

EMPLOYEES' COMPENSATION COMMISSION (ECC)
Validation Result of the 2023 Performance Scorecard

Component						ECC Submission		GCG Validation		Supporting Documents	GCG Remarks	
Objective/Measure	Formula	Weight	Rating System	Target	Actual	Rating	Actual	Rating				
SO 1 Ensured Satisfaction of Stakeholders												
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%	90%	97.12%	10%	97.12%	10%	<ul style="list-style-type: none"> • Copy of the acknowledgement from ARTA • ARTA's validated result 	Exceeded target.
	SM 1b	Percentage of Satisfied Customers – Business Clients		5%		90%						

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SM 2	Increase number of Persons with Work-Related Disability (PWRDs) provided with rehabilitation services that are Reintegrated into 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%	25% of PWRDs are provided with rehabilitation services that are reintegrated to the economic mainstream	36.29%	10%	35.43%	10%	<ul style="list-style-type: none"> • 2022 List of PWRDs Facilitated for Skills/ Entrepreneurship Training • 2022 List of PWRDs Provided with Assistive Devices and Prosthesis • 2022 List of Beneficiaries of PT/OT/Other Physical Rehabilitation Services/ Consultation Services • 2023 List of PWRDs Returned to the Economic Mainstream • Ten (10) Progress Monitoring Reports (PMRs) 	Exceeded Target.
Sub-total		20%						20%			

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SO 2: Maximized Budget Utilization												
FINANCE	SM 3	Efficient Utilization of Corporate Operating Budget	Total Disbursement) / DBM-approved Corporate Operating Budget (both net of PS) ¹	5%	(Actual / Target) x Weight 0% = If less than 70%	90%	74.12%	4.12%	54.09%	0%	<ul style="list-style-type: none"> • DBM Approved COB • ECC and OSHC Corporate Operating Budget Utilization Report • COA Annual Audit Report (AAR) 	Target not met.
			Sub-total	5%							0%	

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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SO 3 Enhanced EC Benefits through Policy Issuances												
INTERNAL PROCESS	SM 4	Formulate EC policy issuances to enhance benefits and improve services	Actual Accomplishment	5%	All or Nothing	2 New Policies	2 New Policies	5%	2 New Policies	5%	<ul style="list-style-type: none"> • Copy of the Board Resolutions for the Approved Policies (if applicable) • Copy of Letter Transmittal to the Office of the President 	Acceptable.

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SO 4 Proposed OSH Policies through Research												
SM 5	Complete/ Conduct OSH related researches	Total number of completed research submitted to DOLE	5%	(Actual / Target) x Weight	5 Researches submitted to the Department of Labor and Employment (DOLE)		4 Researches	5%	4 Researches	5%	Copy of Research Projects: a) A Qualitative Assessment on the Working Conditions in Micro-Enterprises in the Philippines b) Establishing a Labelling System or Product Marking for Compliance with Quality Standards for Personal Protective Equipment c) Safety, Health, and Working Conditions of Selected Delivery Riders Providing Digital Work d) Gap Analysis of Legal and Implementation Readiness for Ratification if ILO Convention No. 155 (OSHC, 1981) e) The National Occupational Safety and Health Profile: Philippines 2019- 2022	Acceptable.

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SO 5 Prompt and Fair Resolution of Cases											
SM 6	Efficient disposition of appealed cases within the Process Cycle Time (PCT)	Number of PWRDs with valid requests provided with rehabilitation / Total Number of PWRDs with complete documents	10%	(Actual / Target) x Weight	100% of Appealed Cases disposed within the prescribed Process Cycle Time (PCT)	100%	10%	78.38%	7.84%	<ul style="list-style-type: none"> • 2023 Summary List of all Cases • Samples of Complete Documentary Requirements of Cases Processed • Copy of 2023 Case Decisions 	Target not met.
SO 6 Improved Awareness and Capacity in Priority Areas											
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 RA No. 11058	10%	(Actual / Target) x Weight	500 new batches of OSH trainings	1,703	10%	883	10%	<ul style="list-style-type: none"> • 2023 Master list of Trainings Conducted • Twelve (12) Samples of Attendance and Certificate 	Target exceeded.

