

**EMPLOYEES COMPENSATION COMMISSION (ECC)
Performance Scorecard Evaluation**

	Component		Rating Scale	Target	Submission		GCG Validation		Supporting Documents	Remarks
	Objective / Measure	Formula			Wt.	Actual	Rating	Score		
STAKEHOLDERS	SO 1	Empowered Stakeholders								
	SM 1	Customer Satisfaction Rating	Number of respondents with satisfactory rating / Total number of respondents to the third-party survey	5%	All or Nothing	Baseline + 5% 88% + 5%	93% Overall Satisfaction or average of 2.07 overall adjectival rating	5%	95.5% Overall Satisfaction	5%

Component		Rating	Target	Submission		GCG Validation		Supporting Documents	Remarks
Objective / Measure	Formula	Wt.	Scale	2016	Actual	Rating	Score	Rating	
SO 2	Enhanced Benefits								
SM 2	Number of Services and Enhanced Benefits	Absolute Number	15%	(Actual / Target) x Weight	5	6	15%	6	15%
				1. Simultaneous recovery of GSIS and EC benefits by public sector workers. 2. Increase of Carer's allowance 3. Increase of professional fees of medical practitioner. 4. Increase the cap of average monthly compensation AMC for GSIS 5. Increase the amount of reimbursable medicines	1. Rationalizing the Rate of Reimbursement for Hemodialysis and Amending ECC Board Resolution 98-09-0564 in 1998. 2. Revising the Conditions for the Compensability of Pneumonia Under Annex "A" of the Amended Rules on Employees Compensation. 3. Approving the Increase in EC Funeral Benefits for the Private Sector from P20,000 to P30,000. 4. Approving the Retroactive Payment of all Pending	1. Rationalizing the Rate of Reimbursement for Hemodialysis and Amending ECC Board Resolution 98-09-0564 in 1998. 2. Revising the Conditions for the Compensability of Pneumonia Under Annex "A" of the Amended Rules on Employees Compensation 3. Approving the Increase in EC Funeral Benefits for the Private Sector from P20,000 to P30,000 4. Approving the Retroactive Payment of all Pending Qualified Claims		<ul style="list-style-type: none"> • Certified True Copies of Board Resolutions on the approval of 6 policies and guidelines issuance 	<p>The accomplished policies submitted for 2016 differs from the targets. The reason for the difference was that the enumerated targets were dependent on the results of the actuarial studies from GSIS and SSS which were submitted to ECC in 2017. The target of the simultaneous recovery of GSIS and EC benefits by public sector workers requires the amendment of R.A. No. 8291 also known as the GSIS Law. Due to the uncontrollable scenarios, the changes on the actual policies released is acceptable.</p> <p>For 2016, the ECC was able to release six (6) policies related to services and benefit enhancements. The ECC provided the copy of the Board Resolutions approving the implementation of policies for 1) Rationalizing the Rate of Reimbursement for Hemodialysis, 2) Revising the Conditions for the Compensability of Pneumonia Under Annex "A" of the Amended Rules on Employees</p>

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Objective / Measure	Formula	Wt.			Actual	Rating	Score	Rating		
					Qualified Claims for EC Medical Reimbursement Prior to the Effectivity of ECC Board Resolution No. 13-10-30. 5. Approving the Increase in Funeral Benefit for the Public Sector from P20,000 to P30,000 6. Prescribing the Policy on the Minimum Amount of EC Monthly Disability Pension in the Private Sector		for EC Medical Reimbursement Prior to the Effectivity of ECC Board Resolution No. 13-10-30 5. Approving the Increase in Funeral Benefit for the Public Sector from P20,000 to P30,000 6. Prescribing the Policy on the Minimum Amount of EC Monthly Disability Pension in the Private Sector			Compensation, 3) Approving the Increase in EC Funeral Benefits for the Private Sector from P20,000 to P30,000, 4) Approving the Retroactive Payment of all Pending Qualified Claims for EC Medical Reimbursement, 5) Approving the Increase in Funeral Benefit for the Public Sector from P20,000 to P30,000, and 6) Prescribing the Policy on the Minimum Amount of EC Monthly Disability Pension in the Private Sector. The policies were approved by the ECC's Board of Directors. Upon Board Approval, these policies were circulated in newspapers and transmitted to the SSS and GSIS for implementation. For the policies that increases the benefits received by the private and public sector, the approval of the President of the Philippines is required prior to implementation.

