

EMPLOYEES' COMPENSATION COMMISSION

Component						Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating Scale	2013	2014	2015	2016	
STAKEHOLDERS	SO 1	Empowered Stakeholders							
	SM1	Customer satisfaction rating	Number of respondents with satisfactory rating ÷ total number of respondents to the third party survey	5%	All or Nothing	N/A	N/A	Baseline Established (by March 2016)	Baseline + 5%
	SO 2	Enhanced Benefits							

Component					Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating Scale	2013	2014	2015	2016
SM2	Number of services and enhanced benefits	Absolute Number	15%	Actual / Target x Weight	13	13	10	5 1. Simultaneous recovery of GSIS and EC benefits by public sector workers. 2. Increase of Carer's allowance. 3. Increase of professional fees of medical practitioner. 4. Increase the cap of average monthly compensation AMC for GSIS. 5. Increase the amount of reimbursable medicines

Component						Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating Scale	2013	2014	2015	2016	
	SM3	Percentage of PWRDs reintegrated into the economic mainstream through rehabilitation services (PT/OT, prosthesis and skills & entrepreneurial training)	$\text{PWRDs with gainful employment} \div \text{PWRDs provided with rehabilitation services}$	10%	Actual / Target x Weight	28%	27%	28%	35%
	<i>For information purposes:</i>					53/187	85/315	116/415	160/456
	Sub-Total			30%					
FINANCE	SO 3	Maximized Budget Utilization							
	SM4	COB Utilization Rate	$\text{Budget utilized} / \text{Total budget approved}$	3%	All or Nothing	72%	82%	90%	90%
	SO 4	Increased Share of Budget for Services							
	SM5	Percent of budget for services	$\text{Budget for Services} \div \text{Total COB}$	2%	All or Nothing	11.40%	10.08%	10.24%	12%
	Sub-Total			5%					

		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating Scale	2013	2014	2015	2016
INTERNAL PROCESS	SO 5	Increased Availment of Rehabilitation Services for PWRDs							
	SM6	Number of PWRDs provided with rehabilitation services (PT/OT, prosthesis and skills & entrepreneurial training)	No. of PWRDs provided with various rehabilitation services	15%	Actual / Target x Weight	187/205	315/301	415	456
	<i>For information purposes:</i>					91%	104%	100%	100%
	SO 6	Prompt and Fair Resolution of Cases							
	SM7	Appealed cases disposed within the process cycle time of 20 working days	Number of cases disposed within the process cycle time ÷ Number of cases disposed	15%	Actual / Target x Weight	80% of cases handled as of 20 Nov. disposed within the PCT of 40 working days	100% of cases handled as of 20 Nov. disposed within the PCT of 40 working days	80% of cases handled as of 20 Nov. disposed within the PCT of 20 working days starting March 9, 2015	90% of cases handled as of 20 Nov. disposed within the PCT of 20 working days
	SO 7	Intensified ECP Information Dissemination							
	SM8	Number of companies and participants in ECP advocacy seminars	No. of companies covered in ECP advocacy seminars	10%	Actual / Target x Weight	7,778 / 6,500	9,984 / 7,000	11,000	12,000
			No. of participants attended in ECP	10%		14,467 / 13,000	23,173 / 16,000		

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating Scale	2013	2014	2015	2016	
		advocacy seminars							
	Sub-Total		50%						
LEARNING AND GROWTH	SO 8	Development and Implementation of a Quality Management System							
	SM10	Maintenance of ISO Certification	Count of ISO 9001:2008 Surveillance Audit passed	10%	All or Nothing	N/A	ISO 9001:2008 Certified	1 surveillance audit passed	1 surveillance audit passed
	SO 9	Development of Human Resource Capabilities							
	SM11	Competency Level of the Organization	Actual Competency Framework	5%	All or Nothing	N/A	N/A	N/A	Development of Competency Model / Framework
		Sub-Total		15%					
	TOTAL		100%						

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