

QUARTERLY PHYSICAL REPORT OF OPERATIONS  
as of March 31, 2015

Department: Department of Labor and Employment  
Agency: National Wages and Productivity Commission  
Operating Unit: Central Office  
Organization Code (UACS): 16 006 01 00000

Particulars	UACS CODE	Physical Targets					Total 7 = (3+4+5+6)	Physical Accomplishments	Variance as of Dec. 13	Remarks
		1st Quarter 3	2nd Quarter 4	3rd Quarter 5	4th Quarter 6	1st Quarter 8				
<b>Part A</b> <b>MFO 1: Technical Advisory Services</b> Performance Indicator: 1. Number of productivity advisory assignments undertaken a. Productivity Toolbox b. Development/production/dissemination of IEC materials (Tamang Kaalaman sa Kita at Kakayahang T3K) c. Dissemination and provision of information and technical assistance to clients d. Development and dissemination of IEC materials e. Learning Sessions on Wages and Productivity 2. Productivity Awards & Recognition > National Productivity Olympics (NPO)	301000000	> 9 press releases disseminated  > 9 good news reports submitted  > 3 News Bulletin issued	> 9 press releases disseminated  > 9 good news submitted  > 3 News Bulletin issued	> 9 press releases disseminated  9 good news submitted  > 3 News Bulletin issued  > 70 copies of Compendium disseminated	> 9 press releases disseminated  9 good news submitted  > 3 News Bulletin issued	> 271,500 productivity advisory assignments undertaken - 11,500 productivity trainings/orientations - 260,000 clients reached thru advocacy information services  12 Press conference/briefing  36 press releases  12 radio/TV guesting/interviews 36 good news submitted  12 NWPC News Bulletin issued  50 copies of 2014 Annual Reports prepared/disseminated  70 copies of Compendium of WOs / IRs Vol.12, 2014 prepared  4 posters developed/reproduced 2 brochures/flyers/outsourced  12 Learning sessions conducted	> 64,795 productivity assignments undertaken: - 657 MSMEs benefited from training/orientations - 64,138 clients reached thru advocacy information services  > 4 press conference/briefings conducted  > 13 press releases disseminated  > 26 radio, 11 TV guestings/interviews participated > 12 good news submitted to LCO  > 3 news bulletin issued (Jan, Feb & March issues)  > 2014 Annual report submitted to PS (odf coop)  > 1 poster design drafted > 2 brochure designs drafted  > 2 learning sessions conducted benefiting 102 participants from 70 companies	>	>	
		> 2015 PO criteria, mechanics and guide lines presented	> NSC and NJP created	> Administrative / technical activities conducted/	> National Productivity Convention conducted		> Conducted orientation on the revised PO criteria and mechanics during CO-RB Corplan (Jan. 21, 2015) and			

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3. Percentage of clients who rate technical advice as satisfactory or better a. Training/Orientation  b. Information and Technical Assistance (Walk-in clients/Learning Sessions)						> 90%	PALSCON Gen. Membership Meeting (26 Feb. 2015) > Memo on the conduct of PO at regional level prepared > RBs PO action plans summarized and prepared > Proposed composition of 2015 PO NSC and NJP prepared  > 100 % over all rating on course content, materials and trainer		
4. % of requests for legal advice acted upon within 5 days of request						> 85%	> 100% rated satisfactory from the information and technical assistance provided		
<b>MFO 2: Wage Regulation Services Performance Indicator:</b>	302000000								
1. Disposition rate on wage orders/ exemption cases within the prescribed period a. Application for wage exemption disposed within 45 days b. Appeal cases on wage orders/ exemption disposed within 60 days						> 98% disposition rate > 98% disposition rate	> 63% disposition rate or 15 out of 24 wage exemption cases disposed (9 applications were received March 13) > no appeals received for the period		
2. Percent of wage cases decision on wages appealed to higher court (judicial appeal)						> 50%	> No pending case filed in higher court		
<b>Part B MAJOR PROGRAMS &amp; PROJECTS</b>									
<b>KEY RESULTS AREA :</b> Rapid, Inclusive and Sustained Economic Growth									
I. More Inclusive Consultation with Stakeholders and Social Partners									
1. Review/Monitoring of socio-economic situation in the region		> 16 Regional wage price situationer reports monitored/ 1 report prepared	> 16 Regional wage price situationer reports monitored/ 1 report prepared	> 16 Regional wage price situationer reports monitored/ 1 report prepared	> 16 Regional wage price situationer reports monitored/ 1 report prepared	64 Regional wage price situation reports/ 4 consolidated reports prepared	> 16 Regional wage price situationer reports monitored / 1 report consolidated		
2. Issuance of Wage Orders (WOs)/ implementing Rules (IRs)/ Advisories						32 public hearings/wage consultations/deliberations WOs/IRRs/reviewed/issued (as necessary)  1 Productivity Based Pay Scheme advisories issued (RB VIII)	> 11 public hearings/wage consultations conducted  > 3 wage order issued (RBs NCR, VIII, XIII)		
3. Minimum Wage for Domestic Workers									

