

EMPLOYEES' COMPENSATION COMMISSION (ECC)

		COMPONENT			BASELINE DATA				TARGET		
		OBJECTIVES / MEASURES	FORMULA	WEIGHT	RATING SCALE	2019	2020	2021	2022	2023	2024
STAKEHOLDERS / CUSTOMERS	SO 1	Ensured Satisfaction of Stakeholders									
	SM 1	Percentage of Satisfied Customers – External Clients	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%	The Customer Satisfaction Survey (CSS) conducted by ECC is non-compliant with the 2018 GCG Guidelines for the Conduct of the CSS	93.74%	Non-compliant	93%	90%	90%
									90%	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%	(Actual / Target) x Weight 0% = If less than 20%	30% (210/694)	30%	35.53%	27%	25% of PWRDs provided with rehabilitation services in 2022 reintegrated into the economic mainstream	25% of PWRDs provided with rehabilitation services in 2023 reintegrated into the economic mainstream
		<b>Sub-total</b>		<b>15%</b>							

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FINANCE	SO 2	<b>Maximized Budget Utilization</b>									
	SM 3	Efficient Utilization of Corporate Operating Budget	Total Obligated / DBM-Approved Corporate Operating Budget (COB) (both net of PS Cost)	5%	(Actual / Target) x Weight	64.69%	69%	64.76%	42.34%	90%	90%
	<i>Sub-total</i>			5%							
	SO 3	<b>Enhanced EC Benefits through Policy Issuances</b>									
INTERNAL PROCESS	SM 4	Formulate EC Policy Issuances to Enhance Benefits and Improve Services	Actual Accomplishment	10%	All or Nothing	5	7	6	5	2 New Policies	3 New Policies

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OBJECTIVES / MEASURES	FORMULA	WEIGHT	RATING SCALE	2019	2020	2021	2022	2023	2024	
<b>SO 4</b>	<b>Proposed OSH Policies through Research</b>									
SM 5	Complete/ Conduct OSH Related Research	Total number of completed research submitted to DOLE	10%	(Actual / Target) x Weight	N/A	N/A	N/A	N/A	4 Researches submitted to the Department of Labor and Employment (DOLE)	5 Researches submitted to the Department of Labor and Employment (DOLE)
<b>SO 5</b>	<b>Prompt and Fair Resolution of Cases</b>									
SM 6	Efficient Disposition of Appealed Cases within the Process Cycle Time (PCT) <sup>1</sup>	Number of cases resolved by the Commission / Number of cases docketed	10%	(Actual / Target) x Weight	40.78% (31 out of 76)	57.41%	Unverifiable	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)
<b>SO 6</b>	<b>Improved Awareness and Capacity in Priority Areas</b>									
SM 7a	Conduct of Mandatory Occupational Safety and Health (OSH) 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	251	72	659 new batches of OSH Trainings	<u>642</u>	500 new batches of OSH trainings	500 batches of OSH trainings

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<sup>1</sup> 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.

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OBJECTIVES / MEASURES	FORMULA	WEIGHT	RATING SCALE	2019	2020	2021	2022	2023	2024	
SM 7b	Increased Public Awareness on Employees' Compensation Program (ECP)	Actual number of advocacy seminars to public/private workers/ employers	10%	(Actual / Target) x Weight	N/A	N/A	N/A	N/A	Conduct of 120 ECC-organized advocacy seminars to public/private workers/ employers	Conduct of 120 ECC-organized advocacy seminars to public/private workers/ employers
SO 7	<b>Efficient Delivery of Technical Services</b>									
SM 8	Percentage of Technical Services Completed within the Process Cycle Time (PCT) <sup>2</sup>	Number of Technical Services completed within PCT / Total number of Technical Services with valid request	10%	(Actual / Target) x Weight	OH Examination 100% (18/18)  PPE Testing: 99.27% (542/546)  WEM: 99.89% (178/180)	75.37%	Unverifiable	92%	100% of Technical Services processed within the prescribed PCT	100% of Technical Services processed within the prescribed Process Cycle Time (PCT)
<b>Sub-total</b>			<b>60%</b>							

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<sup>2</sup> 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.



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LEARNING AND GROWTH	SO 8	Maintenance and Implementation of a Quality Management System									
	SM 9	Ensure Compliance to Quality Management System	Actual accomplishment	7.5%	All or Nothing	Passed Surveillance Audit for ISO Certification 9001:2015	Maintained ISO Certification 9001:2015	Passed Surveillance Audit	Passed 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	Pass the 1 <sup>st</sup> Surveillance Audit on ISO Certification 9001:2015 of core processes <sup>3</sup>
									Pass the re-certification Audit on ISO Certification 9001:2015 of OSHC's core processes		
	SM 10	Accomplishment of Deliverables based on the ISSP	Actual accomplishment	7.5%	(Actual / Target) x Weight	N/A	N/A	N/A	N/A	100% implementation of the ECC ISSP as submitted to the DICT	100% implementation of the ISSP/s <sup>4</sup> as submitted to the DICT
										100% implementation of the OSHC ISSP as submitted to the DICT	

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<sup>3</sup> Covering core processes of both ECC and OSHC.

<sup>4</sup> Covering ICT projects and information systems of both ECC and OSHC.

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<b>SO 9</b>	<b>Development of Human Resources Capabilities</b>									
SM 11	Improvement of the Competency Level <sup>5</sup> of the Organization	Actual accomplishment	2.5%	All or nothing	98.39%	Accomplishment not acceptable	Unverifiable	Improvement on the Competency Level of the Organization	ECC: 2021 Competency Level: 105% 2022 Competency Level: 103%	Establishment of Baseline using the Recalibrated Competency Framework of ECC
		Actual accomplishment	2.5%	All or nothing					OSHC: 2021 Competency Level: 100% 2022 Competency Level: 99.70%	Improvement on the Competency Level of OSHC
<b>Sub-total</b>		<b>20%</b>								
<b>TOTAL</b>		<b>100%</b>								

For GCG:

  
HON. MARIUS P. CORPUS  
Chairperson

For ECC:

  
HON. KAMA VIA B. VELASQUEZ  
Executive Director

<sup>5</sup> The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\frac{\sum_{b=1}^B \left[ \frac{\sum_{a=1}^A (\text{Actual Competency Level})_a}{A} \right]}{B}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled