

QUARTERLY PHYSICAL REPORT OF OPERATIONS  
as of Dec 31, 2016

FM- NWPC-PID -06  
Revision 0  
17 August 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					Physical Accomplishments					Variance as of Dec 13	Remarks % Accompl.
		1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	as of December 2016		
1	2	3	4	5	6	7 = (3+4+5+6)	8	9	10	11	12	13	14
<b>MFO 1: Technical Advisory Services</b>	301000000												
<b>I. Enhanced Productivity of MSMEs</b>													
Productivity Advisory undertaken		> 55,400	83,100	83,100	55,400	> 277,000 productivity assignments undertaken	> 68,633 productivity assignments undertaken	> 100,415 productivity assignments undertaken	> 80,542 productivity assignments undertaken	55,995 productivity assignments undertaken	> 305,585 productivity assignments undertaken		110.00%
1. Productivity Toolbox (ISTIV Plus(SIB), ISTIV Bayanihan, Service Quality for H & R industry, 5S, Green Productivity, Productivity 101 and other orientations) to improve workers' capacity and enterprise competitiveness		1,950	3,850	4,150	2,230	12,000 MSMEs benefitted from productivity trainings/orientations	- 2,731 MSMEs benefitted from productivity trainings/orientations with 5,608 participants benefitted	- 3,656 MSMEs benefitted from productivity trainings/orientations with 8,535 participants benefitted	- 3,989 MSMEs benefitted from productivity trainings/orientations with 11,332 participants benefitted	- 2,619 MSMEs benefitted from productivity trainings/orientations with 6,467 participants benefitted	- 12,995 MSMEs benefitted from productivity trainings/orientations with 31,942 participants benefitted		102.00%
		> 1,500	> 2,500	> 2,500	> 1,360	a) 7,680 MSMEs benefitted from productivity orientations	a) 2,012 MSMEs benefitted from productivity with 3,638 participants benefitted	a) 2,071 MSMEs benefitted from productivity with 4,646 participants benefitted	a) 3,037 MSMEs benefitted from productivity with 8,155 participants benefitted	a) 1,358 MSMEs benefitted from productivity with 4,645 participants benefitted	a) 8,478 (110.4%) MSMEs benefitted from productivity with 21,084 participants benefitted		110.00%
		> 400	> 1,300	> 1,300	> 520	b) 3,520 MSMEs benefitted from training and consulting services	b) 642 MSMEs benefitted from training and consulting 1,970 participants benefitted	b) 1,500 MSMEs benefitted from training and consulting 3,889 participants benefitted	b) 774 MSMEs benefitted from training and consulting 3,177 participants benefitted	b) 866 MSMEs benefitted from training and consulting 1,822 participants benefitted	b) 3,753 MSMEs benefitted from training and consulting 10,858 participants benefitted		107.00%
		> 340	> 1,160	> 1,160	> 340	- 3,000 productivity improvement programs/ action plans developed and monitored	- 530 productivity improvement programs/ action plans developed and monitored	- 1,064 productivity improvement programs/ action plans developed and monitored	- 1,322 productivity improvement programs/ action plans developed and monitored	- 866 productivity improvement programs/ action plans developed and monitored	- 3,782 productivity improvement programs/ action plans developed and monitored		126%
				> 80	> 80	- 160 action plans/ terminal reports documented	- 1 terminal terminal report documented	- 2 terminal reports documented	- 2 terminal reports documented	- 140 terminal reports documented	- 145 terminal reports documented		90.60%
						- 80 firms awarded with SQ Seal of Recognition	- 4 firms awarded with SQ Seal of Recognition	- 1 firm awarded with SQ Seal of Recognition	- 45 firms awarded with SQ Seal of Recognition	- 50 firms awarded with SQ Seal of Recognition			100.00%
		> 50	> 50	> 350	> 350	c) 800 MSMEs provided with technical assistance on designing productivity performance-based incentive schemes	c) 77 MSMEs provided with technical assistance on designing productivity performance-based incentive schemes	c) 85 MSMEs provided with technical assistance on designing productivity performance-based incentive schemes	c) 178 MSMEs provided with technical assistance on designing productivity performance-based incentive schemes	c) 424 MSMEs provided with technical assistance on designing productivity performance-based incentive schemes	c) 764 MSMEs provided with technical assistance on designing productivity performance-based incentive schemes		96%
