

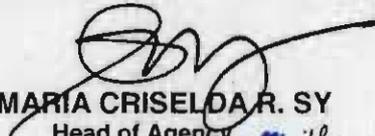


Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila



**REFORMULATED OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)
OFFICE: NATIONAL WAGES AND PRODUCTIVITY COMMISSION**

I, **MARIA CRISELDA R. SY**, Head of the **NATIONAL WAGES AND PRODUCTIVITY COMMISSION**, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **JANUARY** to **DECEMBER**, 2019.


MARIA CRISELDA R. SY
Head of Agency *MC*

Date: 22 January 2020

Approved by:	Date:
SILVESTRE H. BELLO III Secretary	

OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)
OFFICE: NATIONAL WAGES AND PRODUCTIVITY COMMISSION

5-Outstanding
4-Very Satisfactory
3- Satisfactory
2- Unsatisfactory
1-Poor

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of December 31, 2019 (5)	RATING (6)				REMARKS (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
CORE INDICATORS									
ORGANIZATIONAL OUTCOME 1									
Capacity of MSMEs to implement productivity improvement program enhanced									
Enterprise Productivity Improvement Program 1. Productivity Training Program (Productivity Toolbox - ISTIV-PAP, ISTIV Bayanihan, ISTIV Plus [SIB]Service Quality, 5S,Lean Management, Retail Service, Green Productivity and other orientations) to improve workers' capacity and enterprise competitiveness	➤ 12,000 MSMEs trained/oriented <ul style="list-style-type: none"> • 8,320 MSMEs oriented • 3,680 MSMEs trained 		RTWPBs	➤ 15,043 SMEs (125%) trained/oriented with 25,269 participants benefitted <ul style="list-style-type: none"> • 10,460 MSMEs or 125% benefitted from productivity orientation with 17,376 participants • 4,583 MSMEs or 124% provided with training benefitting 7,893 participants 					

OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
Convergence Program	<ul style="list-style-type: none"> ✓ 3,680 PIPs/ action plans monitored ✓ 50% of MSMEs trained with PIPs/Action Plans implemented by mid-December 2019 ✓ 160 successfully implemented PIPs/Action plans documented/submitted by mid- December 2019 ➤ 100% of requests under the DLEEP convergence program acted upon/assisted by end of December 2019 ➤ 800 establishments provided with technical assistance on designing/formulation of productivity/ performance based incentives schemes completed by mid-December 2019 ✓ 80 (5/RB) of which resulted from the LMC Convergence Program with NCMB/ RCMBs • At least 18% of target or 144 MSMEs assisted with productivity/performance-based incentives schemes (PBIS) installed by mid-December 2019 		<p>NWPC, RTWPBs</p> <p>RTWPBs</p>	<ul style="list-style-type: none"> ✓ 4,363 or 119% PIPs/ action plans monitored ✓ 3,384 MSMES or 147% trained with PIPs/ Action plans implemented 161 PIPs/action plans documented ➤ 100% of 206 requests for training under DLEEP convergence program benefitting 416 participants ➤ 993 establishments (124%) provided with technical assistance on designing/ formulation of productivity/ performance- based incentives schemes ✓ 255 MSMEs or 318% under the LMC Convergence Program with NCMB / RCMBs • 178 or 124% with PBIS installed 					

OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
	<ul style="list-style-type: none"> ✓ 32 (2/RB) of which resulted from the LMC convergence with NCMB / RCMBs • 144 productivity /performance-based incentive schemes (PBIS) documented by mid-December 2019 			<ul style="list-style-type: none"> ✓ 20 MSMEs or 63% resulted from the LMC convergence with NCMB/RCMBs • 183 MSMEs or 127% with PBIS documented 					
	<ul style="list-style-type: none"> ➤ 100% of clients who rated technical services as satisfactory or betterR • Training • Information and Technical Assistance 		<p>RTWPBs, TTSD</p> <p>RTWPBs, PID</p>	<ul style="list-style-type: none"> • 100% of 7,883 clients rated technical advice as satisfactory or better in terms of course content, materials and trainer with 99.87% response rate • 100% of 5,393 clients rated information and technical assistance as satisfactory or better with 96% response rate (NWPC 100% RTWPBs 95%) 					
2. Module Development/ Enhancement	<ul style="list-style-type: none"> ➤ Developed/upgraded the following training module: <ul style="list-style-type: none"> • ISTIV PAP module submitted by end of June 2019 		TTSD	<ul style="list-style-type: none"> ➤ Module developed/ presented on May 10, 23 and June 18, 2019 					

