

EMPLOYEES' COMPENSATION COMMISSION
Validation Result of 2018 Performance Scorecard

Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective / Measure	Formula	Wt.	Rating System	Target	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 ¹	10%	(Actual / Target) x Weight 0% = If less than 80%	90% ²	92.7%	10%	Accomplishment not acceptable.	0%	Reports on the 2018 Stakeholder Satisfaction Rating Study conducted by Fernando Paragas Marketing and Management Consultancy Accomplished survey reports

¹ Total respondents should include ECC and OSHC clients following the sampling methodology prescribed by the GCG.

² Survey to be conducted by a Third-party provider as discussed during the Technical Panel Meeting.

Validation Result of 2018 Performance Scorecard (Annex A)

Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks
Objective / Measure	Formula	Wt.	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 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%	Above 25% = 15%; 23% to 25% = 10%; Below 22% = 0%	25%	33.72% 205 PWRDs reintegrated into the economic mainstream	15%	33.72%	15%	List of 2018 PWRDs reintegrated into the economic mainstream through various rehabilitation services List of 2017 PWRDs provided with rehabilitation services Home Visit Monitoring Report	Acceptable. Out of the 608 PWRDs provided with rehabilitation services in 2017, 205 PWRDs or 33.72% were back into the economic mainstream in 2018.
Sub-total		25%				25%		15%			
FINANCE	SO 2 Maximized Budget Utilization										
SM 3	Efficient Utilization of Corporate Operating Budget	Total Budget Utilized / Total DBM Approved Budget	10%	All or Nothing	90%	73% - ECC 75.25% - OSHC	0%	65.42%	0%	Report on 2018 Fund Utilization Unaudited FS submitted to COA COA Audited Report DBM Approved COB	Validated Budget Utilization Rate was derived from the 2018 COA Annual Audit Report
Sub-total		10%					0%		0%		

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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 ³	10%	(Actual / Target) x Weight	6	8	10%	8	10%	List of 2018 approved policy issuances and copy of ECC Board Resolutions Transmittal of Proposed Increase in Benefits to the Office of the President Policies published in the ECC website

³ Policy pertains to an issuance providing for enhancement of benefits and/or improvement of services issued and approved either by ECC or the President of the Philippines. Policy which do not require increase in monetary benefits shall be approved by the ECC Board and published in ECC Website. Policy requiring increase in monetary benefits shall be approved by the President.

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SO 4	Prompt and Fair Resolution of Cases										
SM 5	Efficient Disposition of Appealed Cases within the Process Cycle Time (PCT)	Number of cases acted upon within 20 working days from receipt of appeal / Number of cases as of 30 November	15%	(Actual / Target) x Weight 0% = If less than 80%	100%	100% 103 / 103	15%	Accomplishment not verifiable	0%	List of EC appealed cases disposed within the required process cycle time Sample of appealed cases	Submitted supporting document not in accordance with the formula. PCT should start from the receipt of the appeal and not the docket date. The measure is intended to capture the efficient resolution of cases of the whole organization and not of a specific unit of the company. Start time should be upon receipt of the document by the organization and not of the responsible office/officer.

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SO 5	Increased Availment of Rehabilitation Services for PWRDs										
SM 6	PWRDs facilitated with rehabilitation services (PT/OT, Prosthesis and Skills, and Entrepreneurial Training)	Number of PWRDs with valid requests provided with rehabilitation / Total Number of PWRDs with complete documents	10%	All or Nothing	100%	105.79% (694/656)	10%	100% (694/694)	10%	List of 2018 PWRDs: Facilitated for Skills Training Beneficiaries of PT/OT/other Physical Rehab Services PWRDs Provided with Assistive Devices and Prosthesis	Acceptable.
SO 6	Improved Awareness and Capacity in Priority Areas										
SM 7	Increase the Number of New Batches for the Mandatory Occupational Safety and Health (OSH) Trainings conducted	Actual number of batches ⁴ provided with OSH Trainings conducted	10%	(Actual / Target) x Weight	130	227 batches	10%	163 batches	10%	List of Mandatory Occupational Safety and Health Training conducted Mandatory Occupational Safety and Health Post Training Report Disbursement Vouchers; Official Receipts; Memorandum for the conduct of training	Validated accomplishment excludes reported batches with less than 25 participants and those with no corresponding supporting document

⁴ With at least 25 number of participants per batch.

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SO 7	Efficient Delivery of Technical Services										
SM 8	Percentage of technical services ⁵ completed within the process cycle time (PCT)	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 processed within 30 working days	100% of services of requests served within the 30 days PCT	10%	WEM – 186 out of 201 (92.54%) Biological Monitoring for Heavy Metals and Organic Solvents – 13 out of 13 (100%) PPE Testing - 323 out of 323 (100%)	6.66%	Turn-around time report on 2018 Technical Services: -WEM -Biological Monitoring for Lead and Mercury - PPE Testing	Validated accomplishment based on the reports and supporting documents submitted
		Sub-total	55%				55%		36.66%		

⁵ Technical services: (1) Work Environment Measurement; (2) Biological Monitoring for heavy metals and organize solvents; and (3) Personnel Protective Equipment (PPE) Testing

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SO 8 Maintenance and Implementation of a Quality Management System											
LEARNING & GROWTH	SM 9	Improve Quality Management System	Actual accomplishment	5%	All or Nothing	Pass Surveillance Audit for ISO Certification 9001: 2015	5%	Passed Surveillance Audit for ISO 9001: 2015	5%	Surveillance Audit Report from TUV Rheinland Philippines, Inc. ISO Certification 9001:2015	Acceptable.
						ECC and OSHC passed the 1 st Surveillance Audit and Recertification Audit compliant to the requirements of the ISO 9001: 2015 conducted by ECC and OSHC certifying body TUV Rheinland Philippines, Inc. on December 17, 2018 and December 12, 2018, respectively					

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SO 9	Development of Human Resources Capabilities										
SM 10	Percentage of Employees with Required Competencies Met	Number of Employees meeting the required level of Core and Organizational Competency / Total number of employees with Core and Organizational Competency Requirements	5%	All or Nothing	80%	85% of employees required with core and organizational competency requirements	5%	69.10%	0%	ECC competency requirements of all positions OSHC competency requirement of all positions List of Employees undergo trainings for Core and Organizational Competencies Training Assessment Forms Report on Individual Competency Gaps	Target not met. ECC and OSHC has a combined number of 123 employees meeting the required core and organizational competencies, or 69.10% out of the total 178 employees.
		Sub-total	10%				10%		5%		
		TOTAL	100%				90%		56.66%		