				> 20	> 60	- 80 MSMEs awarded with certificate of recognition for implementing TIER 2	- 43 MSMEs awarded with certificate of recognition for implementing TIER 2	- 9 MSMEs awarded with certificate of recognition for implementing TIER 2	- 5 MSMEs awarded with certificate of recognition for implementing TIER 2	- 46 MSMEs awarded with certificate of recognition for implementing TIER 2	- 110 MSMEs awarded with certificate of recognition for implementing TIER 2		138%
				> 20	> 60	- 80 productivity-based incentive schemes documented	- 58 productivity-based incentive schemes documented	- 10 productivity-based incentive schemes documented	- 12 productivity-based incentive schemes documented	- 61 productivity-based incentive schemes documented	- 141 productivity-based incentive schemes documented		176%
2. Development of Training Modules													
a) Upgrading/ revision of training programs		> Review/ upgrading of training program	> Pilot testing conducted			> 2 training modules upgraded/ revised	> Concept note in the development of 1 day module in Succeeding in Business and ISTIV Bayanihan drafted	> 2 modules developed pilot tested	> 2 modules revised and submitted based on pilot tests conducted	> 16 copies of ISTIV Bayanihan and ISTIV-SIB in CD format distributed to RBs			100%
- Succeeding in Business						- Succeeding in Business		> Modules/manuals prepared/ submitted		> 2 modules revised and submitted based on pilot tests			
- ISTIV Bayanihan						- ISTIV Bayanihan		> Concept note in the development of 1-day	> "On-line marketing" session of ISTIV				

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		1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	as of December 2016		
		3	4	5	6	7 = (3+4+5+6)	8	9	10	11	12		
b) Development of e-Learning modules - Finalization of the following: ✓ 5S  ✓ Productivity 101  - Develop the following: ✓ Bookkeeping ✓ Stock Control ✓ 3 Rs + 2		> Draft modules presented to Directorate	> Modules revised	> Modules finalized/ uploaded		> 2 e-Learning modules developed/uploaded to DOLE e-Learning website	> Animated videos. Knowledge Checker quizzes and other e-Learning module presented to to directorate for final revision  > Revised module prepared and submitted for review	> 2 e-learning modules final revision on-going	Bayanihan for approval  > Session plan and presentation materials drafted and submitted for review  > Module prepared and submitted  > Productivity 101 module presented to Directorate: revision on-going  > Content. outline and script of the ff.e-learning modules prepared/ submitted to Director II for comments: - 3Rs + 2 - Bookkeeping - Stock Control	conducted  > Evaluation of module administered Dec.2016/ report submitted		> 2 e-Learning modules prepared/ submitted	100%
3. Development of Accreditation System of Productivity Practitioners			> Seminar-workshop conducted	> Accreditation system framework/ presented Commission	> Accreditation system framework/ presented Commission		> Concept note prepared/ revised > Proposed accreditation system prepared	> Study/research presented to the Directorate		> Revise module finalized  > Modules developed/ submitted		> Modules developed/ submitted	100%
<b>II. Intensive Information Campaign</b>  1. Development, Production and Dissemination of IEC Materials  a) Tamang Kaalaman sa Kita at Kakayahan (T3K )		53,000	79,500	79,500	53,000	> 265,000 clients reached thru advocacy information services	> 65,902 clients reached thru advocacy information services on the ff.: - Public info. - 4,460 assistance - IEC materials - 27,368 - Wage clinic/ - 2,234 seminar/public fora - Mass media - 31,840	> 96,759 clients reached thru advocacy information services on the ff.: - Public info. - 6,595 assistance - IEC materials - 37,098 - Wage clinic/ - 3,267 seminar/public fora - Mass media - 49,799	> 76,553 clients reached thru advocacy information services on the ff.: - Public info. - 7,548 assistance - IEC materials - 18,797 - Wage clinic/ - 3,107 seminar/public fora - Mass media - 47,101	53,375 clients reached thru advocacy information services on the ff.: - Public info. - 4,036 assistance - IEC materials - 11,878 - Wage clinic/ - 4,277 seminar/public fora - Mass media - 33,185	292,590 clients reached thru advocacy information services on the ff.: - Public info. - 22,639 assistance - IEC materials - 95,141 - Wage clinic/ - 12885 seminar/public fora - Mass Media - 161,925	110.40%	