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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total			
> Tier 1			> Orientation & capacity building for RBs conducted				> Capacity building conducted Feb. 23-27, 2015		
> Tier 2				> Advisory issued			> Status on the implementation of the 2nd Tier monitored/report prepared		
II. Technical Assistance and Advisory Services									
1. Two-Tiered Wage System (TTWS)						Review and assessment conducted	> Labor cost and take home pay of NCR as reference in MW setting in NCR (123 options prepared) > Assessment of the P136 petition for wage of TUCP prepared		
> 2nd Tier (Productivity-Based Incentive						80 certificates of recognition awarded to establishments implementing Tier 2	> Status of the implementation of the 2nd Tier monitored/report prepared		
a. Bus Transport Industry		> Reports consolidated/monitored > Technical assistance provided	Report consolidated/monitored Technical assistance provided	> Reports consolidated					
b. Facility Evaluation (FE)						100% of applications received from firms with complete supporting documents acted upon	> 66 FE applications handled* from firms with complete supporting documents acted upon - 37 out of 66 or 58.1% issued orders		
c. Time & Motion Studies (TMS)						100% of applications received from firms with complete supporting documents acted upon	> 25 TMS applications handled* with complete supporting documents acted upon - 10 out of 25 or 40% issued piece rate /production standard orders * Handled = Pending + Received -	>	
III. Enhance Productivity of MSMEs									
Conduct of Productivity Training/Orientation Programs						11,500 firms benefited from productivity trainings and orientations	> 657 firms with 1,239 workforce benefitted from productivity orientation services		
						3,360 action plans with improvement programs formulated	> 18 action plans with improvement programs formulated		
						160 terminal reports prepared			
IV. Strengthen Research and Database in Support to Policy Development									
1. Assessment of the Effectiveness of the Two-Tiered Wage System (in collaboration with ILO)						> Report prepared			
2. Updating the Family Living Wage (FLW) (in collaboration with PSA)						> FLW estimates released	> Resolution on the concept of FWL sioned > Possible consultain from the academe with the 2008 LW Study coordinated		

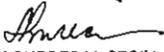
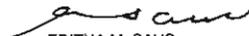
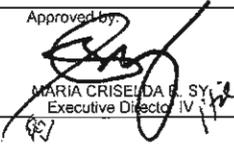
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3. Study on the Compensation Scheme for Workers in the Sugar (in collaboration with ILO)						> Report prepared	> Draft concept paper prepared		
4. Study on Recognition /Accreditation Systems for Productivity Practitioners							> Desk research on going > Draft study prepared		
5. Profile of Industries covered by the Advisories (including value chain)						Compendium of industry profiles	> Desk research conducted > Research paper revised		
6. Analysis of results of PSA-rider survey on productivity improvement practices and gainsharing schemes						Report/recommendation on current productivity practices	> Status of the results of the survey monitored with PSA		
7. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity (as per request of DOLE/ Congress/OP)						Comments/position/ technical papers on legislative bills on wages and Productivity prepared/submitted (as necessary / requested)	> Response to the query from the office of Sen. Trillanes re data on family living wage prepared		
8. Review of Productivity Incentives Act of 1990						Status of the proposed amendments coordinated			
9 Philippine Competitiveness Index						IMD-World competitiveness and WEF global index reports prepared/submitted	>		
10 Maintenance/ Review of Wages and Productivity databases		> Database updated/ maintained	> Database updated/ maintained	> Database updated/ maintained	> Database updated/ maintained	Database updated/maintained	> Statistical tables prepared/updated > Website statistics updated		
V. Capability Building and Quality Management									
1. Capacity Building									
a. Singapore Innovation and Enterprise Training (Phase 2)		> 2 batches of specialist program coordinated			> Action Plans evaluated		> 30 NWPC/RTWPBs/DOLE officers private sectors, academe, labor unions attended Philippine Productivity Specialist program at NYP- Tamasek Foundation, Singapore  > Prepared/coordinated the following: -Request for nominations from DOLE/Stakeholders -Request for HRDS and BWC to validate the nominated LLCO participants -Advisory re travel requirements for participants -Necessary documents for the participants:Admin. Orders, Training Contracts, Acceptance Letters		

