

EMPLOYEES' COMPENSATION COMMISSION (ECC)

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2018	2019	2020	2021	
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	10%	(Actual / Target) x Weight 0%= If less than 80%	Accomplishment not acceptable	The Customer Satisfaction Survey (CSS) conducted by ECC is non-compliant with the 2018 GCG Guidelines for the conduct of CSS	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%	33.72% of PWRDs provided with rehabilitation services that are reintegrated to economic mainstream	30% of PWRDs provided with rehabilitation services that are reintegrated to economic mainstream	20% of PWRDs provided with rehabilitation services that are reintegrated to economic mainstream	25% of PWRDs provided with rehabilitation services that are reintegrated to economic mainstream
		Sub-total		25%					
FINANCE	SO 2	Maximized Budget Utilization							
	SM 3	Efficient Utilization of Corporate Operating Budget	Total disbursement (net of PS) / Total DBM Approved Corporate Operating Budget (net of PS) ¹	10%	All or Nothing	65.42%	64.69%	Not lower than 75% but not exceeding 100%	Not lower than 90% but not exceeding 100%
		Sub-total		10%					

¹ Validation of total disbursement will refer to the actual uses of funds as provided in the Statement of Comparison of Budget and Actual Amounts.

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INTERNAL ROCESS	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	10%	(Actual / Target) x Weight	8	5	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 docketing of appeal / Number of cases as of 30 November	15%	(Actual/Target) x Weight 0% = If less than 80%	Accomplishment not verifiable	40.78% Appealed cases disposed within 20 working days	80% Appealed cases disposed within the Applicable Processing Time	100% Appealed cases disposed within the Applicable Processing Time ²
	SO 5	Increased Availment of Rehabilitation Services for PWRDs							
	SM 6	PWRDs facilitated with rehabilitation services (PT/OT, prosthesis, and skills & entrepreneurial training)	Number of PWRDs with valid requests provided with rehabilitation / Total Number of PWRDs with complete documents	10%	All or Nothing	100% of PWRDs with valid requests provided with rehabilitation services	100% of PWRDs with valid requests provided with rehabilitation services	100% of PWRDs with valid requests provided with rehabilitation services	100% of PWRDs with valid requests provided with rehabilitation services

² Applicable process cycle 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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	SO 6	Improved Awareness and Capacity in Priority Areas							
	SM 7	Increase the Number of New Batches for the Mandatory Occupational Safety and health (OSHC) Trainings for Safety Officers Conducted	Actual number of batches provided for Safety Officers in compliance with RA No. 11058	5%	All or Nothing	163 new batches of OSH Trainings	251 new batches of OSH Trainings	76 new batches of OSH Trainings	175 new batches of OSH trainings
	SO 7	Efficient Delivery of Technical Services							
	SM 8	Percentage of technical services completed within the process cycle time (PCT) ³	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%	WEM - 92.54% Biological Monitoring for Heavy Metals and Organic Solvents - 100% PPE Testing - 100%	OH Examination - 100% PPE Testing - 99.27% WEM - 99.89%	100% of technical services within the prescribed PCT	100% of technical services within the prescribed PCT
	Sub-total		50%						
LEARNING & GROWTH	SO 8	Maintenance and Implementation of a Quality Management System							
	SM 9	Improve Quality Management System	Actual Accomplishment	5%	All or Nothing	Pass Surveillance Audit for ISO Certification 9001:2015	Pass Surveillance Audit for ISO Certification 9001:2015	Maintain ISO Certification 9001:2015	Pass Surveillance Audit on ISO Certification 9001:2015

³ Technical Services: (1) Work Environment Measurement; (2) Biological Monitoring for heavy metals and organize solvents; and (3) Personnel Protective Equipment (PPE) Testing. Applicable process cycle time based on ECC's compliance with Republic Act No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

Component					Baseline Data		Target	
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SO 9	Development of Human Resources Capabilities							
SM 10	Percentage of Employees with Required Competencies Met	Competency Baseline ⁴ 2021- Competency Baseline 2020	5%	All or Nothing	69.10%	98.39%	Improvement on the Competency of the Organization based on the 2019 year-end assessment	Improvement on the Competency of the Organization based on the 2020 year-end assessment
SM 11	Integration of ECC and OSHC Structure, Operations, Systems, and Procedures	Actual Accomplishment	5%	All or Nothing	-	-	-	Submission of Complete Documentary Requirements for Proposed Restructuring Plan ⁵
		Sub-total	15%					
		TOTAL	100%					

⁴ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

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

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

⁵ Complete documentary requirements as identified per GCG Memorandum Circular No. 2015-04 (Re-Issued) and Guidebook for Reorganization for GOCCs.