- Press conference/briefings conducted						> 12 press conference/ briefings conducted	> 2 press briefings conducted ( RBs: VI, XII)	> 2 press briefings conducted (RBs IX, XIII)	> 10 press briefings conducted (RBs :II,V,VII,XI,XII)	> 10 press briefings conducted	> 18 press briefings conducted (RBs: II, V, VI, VII, IX, XI, XII, XIII)		100%
- Press/media releases		12	12	12	12	> 48 press releases	> 12 press releases releases disseminated	> 12 press releases releases disseminated	> 14 press releases releases disseminated	9 press releases releases disseminated	> 48 press releases releases disseminated		100%
- Good news reporting		9	9	9	9	> 36 good news reports submitted	> 11 good news reports submitted to LCO	> 9 good news reports submitted to LCO	> 17 good news reports submitted to LCO	9 good news reports submitted to LCO	> 46 good news reports submitted to LCO		100%
b. Learning Sessions on Wages and Productivity		> 2 learning sessions conducted	> 4 learning sessions conducted	> 3 learning sessions conducted	> 3 learning sessions conducted	> 12 Learning sessions on wages, productivity and labor market related topics/ concerns conducted	> 2 learning sessions conducted benefiting 65 participants (Male - 27, Female - 38) from 34 companies	> 5 learning sessions conducted benefiting 184 participants (Male - 40, Female - 114) from 118 companies	> 5 learning sessions conducted benefiting 192 participants (Male - 22, Female - 170) from 118 companies	3 learning sessions conducted benefiting 105 participants (Male - 26, Female - 109) from 59 companies	> 15 learning sessions conducted benefiting 546 participants (Male - 115, Female - 431) from 329 companies		100%
c. Client Satisfaction Rating (CSM)						> 100% of clients who rate technical advice as satisfactory or better on the ff.:							

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		3	4	5	6	7 = (3+4+5+6)	8	9	10	11	12		
						a) Training/Orientation	> 100% of 1,970 respondents rated course content, materials and trainer as satisfactory or better	> 100% of 2,210 respondents rated course content, materials and trainer as satisfactory or better	> 100% of 2,979 respondents rated course content, materials and trainer as satisfactory or better	> 100% of 3,308 respondents rated course content, materials and trainer as satisfactory or better	> 100% of 10,467 respondents rated course content, materials and trainer as satisfactory or better		100%
						b) Information and Technical Assistance (walk-in clients/ Learning Sessions)	> 100% of 571 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 432 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 744 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 1,257 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 3,004 respondents rated satisfactory or better from the information and technical assistance provided		100%
						> 100% of request for legal advice acted upon within 5 days	> 100% of 679 requests for legal advice acted with within 5 days	> 100% of 645 requests for legal advice acted within 5 days	> 100% of 578 requests for legal advice acted within 5 days	> 100% of 450 requests for legal advice acted within 5 days	> 100% of 2,352 requests for legal advice acted within 5 days		100%
d. Updating/ Maintenance of NWPC Website/Intranet						> Updating/maintenance of NWPC website/ intranet conducted	> Updating/maintenance of NWPC website/ intranet conducted	> Updating/maintenance of NWPC website/ intranet conducted	> Updating/maintenance of NWPC website/ intranet conducted	> Updating/maintenance of NWPC website/ intranet conducted	> Updating/maintenance of NWPC website/ intranet conducted		100%
2 National Productivity Conference (NPC)		> Project proposal drafted	> Project proposal prepared			> National Productivity Conference conducted	> Concept note prepared/ revised	> Proposed activities/ topics/themes for the NPC submitted and presented to the Commission	> Technical/ administrative and logistics preparations on going	> National Productivity Conference conducted on 27 Oct. 2016 at Hotel Jen, Manila highlighted by the ff. topics: a) Agricultural Productivity: Catalysts for Growth b) Mainstreaming Productivity into the Value Chain: Unilever Experience c) Employment Engagement in Productivity Improvement Program d) Kick of 2017 Productivity Olympics	> Updating/maintenance of of NWPC website/intranet conducted		100%
3. Capacity Building								> Presentation on the proposed activities for 2016 NPC submitted		> Conference terminal report prepared			