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SM 7b	Increased public awareness on Employees' Compensation Program (ECP)	Actual number of advocacy seminars conducted to public/ private/ workers/ employers	10%	(Actual / Target) x Weight	Conduct of 120 ECC-organized advocacy seminars to public/ private/ workers/ employers	141	10%	141	10%	<ul style="list-style-type: none"> 2023 Master list of Inhouse Seminars/Webinars Conducted Ten (10) Samples of Attendance and Certificate 	Target exceeded.
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 a valid request	10%	(Actual / Target) x Weight	100% of Technical Services processed within the prescribed PCT	100%	10%	100%	10%	<ul style="list-style-type: none"> 2023 PCT Report PPE Testing 2023 Biological Monitoring Report 2023 WEM Report 	Acceptable.
		Subtotal:	55%						47.84%		

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

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SO 8 Maintenance and Implementation of Quality Management System												
LEARNING & GROWTH	SM 9	Ensure compliance to Quality Management System	Actual accomplishment	2.5%	All or Nothing	Pass the recertification Surveillance Audit on ISO 9001:2015 Certification for all processes and three (3) REUs	Passed the recertification Surveillance Audit on ISO 9001:2015 Certification for all processes	2.5%	Passed the recertification Audit on ISO 9001:2015 of ECC's core processes	2.5%	<ul style="list-style-type: none"> • QMS Quarterly Report • Audit Report from third-party provider 	Acceptable.
			Actual accomplishment	2.5%	All or Nothing	Pass Surveillance Audit on ISO 9001:2015 Certification for all processes and three (3) REUs	Passed the recertification Surveillance Audit on ISO 9001:2015 Certification for all processes	2.5%	Passed the recertification Audit on ISO 9001:2015 of OSCH's core processes	2.5%	<ul style="list-style-type: none"> • QMS Quarterly Report • Audit Report from third-party provider 	Acceptable.

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SM 10 Accomplishment of deliverables based on the ISSP	Actual accomplishment	2.5%	(Actual / Target) x Weight	100% implementation of the ECC ISSP as submitted to the DICT	100% development of Asset Management System	2.5%	Implemented the following ISSP Project: • Records Management System	0.63%	<ul style="list-style-type: none"> • Certificate of Completion and Acceptance • ECC 2023 ISSP Status Report • ECC Letter to DICT 	Target not met.	
	Actual accomplishment	2.5%	(Actual / Target) x Weight	100% implementation of the OSHC ISSP as submitted to the DICT	100% development of Asset Management System	2.5%	Implemented the following ISSP Project: • Safety Control Information System • Health Information System • Training and Public Information System • OSHC Accreditation and Information System • Environment and Information System	2.5%	<ul style="list-style-type: none"> • 2023 ISSP Status Report • OSHC ISSP 2022-2024 cover page with Transmittal Letter to DICT • Screenshots of the system 	Acceptable.	

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SO 9 Development of Human Resources Capabilities											
SM 11	Achieve the required competencies for the employees based on the Agency's Competency Framework	Actual Accomplishment	5%	All or Nothing	Improvement on the Competency Level of the Organization	ECC: 102% OSHC: 109.51%	5%	ECC: 2022 Competency Level: 103% 2023 Competency Level: 98.38% OSHC: 2022 Competency Level: 99.70% 2023 Competency Level: 112.35%	0%	<ul style="list-style-type: none"> • 2023 and 2022 Competency Assessment Report • Ten (10) samples of the Accomplished Competency Report 	Target not met.
SM 12	Integration of ECC and OSHC Structure, Operations, Systems, and Procedures	Actual Accomplishment	10%	Milestone	Submission of the Board-Approved RP to the Governance Commission	Submission of the Board-Approved RP to the Governance Commission	5%	Award of third-party consultant	5%	<ul style="list-style-type: none"> • Notice of Award and Notice to Proceed of the third-party Consultant 	This audit recommendation (2022) is not yet implemented given the milestone accomplishment of ECC.
		Sub-total	25%				20%		13.13%		
		Total	100%				94.12%		80.97%		