

EMPLOYEES' COMPENSATION COMMISSION (ECC)

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
STAKEHOLDERS	SO 1 Ensured Satisfaction of Stakeholders								
	SM 1a	Percentage of Satisfied Customers – Individual Customers	Number of respondents who gave a rating of at least satisfactory / total number of respondents	5%	(Actual/ Target) x Weight 0% = If less than 80%	93.74%	Non-Compliant	90%	90%
	SM 1b	Percentage of Satisfied Customers – Business Clients		5%				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	10%	25% and above = 10% 23% to 24% = 9% 21% to 22% = 8% 20% = 7% 19% and below = 0%	30%	35.53%	25% of PWRDs are provided with rehabilitation services that are reintegrated into the economic mainstream	25% of PWRDs provided with rehabilitation services in 2022 reintegrated into the economic mainstream
	Sub-Total			20%					
FINANCE	SO 2 Maximize Budget Utilization								
	SM 3	Efficient utilization of Corporate Operating Budget	Total Disbursements / DBM-Approved Corporate Operating Budget (COB) (both net of PS)	5%	(Actual/Target) x Weight 0% = If less than 70%	69%	64.76%	90%	90%
	Sub-Total			5%					

“Upholding a Transparent and Responsive GOCC Sector for the Filipino People”

JMSB

Component					Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
SO 3	Enhanced Benefits through Policy Issuances							
SM 4	Formulate EC policy issuances to enhance benefits and improve services	Actual Accomplishment	5%	All or Nothing	7	6	5	2 New Policies
SO 4	Proposed OSH Policies through Research							
SM 5	Complete/ OSH researches conduct related	Total number of completed research submitted to DOLE	5%	(Actual/Target) x Weight	N/A	N/A	N/A	4 Researches submitted to the Department of Labor and Employment (DOLE)
SO 5	Prompt and Fair Resolution of Cases							
SM 6	Efficient disposition of appealed cases within the Process Cycle Time (PCT) ¹	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	10%	(Actual/ Target) x Weight	57.41%	Unverifiable	100% of Appealed Cases disposed within the prescribed Process Cycle Time (PCT)	100% of Appealed Cases disposed within the prescribed Process Cycle Time (PCT)

INTERNAL PROCESS



¹ Applicable processing time based on compliance with Republic Act No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

YALB

Component					Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
SO 6	Improved Awareness and Capacity in Priority Areas							
SM 7a	Conduct of Mandatory Occupational Safety and Health Training for Safety Officers	Actual number of new batches provided for Safety Officers in compliance with R.A. No. 11058	10%	(Actual/Target) x Weight	72	659 new batches of OSH Trainings	500 new batches of OSH Trainings	500 batches of OSH trainings
SM 7b	Increased awareness of Employees' Compensation Program (ECP)	Actual number of advocacy seminars conducted to public/private workers/employers	10%	(Actual/Target) x Weight	N/A	N/A	N/A	Conduct of 120 ECC-organized advocacy seminars to public/private workers/employers
SO 7	Efficient Delivery of Technical Services							
SM 8	Percentage of technical services completed within the process cycle time (PCT) ²	Number of Technical Services completed within PCT / Total number of Technical Services with valid request	10%	(Actual/Target) x Weight	75.37%	Unverifiable	100% of Technical Services processed within the prescribed PCT	100% of Technical Services processed within the prescribed PCT
Sub-Total			55%					

² Applicable processing time based on compliance with Republic Act No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

JRMB

Component					Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
SO 8	Maintenance and Implementation of a Quality Management System							
SM 9	Ensure compliance to Quality Management System	Actual accomplishment	2.5%	All or Nothing	Maintained ISO Certification 9001:2015	Passed Surveillance Audit	Pass surveillance Audit on ISO 9001:2015 Certification for all processes and three (3) REUs	Pass the re-certification Audit on ISO Certification 9001:2015 of ECC's core processes
		Actual accomplishment	2.5%	All or Nothing				Pass the re-certification Audit on ISO Certification 9001:2015 of ECC's core processes
SM 10	Accomplishment of deliverables based on the ISSP	Actual accomplishment	2.5%	(Actual/Target) x Weight	N/A	N/A	N/A	100% implementation of the ECC ISSP as submitted to the DICT
		Actual accomplishment	2.5%	(Actual/Target) x Weight				100% implementation of the OSHC ISSP as submitted to the DICT
SO 9	Development of Human Resources Capabilities							
SM 11	Achieve the required competencies for employees based on the Agency's Competency Framework	Actual accomplishment	5%	All or nothing	Accomplishment not acceptable	Unverifiable	Improvement on the Competency based on the 2021 year-end assessment	Improvement on the Competency Level of the Organization

LEARNING AND GROWTH

Jan 54

Component					Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
SM 12 Integration of ECC and OSHC Structure, Operations, Systems, and Procedures	Actual accomplishment	10%	Milestone ³	N/A	Failed to submit the complete documentary requirements	Submission of Complete Documentary Requirements of Proposed Restructuring Plan	Submission of the Board-Approved RP to the Governance Commission	
Sub-Total		25%						
TOTAL		100%						

For GCG:

For ECC:


Justice ALEX L. QUIROZ (ret.)
Chairperson


Engr. JOSE MARIA S. BATINO, CESO IV
President and CEO

³ See Appendix A.

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 Restructuring Plan to the Governance Commission	2%
Total	10%