a. Enhancing Training Management and Documentation of PIPs/ Action Plans					> Training conducted					> Trainers' Training on Productivity Toolbox conducted/attended by 33 participants (CO-4, RBs 33) on Oct 3-5 2016 at Ace Hotel, Pasig City			100%
b. Gainsharing Schemes and Productivity and Performance-Based Pay for MSMEs in the Phils. ( In coordination with DAP and APO for funding support)					> Training conducted		> Filled-up APO TES form for capacity building on Gainsharing with DAP coordinated	> Final Indicative program of activities submitted to APO-DAP	> APO/DAP training on gainsharing coordinated	> Training on Gainsharing Schemes and Productivity and Performance-based pay conducted /attended by 43 participants (CO- 10, RBs 33) on 3-5 Oct. 2016 at ACE Hotel, Pasig City			100%
							> Request for Technical Expert approved by APO per communication received dated 28 March 2016	> Indicative program of activities revised > Activities to be undertaken with DAP coordinated		> Training documentation/ proceedings prepared			
<b>MFO 2: WAGE REGULATION SERVICES</b>													
<b>I. More Inclusive Consultation with Stakeholders and Social Partners</b>													
1. TIER 1													
a) Review/Monitoring of socio-economic situation in the region		> 1 report prepared	> 1 report prepared	> 1 report prepared	> 1 report prepared	> 4 reports prepared	> 1st quarter report prepared	> 2nd quarter report prepared	> 3rd quarter report prepared	4th quarter report prepared	> 4 reports prepared		100%

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		1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	as of December 2016			
		3	4	5	6	7 = (3+4+5+6)	8	9	10	11	12			
b) Issuance of Wage Orders (WOs) / Implementing Rules (IRs) as necessary								> 4 wage orders issued (NCR, II, IV-A, XIII)	> 4 wage orders issued (I, IX, XII, ARMM)	> 1 wage order issued (RB XI)	> 9 wage orders issued (NCR, I, II, IV-A, IX, XI, XIII, ARMM)		100%	
c) Public hearings/consultations conducted (as necessary)						> 32 public hearings/ consultations conducted (as necessary)	> 6 public hearings/ consultations conducted	> 8 public hearings/ consultations conducted	> 12 public hearings/ consultations conducted	> 12 public hearings/ consultations conducted	> 38 public hearings/ consultations conducted		100%	
2. TIER 2														
a) Issuance of advisories as necessary														
b) Provision of technical assistance							> Technical assistance provided	> Technical assistance provided	> Technical assistance provided	Technical assistance provided				
3. Minimum Wage for Domestic Workers (DW) as necessary							> 2 domwork wage orders issued (RBs: VII, VIII)	> 1 domwork wage order issued (RB IX)	> 1 domwork wage order issued (RB I)		> 4 domwork wage orders issued (RBs: I, VI, VIII, IX)		100%	
4. Facility Evaluation (FE) / Time and Motion Studies (TMS)							> 100% of 65 FE applications/requests from firms with complete documents acted upon - 25 out of 65 or 38.5% issued order	> 100% of 90 FE applications/requests from firms with complete documents acted upon - 63 out of 91 or 69% issued order	> 100% of 69 FE applications/requests from firms with complete documents acted upon - 49 out of 69 or 71% issued order	> 100% of 49 FE applications/requests from firms with complete documents acted upon - 34 out of 49 or 69% issued order	> 100% of 184 FE applications/requests from firms with complete documents acted upon - 169 out of 184 or 91.8% issued order		100%	
							> 100% of 24 TMS applications/requests from firms with complete documents acted upon - 7 out of 24 or 29.2% piece rate production standards orders issued	> 100% of 33 TMS applications/requests from firms with complete documents acted upon - 19 out of 34 or 55.8% piece rate production standards orders issued	> 100% of 42 TMS applications/requests from firms with complete documents acted upon - 25 out of 42 or 60% piece rate production standards orders issued	100% of 29 TMS applications/requests from firms with complete documents acted upon - 19 out of 29 or 65.5% piece rate production standards orders issued	> 100% of 80 TMS applications/requests from firms with complete documents acted upon - 70 out of 80 or 87.5% piece rate production standards orders issued		100%	
5. Resolution of wage and exemption cases														