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Component		Rating	Target	Submission		GCG Validation		Supporting Documents	Remarks		
Objective / Measure	Formula	Wt.	Scale	2016	Actual	Rating	Score	Rating			
SM 3	Percentage of Persons with Working Disabilities (PWRDs) reintegrated into the economic mainstream through rehabilitation services (PT/OT, prosthesis and skills & entrepreneurial training)	PWRDs with gainful employment / PWRDs provided with rehabilitation services	10%	Actual/Target x Weight	35% ¹	160 PWRDs reintegrated into the economic mainstream	10%	27% ²	7.71%	<ul style="list-style-type: none"> List of PWRDs reintegrated into the economic mainstream Home Visit Monitoring Report Purchase Orders of assistive devices Letter of Referral and Approval to partner hospitals 	<p>The 2016 target of ECC is to assist at least 456 PWRDs (see SM6). The discrepancy on the rating was due to the use of the actual number of PWRDs assisted in 2016 which is 590 PWRDs.</p> <p>Out of the 590 PWRDs, 160 were able to return to work or engaged in business.</p> <p>ECC conducted home visits to evaluate the status of the PWRDs assisted.</p>
Subtotal		30%				30%		27.71%			

¹ 160 / 456 (100% of the target PWRDs for 2016)

² 160 / 590 (100% of the actual PWRDs as of Dec 31 2016)

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Component		Rating	Target	Submission		GCG Validation		Supporting Documents	Remarks										
Objective / Measure	Formula	Wt.	2016	Actual	Rating	Score	Rating												
SO 3 Maximized Budget Utilization																			
FINANCIAL	SM 4	COB Utilization rate	Budget Utilized / Total Budget Approved	3%	All or Nothing	90%	82%	0%	72.42%	0%									
								<ul style="list-style-type: none"> • COB utilization report • DBM Approved 2016 COB • COA Audited Financial Statement 	<p>Based on DBM approval dated 17 August 2016, FY 2016 approved Corporate Operating Budget level of ECC is ₱141.563 Million, with details as follows:</p> <table border="1"> <thead> <tr> <th>Details</th> <th>Amount (in ₱ Million)</th> </tr> </thead> <tbody> <tr> <td>Personal Services Cost</td> <td>59.930</td> </tr> <tr> <td>Maintenance and Other Operating Expenses</td> <td>58.819</td> </tr> <tr> <td>Capital Outlay</td> <td>22.814</td> </tr> <tr> <td>TOTAL</td> <td>141.563</td> </tr> </tbody> </table> <p>Of the approved level, ECC reported utilization of ₱102.522 Million. Per ECC's representation, ₱16.805 Million of the Capital Outlay was rebudgeted for 2017 since expenditures allocated to Furnitures, Fixtures, Office & Training Equipments; and Building Improvements were not realized during the said year. ECC thus reported a utilization rate of 82% from a total of ₱124.758 Million budget</p>	Details	Amount (in ₱ Million)	Personal Services Cost	59.930	Maintenance and Other Operating Expenses	58.819	Capital Outlay	22.814	TOTAL	141.563
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										(P102.522 Million / P124.758 Million). The objective of the measure is to gauge GOCC's ability to implement its planned programs and projects in accordance with the approved budget level. The institution of performance evaluation system to the GOCC sector aims, among others, to inculcate a culture of excellence by linking strategic planning and excellent execution. For purposes of performance evaluation, the act of re-budgeting, such that the basis for computing utilization rate is altered, is not allowed. Moreover, the rebudgeting of expense items, particularly CAPEX signifies unimplemented or delayed implementation of infrastructure or capital expenditure projects. In view of this, the computation is revised to indicate utilization rate using the DBM approved COB level, thus giving ECC a utilization rate of 72.42% or computed as P102.522 Million over P141.563 Million.

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Objective / Measure	Component			Rating Scale	Target 2016	Submission		GCG Validation		Supporting Documents	Remarks	
	Formula	Wt.				Actual	Rating	Score	Rating			
SO 4 Increased Share of Budget for Services												
SM 5	Percent of Budget for Services	Budget for Services / Total COB	2%	All or Nothing	12%	19.38%	2%	17.08%	2%	<ul style="list-style-type: none"> DBM Approved 2016 COB 	The 2016 DBM Approved COB of ECC totaled to ₱141.563 Million allocated as follows: ₱59.930 Personal Services, ₱58.819 Million MOOE, and ₱22.814 Million for Capital Outlay. Out of the ₱58.819 Million MOOE, ₱ 24.179 Million were used for the implementation of the projects related to SIF.	
Sub-Total			5%				2%		2%			
SO 5 Increased Availment of Rehabilitation Services for PWRDs												
INTERNAL PROCESS	SM 6	Number of PWRDs provided with rehabilitation services (PT/OT, prosthesis and skills & entrepreneurial training)	No. of PWRDs provided with various rehabilitation services	15%	(Actual / Target) x Weight	456	590 PWRDs provided with various rehabilitation services	15%	590	15%	<ul style="list-style-type: none"> List of PWRDs provided with assistive devices and prosthesis List of beneficiaries of PT/OT/ Other Physical Rehabilitation Services / Consultation Services List of PWRDs facilitated for skills/ 	<p>ECC assists PWRDs by providing assistive devices and prosthesis, referring PWRDs to ECC's partner hospitals, and offering skills/ entrepreneurship training.</p> <p>For 2016, ECC was able to assist 590 PWRDs which was a 9.46% increase from the 2015 actual of 539.</p>

