-	0%	<ul style="list-style-type: none">Copy of the Finalized Terms of Reference for the Third-party Consultant	The request for reconsideration is <u>DENIED</u> . Only the approval of the Terms of Reference (TOR) for the hiring of a consultant for the ECC-OSHC merger-reorganization was executed during the last part of 2022. This is insufficient to satisfy the target of submission of complete documentary requirements.
Sub-total		15%							5%		
Total		100%							<u>65.00%</u>		

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