a) Wage Exemption Cases filed with the Regional Boards						> 100% disposition rate	> No application for exemption for the period	> 48% disposition rate (28 out of 58 applications for wage exemption disposed)	> 49% disposition rate (32 out of 65 applications for wage exemption disposed)	> 100% disposition rate (40 out of 40 applications for wage exemption disposed)	> 100% disposition rate (100 out of 100 applications for wage exemption disposed)		100%	
b) Appeals on Wage Orders/ Exemption Cases filed with the Commission						> 100% disposition rate	> No appeal received for the period	> No appeal received for the period	> No appeal received for the period	> No appeal received for the period	> No appeal received for the period			
c) Appealed Wage Case Decisions affirmed by a higher court (Judicial Appeal)						> 50% affirmation rate		> ECOP case submitted to Court of Appeals no decision yet			> Supreme Court Resolution dated 11 Oct 2016, DISMISS the petition of UMALAB KA Party List et al vs. DOLE-NWPC for failure to show that public respondents committed grave abuse in issuing wage orders pursuant to RA 6727		100%	
								> NWPC submitted comments to Supreme Court on the petition for certiorari Prohibition on June 10, 2016 filed by Ugnayan ng Maralita Laban sa Kahirapan (UMALAB KA) PARTY LIST, Dr. Warren Bello Nat'l. Federation of Labor (NFL) Solidarity of Independent Org. and General SIGLO, Froilan Csrathlan, Rusty M. de la Cruz, Emmanuel Flores Cavanas and Sheila S. Baylosi vs. NWPC Exec. Dir. Maria Criselda R. Sy (G.R. No. 222921)						
<b>ii. Strengthen Research and Database to Support Policy Development</b>														
1. Conduct of Research														
a) Empirical Framework for Evaluating the Impact of Min. Wage		> Assessment report / background paper prepared	> Concept note prepared				> Discussed project with ILO for services of regional wage experts					For further consideration given that there is a priority research on min. wage setting for nurses/ health workers		
b) Second Round Survey on Productivity Improvement and Gainsharing Scheme		> MOA with PSA processed	> Survey questionnaire prepared	> Survey by PSA conducted	> Survey result analyzed	> Report prepared	> Concept note prepared/ revised > Proposed survey questionnaire presented to the Directorate and the Commission	> Meeting with PSA on the following coordinated/attended: - Productivity Based Incentive Schemes questionnaire - Memorandum of Agreement	> ISLE MOA coordinated/ followed up with MOA > Survey integrated into Integrated Survey on Labor and Employment (ISLE) questionnaire Output tables submitted to PSA		> Survey integrated into Integrated Survey on Labor and Employment (ISLE) questionnaire Output tables submitted to PSA		100%	

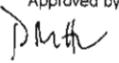
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c) Impact Assessment of the Implementation of the Productivity Toolbox			> Questionnaire for FGD prepared			> Report prepared	> Prepared/submitted the ff: - PSA questionnaire - Memo to RTWPBs - Letters to Stakeholders - Monitoring status - Coordination with PSA on-going  > Concept note prepared/ revised > Proposed FGD questionnaire prepared	> Scope/coverage of survey identified > Ghant chart prepared > Proposed Focus Group Discussion guide questionnaire submitted	> Report of FGD proceedings conducted in Davao and NCR prepared > FGD in regions NCR, IV-A and XI conducted	> Results of the assessment prepared and submitted	> Results of the assessment prepared and submitted		100%
d) Assessment of the Implementation of the Productivity/ Performance and Competency Based Advisories						> Report prepared	> Review of CBAs with productivity provisions prepared  > Desk research/ literature reviewed  > Status of Tier 2 implementation monitored	> Desk research/literature prepared	> Draft report of proceedings prepared > 3 focus group discussions conducted - RB-IV-A - 1 Auo. - RB XII - 4 Auo - RB- CAR- 18 Auo	> Report of proceedings finalized/ submitted	> Report of proceedings prepared, submitted and finalized		100%
e) Minimum Wage Setting for Skilled Professional (Nursing)									> Desk research on min. wage setting for nurses prepared  > Highlights of study submitted to DOLE Secretary/ presented to the Commission		> Highlights of study submitted to DOLE Secretary/ presented to the Commission		100%
2. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity						> Comments/position/ technical papers on legislative	> Draft EO relative to the rationalization of holidays reviewed  > Sponsorship speech on Green Jobs for Senator Anoara drafted	> DOLE Statement on the Comprehensive Nursing Law drafted	> Comments on maternity leave and labor cost for additional maternity leave prepared  > Prepared comments on the ff. bills: - Senate Bill Nos. 99, 385 Comprehensive Nursing Law of 2016  - Senate Bill Nos. 309, 154, 987 Maona Carta of Workers in Informal Economy.  - Senate Bill No. 2/ House Bill No. 402 - 14th Month Pay  - House Bill Nos. 269, 500 - An Instituting Policies for the Protection and Welfare of Caregiver in the practice of their profession  - House Bill Nos. 828, 1238, 1357- Amendments to Productivity Incentives Act  - House Bill No. 356- Amendments to Wage Rationalization Act  - Bills filed in Congress related to RA 6971 coordinated  - Green Job briefing paper submitted to Asoc. Brimon  - Comparative new filed bills vs. proposed amendments to RA 6727 prepared/reviewed		> Prepared the ff.: - Senate Bills - 6 - House Bills- 8  > Prepared comments/reviewed the following: - Additional Maternity Leave and Labor Cost - Rationalization of Holidays - Green Jobs - Proposed amendments to RA 6727		100%

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3. Maintenance/review of wages and productivity databases > Philippine Competitiveness Index						> Updated/maintained Phil. Competitiveness scorecard/landscape - IMW-World	> World Bank Ease of Doing Business report prepared/revised	-	-		> World Bank Ease of Doing Business report prepared/revised		
4. Capacity Building a. Capacity Building on Gainsharing Schemes and Productivity and Performance-based pay for MSMEs on the Philippines (in coordination with DAP and APO for technical assistance)		> List of Speakers prepared	> Capacity building conducted				> Concept paper prepared  > Resource persons for capacity building researched/coordinated	> Proposal to DLSU submitted  > Inouts/course outline to TCD per inclusion in the DAP project submitted			> Final report submitted to DAP-APO  > APO/DAP training on gainsharing conducted and participated by 43 participants (CO -10, RBa -33) on Oct 3-5, 2016 at Ace Hotel & Suites, Pasig City, Metro Manila  > Trainer's training on Productivity Toolbox conducted/participated by 34 participants (CO 3, RBs- 30) on Nov. 21-24 at Ace Hotel, Pasig  > Post Training report submitted/approved by DED-MSD		100%
b. Training of Trainers on Productivity Toolbox													100%
<b>INSTITUTIONAL SUPPORT</b>													
1. NEDA-PDP			as the need arises										
2. DOLE Incentivizing Compliance (ICP)			as the need arises										
3. Integrity Development Program		> Reports submitted	> 1st quarter report submitted to DOLE-LS	> 2nd quarter report submitted to DOLE-LS	> 3rd quarter report submitted to DOLE-LS	> 4th quarter report for submission to DOLE-LS			100%				
4. Green Management System Green Our DOLE Program (GODP)		> 5S program implemented  > Waste segregation		> Continual 5S implementation  > Waste segregation maintained  > 2016 GODP Plan submitted to DOLE-AS (4 Feb. 2016)	> Continual 5S implementation  > Waste segregation maintained	> Continual 5S implementation  > Waste segregation maintained	> Continual 5S implementation  > Waste segregation maintained			100%			
							> 1st quarter accomplishment report to AS 1 April 2016	> 2nd quarter accomplishment report to AS	> 3rd quarter accomplishment report to AS	> 4th quarter accomplishment report submitted to AS			100%
5. Gender and Development Plan		> GAD programs and projects implemented		> 2016 GAD activities sponsored by PCW participated by 3 employees (Male - 2, Female 1)  > BWSC sponsored inspirational talk on women empowerment attended by 5 participants (Male- 1, Female- 4)  > Attended "ARISE WOMEN" Inspirational Talk on Women Empowerment participated by NWPC officers and employees (Male -1, Female 4 on 11 March 2016)  > Attended Regional Family Welfare Program Seminar sponsored by DOLE-RO II participated by one RB II female officer ( Feb- 3-5, 2016)  > Attended Violence Against Women Seminar sponsored by OWWA-RB VII participated by 1 female staff from RB VII (March 30, 2016)	> Attended Learning Session on Labor and Employment issues of Women participated by 12 employees (Male 2, Female 10 (April 1, 2016)  > Attended a Conference on Female Workforce Participation and Productivity in Japan sponsored by APO participated by Dir. Jamie-Lyn Garcia-Jamias ( 5- 7 April 2016)  Gender Sensitivity training conducted (13 May)	> 1st semester accomplishment submitted to DOLE-PS/ BWSC	> 2016 GAD Plan & Budget submitted to BWSC and DOLE Planning Service  > Attended in the Main streaming Gender on Occupational Safety & Health sponsored by NWPC with resource person from OSHC participated by 52 participants ( Male -18 Female 34) (14 Oct 2016)  > Attended Fifth GAD Budget Fora sponsored by PCW participated by 2 female officers ( Nov. 11, 2016)  > Attended Training of Trainers on "Gender, Migration, Development" sponsored by DOLE participated by one male CO participant (Nov. 15-17, 2016)			100%			



