

QUARTERLY PHYSICAL REPORT OF OPERATIONS  
as of June 30, 2015

Department: Department of Labor and Employment  
Agency: National Wages and Productivity Commission  
Operating Unit: Central Office  
Organization Code (UACS): 18 006 01 00000

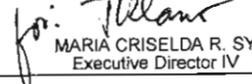
Particulars	UACS CODE	Physical Targets					Physical Accomplishments		Remarks as of June 30, 2015
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total 7 = (3+4+5+6)	1st Quarter	2nd Quarter	
<b>Part A</b> <b>MFO 1: Technical Advisory Services</b> Performance Indicator: 1. Number of productivity advisory assignments undertaken a. Productivity Toolbox b. Development/production/dissemination of IEC materials (Tamang Kaalaman sa Kita at Kakayahan 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) 3. Percentage of clients who rate technical advice as satisfactory or better a. Training/Orientation	301000000								
		> 9 press releases disseminated	> 9 press releases disseminated	> 9 press releases disseminated	> 9 press releases disseminated	36 press releases	> 13 press releases disseminated	> 20 press releases disseminated	> 33 press releases disseminated
		> 9 good news reports submitted	> 9 good news submitted	9 good news submitted	9 good news submitted	36 good news submitted	> 12 good news submitted to LCO	> 11 good news submitted to LCO	> 23 good news submitted to LCO
		> 3 News Bulletin issued	> 3 News Bulletin issued	> 3 News Bulletin issued	> 3 News Bulletin issued	12 NWPC News Bulletin issued	> 3 news bulletin issued (Jan., Feb & March issues)	> 3 news bulletin issued (April- June 2015)	> 6 news bulletin issued
				> 70 copies of Compendium disseminated		70 copies of Compendium of WOs / IRs Vol.12, 2014 prepared	> 2014 Annual report submitted to PS (pdf cov)	> Copies of Compendium of WOs/IRRs for distribution	
						4 posters developed/reproduced	> 1 poster design drafted	> 4 poster designs discussed	
						2 brochures/flyers/outsourced	> 2 brochure designs drafted	> 2 brochures for review	
		> 2 learning sessions conducted	> 4 learning sessions conducted	> 3 learning sessions conducted	> 3 learning sessions conducted	12 Learning sessions conducted	> 2 learning sessions conducted benefiting 102 participants from 70 companies	> 6 learning sessions conducted benefiting 230 participants from 133 companies	8 learning sessions conducted benefiting 332 participants from 203 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 Complan (Jan. 21, 2015) and 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	> 66 PO regional winners awarded	
						> 90%	> 93 out of 93 or 100% of the respondents rated course content, materials and trainer as satisfactory or better	> 1,557 out of 1,557 or 100% of the respondents rated course content, materials and trainer as satisfactory or better	>1,650 out of 1,650 respondents rated training/orientation as satisfactory or better

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b Information and Technical Assistance (Walk-in clients/Learning Sessions)						> 85%	> 151 out of 151 or 100% rated satisfactory from the information and technical assistance provided	> 165 out of 165 or 100% rated satisfactory from the information and technical assistance provided	> 206 out of 206 or 100% rated satisfactory from the information and technical assistance provided
4. % of requests for legal advice acted upon within 5 days of request						> 85%	> 100% or 939 out of 939 of request for legal advice acted upon	> 100% or 883 out of 883 of requests for legal advice acted upon	> 1,822 requests for legal advice acted upon
<b>MFO 2: Wage Regulation Services</b> Performance Indicator: 1. Disposition rate on wage orders/ exemption cases within the prescribed period	302000000					> 98% disposition rate	> 63% disposition rate or 15 out of 24 wage exemption cases disposed (9 applications were received March 13)	> 68% disposition rate or 17 out of 25 wage exemption cases disposed	> 83% disposition rate or 33 out of 40 application for wage exemptions cases disposed
a. Application for wage exemption filed with the Regional Boards disposed within 45 days						> 98% disposition rate	> no appeals received for the period	> 100% disposition rate or 1 out of 1 appeal received / disposed	> 100% disposition rate
b. Appeal cases on wage orders/ exemption filed with the Comm. disposed within 60 days						> 50%	> No pending case filed in higher court		
2. Percent of wage cases decision on wages appealed to higher court (judicial appeal)									
<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 situationer reports/ 4 consolidated reports prepared	> 16 Regional wage price situationer reports monitored / 1 report consolidated	> 16 Regional wage price situationer reports monitored / 1 report consolidated	> 32 Regional wage price situationer reports monitored/ 2 reports prepared
2. Issuance of Wage Orders (WOs)/ Implementing Rules (IRs)/ Advisories						32 public hearings/wage consultations/deliberations WOs/IRRs/reviewed/issued (as necessary)	> 11 public hearings/wage consultations conducted > 3 wage order issued (RBs NCR, VIII, XIII)	> 16 public hearings/wage consultations conducted > 4 wage orders issued ( CAR, IV-B, VI, X) > 1 wage order for publication (RB-I)	> 27 public hearings/ wage consultations conducted > 8 wage orders issued/ 4 IRRs issued
3. Minimum Wage for Domestic Workers > Tier 1			> Orientation & capacity building for RBs conducted			1 Productivity Based Pay Scheme advisories issued (RB VIII)	> Capacity building conducted Feb. 23-27, 2015	> 1 Productivity based pay scheme advisory issued (RB VIII)	> 1 productivity based pay scheme advisory issued
> Tier 2				> Advisory issued			> Status on the implementation of the 2nd Tier monitored/report prepared	> 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	> 31 establishments implementing Tier 2 awarded certificate of recognition (CAR- 16, IV-A -10,V- 3, Xli -2)	31 establishments awarded certificates of recognition
> 2nd Tier (Productivity-Based Incentive)						80 certificates of recognition awarded to establishments implementing Tier 2 600 MSMEs provided with technical assistance on designing productivity-based incentive schemes	> Status of the implementation of the 2nd Tier monitored/report prepared	> 358 MSMEs provided with technical assistance on designing productivity-based incentive schemes	358 MSMEs provided with technical assistance on designing productivity based incentive schemes

