

EMPLOYEES' COMPENSATION COMMISSION

	Objective/Measure	Component		Baseline Data			Target		
		Formula	Weight	Rating System	2016	2017	2018	2019	
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%	N/A	Not valid. Survey conducted separately	90%	90%
	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%	29.68%	24.75%	25%	25%
			Sub-Total	25%					

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

	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2016	2017	2018	2019	
FINANCIAL	SO 2	Maximized Budget Utilization							
	SM 3	Efficient Utilization of Corporate Operating Budget	Total Budget Utilized ² / Total DBM Approved Budget	10%	All or Nothing	ECC – 72.42% OSHC - 90%	65.93%	90%	90%
			Sub-Total	10%					
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	5%	(Actual / Target) x Weight	6	13	6	5
	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 PCT from receipt of appeal /	15%	(Actual / Target) x Weight	100% (81/81)	100% (118/118)	100%	100% ⁴

² Refers to actual disbursement of the approved budget

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. A policy which does not require increase in monetary benefits shall be approved by the ECC Board and published in the ECC Website. Policy requiring increase in monetary benefits shall be approved by the President.

⁴ Applicable processing time based on compliance to Republic Act No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

Component					Baseline Data			Target	
Objective/Measure	Formula	Weight	Rating System	2016	2017	2018	2019		
	Number of cases as of 30 November		0% = If less than 90%						
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 as of 30 November	15%	All or Nothing	129%	100%	100%	100%	
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 ⁵ provided for Safety Officers in compliance with R.A. No. 11058	10%	All or Nothing	186	214	130	145	

⁵ With at least 25 number of participants per batch.

		Component			Baseline Data			Target	
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	SO 7	Efficient Delivery of Technical Services							
	SM 8	Percentage of technical services ⁶ 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%	97.97%	100%	100%	100% ⁷
			Sub-Total	55%					
LEARNING AND GROWTH	SO 8	Maintenance and Implementation of a Quality Management System							
	SM 9	Improve Quality Management System	Actual Accomplishment	5%	All or Nothing	ISO 9001:2008 Certified	Transition to ISO 9001:2015 standards	Pass Surveillance Audit for ISO Certification 9001:2015	Pass Surveillance Audit for ISO Certification 9001:2015 ⁸

⁶ Technical services: (1) Work Environment Measurement; (2) Biological Monitoring for heavy metals and organize solvents; and (3) Personnel Protective Equipment (PPE) Testing

⁷ Applicable processing time based on compliance to Republic Act No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

⁸ Should cover both ECC and OSHC processes.

		Component			Baseline Data			Target	
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SO 9	Development of Human Resources Capabilities								
SM 10	Percentage of Employees with Required Competencies Met	Total Number of Employees meeting the required competency / Total number of employees	5%	All or Nothing	No Data	Reported accomplishment not valid.	80%	100% of ECC and OSHC employees meet the required competency levels for organizational and core competencies	
		Sub-Total	10%						
		TOTAL	100%						