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1	2	3	4	5	6	7 = (3+4+5+6)	8	9	10	11	12	13	14
b) Implementation of NWPC ISSP 2015-2017							> 1st Qtr. Physical Report of Operation submitted to DOLE-FMS ( 8 April)	> 2nd Qtr. Physical Report of Operation submitted to DOLE-FMS (8 July)	> 3rd Qtr. Physical Report of Operation submitted to DOLE-FMS ( 10 Oct)	> 4th Qtr. Physical Report of Operation for submission to DOLE-FMS			100%
	> Development of Design of e-Productivity Toolbox Information System (IS)	> Project proposal developed	> Activities coordinated	> User's training conducted	> Design developed		> Project proposal re Consultancy services approved	> Monthly SPRS submitted on-line	> Monthly SPRS submitted on-line	> Monthly SPRS submitted on-line	> Monthly SPRS submitted on-line		100%
	> Document Tracking System	> Doc Trak monitored		> Proposal for IT bidding requirement approved	> Doc Tracking system monitored	> Doc Tracking system monitored	> Doc Tracking system monitored	> Doc Tracking system monitored		100%			
	> Library Information System	> Library information system implemented		> JRs prepared and approved/coordinated with BAC	> Encoding of books on-going	> Encoding of books on-going	> Encoding of books on-going	> Encoding of books on-going	> Productivity toolbox IS design developed				
c) Provision of IT Related Technical Services							> NWPC network maintained	> NWPC network maintained	> NWPC network maintained	> NWPC network maintained	> NWPC network maintained		100%
	> NWPC Website and Intranet	> Technical services on updating maintenance provided		> 15 items uploaded in the website	> 15 items uploaded in the website	> 21 items uploaded in the website	> 129 items uploaded	> 180 items uploaded in the website		100%			
	> Application Systems	> Technical assistance provided		> Technical assistance provided	> Technical assistance provided	> Technical assistance provided	> Technical assistance provided	> Technical assistance provided		100%			
	> NWPC Network System (LAN and Internet Connection)	> Network connection maintained											
	> Repair and Preventive Maintenance of IT Resources	> Computer repair and preventive maintenance undertaken		> Technical assistance provided 23 requests: - 10 technical assistance - 13 repairs	> Technical assistance provided 25 requests: - 10 technical assistance - 15 repairs	> Technical assistance provided 20 requests: - 4 technical assistance - 16 repairs	> Technical assistance provided 16 requests: - 10 technical assistance - 6 repairs	> Technical assistance provided 84 requests: - 34 technical assistance - 50 repairs		100%			
	> Inventory of Hardware / software	> Inventory report prepared	> Audit report prepared	> Technical assistance to procurement process provided	> Technical assistance to procurement process provided		> 2015 Inventory of hardware/software prepared	> Audit report of hardware/software prepared	> Technical assistance in the procurement of IT resources provided	> Technical assistance in the procurement of IT resources provided	> Technical assistance in the procurement of IT resources provided		100%
	> Maintenance of NWPC Intranet	> NWPC intranet maintained		> IT acquisition proposal prepared	> NWPC intranet maintained	> NWPC intranet maintained	> NWPC intranet maintained	> NWPC intranet maintained	> Procurement process completed				
3. Administrative Services													
a) Human Resource Development													
> Staff Development Program		> Trainings/seminars facilitated/conducted	> Trainings/seminars facilitated/conducted	> Trainings/seminars facilitated/conducted	> Trainings/seminars facilitated/conducted		> 16 local trainings availed and or organized at Central Office - 10 internal trainings conducted/	> 13 local trainings availed and or organized at Central Office - 8 internal trainings conducted/	> 8 local trainings availed and or organized at Central Office - 2 internal trainings conducted/	> 19 local trainings availed and or organized at Central Office - 8 internal trainings conducted/	> 56 local trainings availed and or organized at Central Office - 20 internal trainings conducted/		100%