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b. Training of Trainers (TOT)					> Trainers' Training conducted		> Conducted 2 sessions of pre-departure briefing > Trainers' Training conducted (Feb. 26)			
c. Implementation of "Let's Share PIE" Cascading of Learning		> Guidelines on the conduct issued	> 4 productivity sharing sessions coordinated	> 5 productivity sharing sessions coordinated	> 6 productivity sharing sessions coordinated	> 15 productivity sharing sessions conducted	> Issued memo re Guidelines for "Let's Share the PIE" signed by the SecLab dated 6 Feb. 2015 > Launching of the "Let's Share the PIE" on March 2, 2015 conducted > 2 Sharing sessions during the DOLE Flag ceremony coordinated/conducted			
VI. Internal Support										
1. Planning, Evaluation and Monitoring of Commission/ Regional Boards						Corplan/MYPA conducted MYPA reports prepared / completed	> Reports for the DOLE cluster documents prepared/submitted > Corplan conducted (Feb. 5-6) > Planning Tool prepared and submitted to DOLE > Redefined organizational outcomes and performance indicator submitted to DOLE and DBM			
2. Implementation of NWPC ISSP a. ISSP 2015-2017						Review/evaluation of ISSP 2016 budget				
b. Application Systems > Implementation of Wage Information System  > Implementation of Web based Project Monitoring and Evaluation System  > Library Information System						> WageIS reviewed / approved  > Library information system implemented	> Coordination with the service provider on-going re WAGE IS revision  > Implementation on-going			
c. Provision of IT Related Technical Services						Technical services on updating maintenance provided	> Technical assistance provided			
d. Maintenance of NWPC Network (LAN and Internet Connections)						Network & internet connections maintained	> Network and internet connections maintained			
GENERAL ADMINISTRATION AND SUPPORT TO OPERATIONS										
A. Human Resource Development > Staff Development Program						Capacity building programs implemented 20% of officers/staff sent to training	> 15 local seminars/ training / orientations attended by 236 employees > 1 foreign training participated/ attended by 1 official (Ireland and Scotland March 17-30, 2015)		compounding tally with 1 count/person/ seminar	

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> NWPC Praise B. NWPC Health and Welfare Programs > Annual Physical Examination (APE) > Vaccinations (flu, hepatitis b) > Stress Management > Moral Recovery Program > Team-Building Exercise > Tree-Planting Activity C. Financial Management Services > Financial Reports d. Establishment of a Quality Management System (QMS) aligned with International for Standardization (ISO) standards Institutional Support a. Integrity Development Program						NWPC PRAISE prepared/circulated APE Conducted/vaccinations conducted Monthly Film Showing conducted Seminar on MRP organized organized Team-Building exercise conducted Tree-Planting activity conducted Handbook approved and disseminated 100% fund utilization 100% Cash utilization Monthly SAOB submitted to FMS every 5th day of the following month Monthly status of accounts submitted to FMS every 25th working day of the following month Request filed with DBM > NWPC QMS established > Certification awarded Reports submitted	> 4 vacant positions filled up with approved authority > NWPC PRAISE prepared and submitted to CSC (Feb 18) > APE conducted > Hepa B vaccination conducted > 1 Film showing conducted > Allotment utilized PS - 23% MOOE - 18% CO - 0% Total -21% > 97% cash utilization base on cash program > Monthly SAOB report submitted to DOLE-FMS (April 1, 2015) > Monthly status of accounts submitted to FMS (26 March) > QMS documentation process on-going > 1st quarter report submitted to LS April 1 2015		

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b. DOLE Incentivizing Compliance (ICP) c. NEDA-PDP  > Green Management System d. Green Our DOLE Program (GODP)  e. Gender and Development Plan  Other Initiatives : Regional Performance Audit						Technical and administrative provided  Inputs to 2016 PDP Chapter 3 "Comparative Industry and Service Sector" provided  Waste segregation implemented/ 5S implemented Waste segregation implemented/maintained  GAD programs and projects conducted/facilitated  Report prepared Audit conducted	> Waste segregation implemented/ > Regular 5S day implemented  > 49 clients' feedbacks received  > Conducted the following in celebration of the Women's Month: - 7 staff (male -3, female 4) participated in the Street Dancing held in Quezon Memorial Circle March 8)  - Film entitled "Caregiver" depicting women related issues and concerns shown and participated by 28 male 41 female employees (March 5)  > Performance audit conducted in the following regions CAR, I, II, V, VI, VII, VIII, X, XI & XIII		
Prepared by:		In coordination with :					Approved by:		Date:
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