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Component		Rating Scale	Target 2016	Submission		GCG Validation		Supporting Documents	Remarks	
Objective / Measure	Formula			Wt.	Actual	Rating	Score			Rating
								entrepreneurship training • Purchase receipts for assistive devices and prosthesis • Referral and Approval with Partner Hospital		
SO 6 Prompt and fair Resolution of Cases										
SM 7	Appealed cases disposed within the Process Cycle Time (PCT) of 20 working days	Number of cases disposed within the PCT / Number of cases disposed	15%	(Actual / Target) x Weight	90% of cases handled as of 20 Nov. disposed within the PCT of 20 working days	100% (81/81)	15%	100% (81/81)	15%	• Turn-around time of appealed cases The 81 docketed cases were able to be processed within the 20 working days. Out of the 81 docketed cases, 58 cases were affirmed while 23 were reversed.

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Objective / Measure	Formula	Wt.	Scale	2016	Actual	Rating	Score	Rating		
SO 7 Intensified Employees' Compensation Program (ECP) Information Dissemination										
SM 8	Number of Companies and Participants in ECP Advocacy Seminars	No. of Companies covered in ECP Advocacy Seminars	10%	(Actual / Target) x Weight	12,000	12,103 companies	10%	12,103 companies	10%	<ul style="list-style-type: none"> List of participating companies that have attended the ECP (In-house, Advocacy, On-site, BOSH, CST) Seminars Sent out communications with different companies <p>The ECC was contacted by different companies to facilitate ECP Advocacy Seminars. The discussion focuses three (3) components of the EC Program namely: Prevention, Compensation and the Rehabilitation services.</p>
SM 9		No. of Participants attended in ECP Advocacy Seminars	10%		26,000	29,373 participants	10%	29,373 participants	10%	<ul style="list-style-type: none"> List of participants who attended the ECP (In-house, Advocacy, On-site, BOSH, CST) Seminars <p>The participants who attended the ECP Advocacy Seminars are the employees of the companies in SM 8.</p>
Sub-Total		50%				50%		50%		

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LEARNING AND GROWTH	SO 8	Development and Implementation of a Quality Management System										
	SM 10	Maintenance of ISO Certification	Count of ISO 9001:2008 Surveillance Audit passed	10%	All or Nothing	1 Surveillance Audit Passed	2nd Surveillance Audit Passed with upgrade from ISO 9001:2008 to ISO 9001:2015 with Certificate Register No. 01 100 1432634 issued TUV Rheinland Philippines, Inc.	10%	2nd Surveillance Audit Passed with upgrade from ISO 9001:2008 to ISO 9001:2015	10%	<ul style="list-style-type: none"> Confirmation Letter from TUV Rheinland 	TUV Rheinland issued a letter of confirmation that ECC has been audited and recommended for the continuance of certificate with an upgrade to 9001:2015 for the Public administration that provides social services such as development and review of policy on Employees' Compensation Program, Disposition of Employees' Compensation appealed cases, rehabilitation of Occupationally Disabled Workers and Information Dissemination.
	SO 9	Development of Human Resource Capabilities										
	SM 11	Competency Level of the Organization	Actual Competency Framework	5%	All or Nothing	Development of Competency Model / Framework	ECC Competency Model / Framework submitted to GCG on 02 February 2017	5%	Developed Competency Framework	5%	<ul style="list-style-type: none"> Competency Catalogue and Framework Letter transmittal of Competency framework from People Dynamics Inc. dated 02 December 2016 	In 2016, the target of the ECC is to complete the competency framework. With the assistance of a Third-party consultant, People Dynamics Inc., the ECC was able to submit ECC's Competency Catalog which was formally transmitted to the GCG on 02 February 2017. The submission contains the identified competencies relevant to the organization.
	Sub-Total			15%				15%		15%		
TOTAL			100%				97%		94.71%			