Particulars	UACS CODE	Physical Targets					Physical Accomplishments					Variance as of Dec 13	Remarks % Accomp. 14	
		1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	as of December 2016			
		3	4	5	6	7 = (3+4+5+6)	8	9	10	11	12			
> Health, Safety and Welfare Program			> Annual physical examination facilitated	> Vaccinations conducted	> Vaccinations conducted		organized benefitting 367 participants: (Male - 122 Female - 245)  > 6 external trainings with 6 participants (Male - 1 Female - 5)	organized benefitting 221 participants: (Male - 58 Female - 153)  > 5 external trainings with 11 participants (Male - 5 Female - 6)  > 4 foreign trainings/ conference availed/ participated benefitting 4 participants: - Italy (twice) (2 female participants) - Vietnam (1 male participant) - Japan (1 female participant)	organized benefitting 47 participants: (Male - 14 Female - 33)  > 6 external trainings with 13 participants (Male - 6 Female - 7)	organized benefitting 331 participants: (Male - 101 Female - 230)  > 11 external trainings with 19 participants (Male - 7 Female - 12)  > 1 foreign training/ conference availed/ participated benefitting 4 participants: - Singapore (Male 2, Female 2)	organized benefitting 625 participants: (Male - 194 Female - 431)  > 17 external trainings with 30 participants (Male - 12 Female - 18)  > 5 foreign trainings/ conference availed/ participated benefitting 8 participants: (Male - 3 Female - 5)  Flu vaccine immunization conducted ( May 31)			
> Employees Benefits/Awards/ Incentives		> Loyalty award/ rewards incentives processed		> Loyalty awards processed	> Loyalty awards distributed									
b) Personnel Management Services		> Hiring/ recruitment selection, promotion and retirement facilitated	> Hiring/ recruitment selection, promotion and retirement facilitated	> Hiring/ recruitment selection, promotion and retirement facilitated	> Hiring/ recruitment selection, promotion and retirement facilitated		> 9 appointments processed/ issued	> 6 appointments processed/ issued	> 12 appointments processed/ issued	13 appointments processed/ issued	> 40 appointments issued > 16 vacant positions			
4. Financial Management														
a) Financial Workshop		> Financial workshop conducted					> Financial workshop on closing of books conducted (Jan 21-22, 2016)							
b) Allotment Utilization		> 20%	> 30%	> 25%	> 25%	> 100% fund utilization	> Allotment utilized PS- 21% MOOE - 21% CO - 3% Total - 20%	> Allotment utilized PS - 46 % MOOE - 42% CO - 40% Total - 44%	> Allotment utilized PS - 67% MOOE - 65% CO - 62% Total - 67%	Allotment utilized PS - 93% MOOE - 88% CO - 91% Total - 93%				
c) Cash Utilization		> 100% of NCA for the quarter	> 100% of NCA for the quarter	> 91% cash utilization base on cash program	> 87% cash utilization base on cash program	> 88% cash utilization base on cash program	> 89% cash utilization base on cash program							
		> Reports submitted	> Reports submitted	> Reports submitted	> Reports submitted		> Monthly SAOB reports submitted to DOLE-FMS > Monthly status of accounts submitted to DOLE-FMS	> Monthly SAOB reports submitted to DOLE-FMS > Monthly status of accounts submitted to DOLE-FMS	> Monthly SAOB reports submitted to DOLE-FMS > Monthly status of accounts submitted to DOLE-FMS	Monthly SAOB reports submitted to DOLE-FMS Monthly status of accounts submitted to DOLE-FMS			100%	
OTHER INITIATIVES: > HRD Roadmap for the Ceramic Tile Industry and Furniture Industry							> Consultations conducted > Setoral HRD roadmaps and briefer conducted/ completed							

Particulars	UACS CODE	Physical Targets					Physical Accomplishments					Variance as of Dec 13	Remarks % Accomp. 14	
		1st Qtr. 3	2nd Qtr. 4	3rd Qtr. 5	4th Qtr. 6	Total 7 = (3+4+5+6)	1st Quarter 8	2nd Quarter 9	3rd Quarter 10	4th Quarter 11	as of December 2016 12			
> Decent Work Country Diagnostics (DWCD)								> Participated in the the Decent work country diagnostics inception workshop and handholding sessions organized by ILO and DOLE-PS						
Prepared by:	In coordination with:		Approved by:			Date:								
 LOURDES M. SECILLANO Chief, PID	 EDITHA M. SAUS Chief, FMD		 PATRICIA P. HORNILLA OIC- Deputy Exec. Director			6 January 2017								

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