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		> Reports consolidated/ monitored > Technical assistance provided	Report consolidated/monitored Technical assistance provided	> Reports consolidated	> Reports monitored/consolidated				
a. Bus Transport Industry									
b. Facility Evaluation (FE)					100% of applications received from firms with complete supporting documents acted upon	> 71 FE applications handled* from firms with complete supporting documents acted upon: - 40 out of 71 or 56.3% issued orders	> 75 FE applications handled from firms with complete supporting document acted upon: - 52 out of 75 or 69% issued orders	> 115 FE applications handled with complete supporting documents acted upon: - 92 out of 115 or 80% issued orders	
c. Time & Motion Studies (TMS)					100% of applications received from firms with complete supporting documents acted upon	> 27 TMS applications handled* with complete supporting documents acted upon: - 12 out of 27 or 44.4% issued piece rate /production standard orders * Handled = Pending + Received -withdrawn	> 37 TMS applications handled with complete supporting documents acted upon: - 21 out of 37 or 40% issued piece rate/ production standard orders	> 49 TMS applications handled with complete supporting documents acted upon: - 33 out of 49 or 67% issued piece rate/production standard orders	
III. Enhance Productivity of MSMEs									
Conduct of Productivity Training/ Orientation Programs					11,500 MSMEs benefited from productivity trainings and orientations	> 657 MSMEs with 1,239 workforce benefitted from productivity training/ orientation services	> 6,324 MSMEs with 8,911 work force benefitted from productivity training/ orientation services	> 6,981 MSMEs with 10,150 workforce benefited from productivity training/ orientation services	
					3,360 action plans with improvement programs formulated	> 18 action plans with improvement programs formulated	> 1,168 action plans with improvement programs formulated	> 1,186 action plans with improvement programs formulated	
					160 terminal reports prepared				
IV. Strengthen Research and Database in Support to Policy Development					> Report prepared		> Project proposal revised according to ILO recommendations > Project brief/proposal approved by SecLab		
1. Assessment of the Effectiveness of the Two-Tiered Wage System (in collaboration with ILO)					> FLW estimates released	> Resolution on the concept of FWL signed > Possible consultant from the academe with the 2008 LW Study coordinated	> Resolution on FLW signed > Consultant from the academe with the 2008 Livino Waoe Study identified > Draft service contract prepared		
2. Updating the Family Living Wage (FLW) ( in collaboration with PSA)					> Report prepared		> Research on deliberative bodies conducted		
3. Study on the Compensation Scheme for Workers in the Sugar (in collaboration with ILO)					> Report prepared	> Draft concept paper prepared	> Project documents and assessment of productivity-based pay for the Productivity Advisor in the Suarcane Industry for RB VI prepared > Meeting on HRD Master Plan in the suarcane industry attended		
4. Study on Recognition /Accreditation Systems for Productivity Practitioners						> Desk research on going > Draft study prepared /presented to Directorate	> Study paper revised based on the comments at the Department level		
5. Profile of Industries covered by the Advisories (including value chain)					Compendium of industry profiles	> Desk research conducted > Research paper revised	> Research paper revised/finalized for presentation to the Directorate		
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	> Status/updates on the results of the survey coordinated/monitored with PSA		

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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	> Completed the following on HR # 4969 "Green Jobs Act" - Prepared Salient features of the bill! - Coordinated and participated meetings with ILO, Cong. Nograles and concerned DOLE offices, agencies and bureaus  > Position paper on SBN 2193 (Productivity Incentive Bill) and House of Representatives version of the bill reviewed/prepared and submitted to Senate and DLLO	
9. Review of Productivity Incentives Act of 1990						Status of the proposed amendments coordinated		> Proposed amendments submitted and monitored to House of Senate and Representatives > Participated in Senate and House of Representatives hearings and deliberations	
10 Philippine Competitiveness Index						IMD-World competitiveness and WEF global index reports prepared/submitted			
11 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	> 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- Temasek 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  > Conducted 2 sessions of pre-departure briefing	> 110 actions plans monitored/ submitted	
b. Training of Trainers (TOT)					> Trainers' Training conducted		> Trainers' Training on the Gainsharing Program conducted 26 Feb. 2015		
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	> 5 sharing sessions during the DOLE Flag ceremony coordinated/ conducted	> 5 sharing sessions 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	> MYPA reports prepared/submitted	

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2. Implementation of NWPC ISSP a. ISSP 2015-2017						Review/evaluation of ISSP 2016 budget	> ISSP 2015-2017 submitted to ICTO for approval	> BP forms for ISSP submitted to DBM	
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	> Reencoding of the program finalized  > System analysis conducted  > Implementation on-going	
c. Provision of IT Related Technical Services						Technical services on updating maintenance provided	> Technical assistance provided	> Technical assistance provided	
d. Maintenance of NWPC Network (LAN and Internet Connections)						Network & internet connections maintained	> Network and internet connections maintained	> Network and internet connections maintained	
<b>GENERAL ADMINISTRATION AND SUPPORT TO OPERATIONS</b>									
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)	> 20 local seminars/training/ orientations attended by 336 employees > 1 foreign training participated/ attended by 1 officer (Geneva- ILO Convention (May 26- June 16))	
> NWPC Praise						NWPC PRAISE prepared/ circulated	> NWPC PRAISE prepared and submitted to CSC (Feb 18)	> 6 vacant positions filled up with approved authority	10 vacant positions filled up
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						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	> APE conducted > Hepa B vaccination conducted  > 1 Film showing conducted		
C. Financial Management Services > Financial Reports						100% fund utilization  100% Cash utilization	> Allotment utilized PS - 23% MOOE - 18% CO - 0% Total -21%  > 97% cash utilization base on cash program	> Allotment utilized (as of June 2015) PS - 51 % MOOE - 39% CO - 93% Total -47%	

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<p>d. Establishment of a Quality Management System (QMS) aligned with International for Standardization (ISO) standards</p> <p><b>Institutional Support</b></p> <p>a. Integrity Development Program</p> <p>b. DOLE Incentivizing Compliance (ICP)</p> <p>c. NEDA-PDP</p> <p>d. Green Management System Green Our DOLE Program (GODP)</p> <p>e. Gender and Development Plan</p> <p>Other Initiatives : Regional Performance Audit</p>						<p>Monthly SAOB submitted to FMS every 5th day of the following month</p> <p>Monthly status of accounts submitted to FMS every 25th working day of the following month</p> <p>Request filed with DBM</p> <p>Reports submitted</p> <p>Technical and administrative provided</p> <p>Inputs to 2016 PDP Chapter 3 "Comparative Industry and Service Sector" provided</p> <p>Waste segregation implemented/ 5S implemented Waste segregation implemented/maintained</p> <p>GAD programs and projects conducted/facilitated</p> <p>Report prepared Audit conducted</p>	<p>&gt; Monthly SAOB report submitted to DOLE-FMS (April 1, 2015)</p> <p>&gt; Monthly status of accounts submitted to FMS (26 March)</p> <p>&gt; QMS documentation process on-going</p> <p>&gt; 1st quarter report submitted to LS April 1, 2015</p> <p>&gt; Waste segregation implemented/ &gt; Regular 5S day implemented</p> <p>&gt; 49 clients' feedbacks received</p> <p>&gt; 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)</p> <p>&gt; Performance audit conducted in the following regions CAR. I. II. V. VI. VII. VIII. X. XI. &amp; XIII</p>	<p>&gt; Monthly SAOB report submitted to DOLE-FMS ( 3 July)</p> <p>&gt; Monthly status of accounts submitted to FMS (3 July)</p> <p>&gt; Management Orientation on ISO 9001:2015 conducted (April 27)</p> <p>&gt; Seminar-Workshop on setting the foundation of the Organization and Process Orientation conducted (May 19-20)</p> <p>&gt; Seminar-Workshop on documenting processes conducted by Rosehall Management Consultants, Inc. ( 6 June)</p> <p>&gt; Visioning activity conducted (June 16)</p> <p>&gt; NWPC/RTWPBs business process map drafted</p> <p>&gt; Processes/procedures reviewed/established</p> <p>&gt; Risk Orientation Course conducted (June 22)</p> <p>&gt; 2nd quarter report submitted to LS (July 1, 2015)</p> <p>&gt; Waste segregation implemented</p> <p>&gt; GODP report accomplishment report submitted to AS (1 July)</p> <p>&gt; 16 clients feedback received</p> <p>&gt; Performance audit conducted in RB IV-B</p>		
Prepared by:		In coordination with :					Approved by:		Date:	
 LOURDES M. SECILLANO Chief, PID		 EDITHA M. SAUS Chief, FMD					 MARIA CRISELDA R. SY Executive Director IV		July 08, 2015	

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