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OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
	<ul style="list-style-type: none"> • Work-Life Balance for Workplace Productivity submitted by end of June 2019 • QC Tools module submitted by end of June 2019 			<ul style="list-style-type: none"> ➤ Module developed/ presented on April 11 & 15, May 7 & 17, and June 11, 2019 ➤ Module developed/ presented on April 12, May 6, June 7 & 14, 2019 					
	<ul style="list-style-type: none"> ➤ Developed the following advanced training modules: <ul style="list-style-type: none"> • Six Sigma • Time Management (TM) • Total Quality Management (TQM) • Just In Time (JIT) • Hazard Analysis Critical Control Points (HCCP) • Good Manufacturing Practice (GMP) ➤ Others 			<ul style="list-style-type: none"> ➤ Advanced training modules developed on the following dates: <ul style="list-style-type: none"> • 25 Sept. 2019 • 25 Sept. 2019 • 30 Sept 2019 • 30 Sept. 2019 • 30 Sept. 2019 • GMP – 30 Sept. 2019 ➤ Spot Audit Report on Productivity Improvement Program submitted on April 8, 2019 					
	<ul style="list-style-type: none"> ➤ Development of the following e-learning modules within the year: <ul style="list-style-type: none"> • 7S • Pricing 			<ul style="list-style-type: none"> ➤ Developed e-learning modules on the following dates: <ul style="list-style-type: none"> • 7S - 29 Nov. 2019 • Pricing – 29 Nov. 2019 					

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					Q ¹	Q ²	T ³	A ⁴	
3. Capacity Building for program implementers	➤ Capacity Building on QC Tools, Upgraded Training Modules and SLEs conducted end of October 2019		TTSD	➤ Conducted QC Tools, New and Upgraded Training Modules and Advanced Productivity Tools & Techniques on 1-3 Oct 2019 at Hotel Lucky Chinatown with 33 participants from RTWPBs					
4. 2019 Productivity Olympics	<ul style="list-style-type: none"> ➤ 2019 PO criteria, mechanics and guideline reviewed/disseminated to RTWPBs by end of May 2019 ➤ 2019 Productivity Olympics conducted by end of October 2019 		PPRD	<ul style="list-style-type: none"> ➤ PO criteria, mechanics and guidelines prepared/disseminated to RBs 20 Feb. 2019 ➤ 2019 PO Olympics conducted 4 Oct. 2019 at Sheraton Hotel Manila ➤ 8 National winners awarded ➤ 33 National finalists awarded ➤ 149 Regional Winners awarded by the Boards ➤ Selection of national winners conducted 23 August 2019 ➤ Selection of national nominees conducted 26 July 2019 ➤ Online briefing via skype and face-to-face orientation for regional focal persons from 8-29 March 2019 					

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OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
				<ul style="list-style-type: none"> ➤ TWG-PO consensus review conducted 26 -28 June 2019 ➤ NSC & NJP Briefing conducted 20 June 2019 ➤ Messages of ED Sy prepared: <ul style="list-style-type: none"> • During the awarding of the 2019 Regional PO Winners in NCR and Region X on 04 July and 31 May 2019 respectively • Briefing of the NSC and NJP member of the 2019 PO on 06 June 2019 ➤ 95% of CS respondents rated the activity as satisfactory ➤ On-line briefing via skype and face to face orientation for regional focal persons on 8 -29 March 2019 					
5. Forum on Digital Productivity Tools for MSMEs (unprogrammed)	➤ Forum on Digital Productivity Tools for MSMEs by end of November 2019			<ul style="list-style-type: none"> ➤ Forum conducted on 26-November 2019 attended by 100 participants (NWPC, RTWPBs and MSMEs) at Century Park Hotel, Manila with the following resource persons: 					

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					Q ¹	Q ²	T ³	A ⁴	
				<ul style="list-style-type: none"> • Janette Toral – Digital Filipino • Marianne H. Donato & Gladys Lacoste – Canva Phils. • Mark Anga - Sprout Solutions • PayMaya – • Atty. Cyrill Alfred Sison Castro – Lazada Phils. – • Michiko Castaneda – Globe myBusines • Gothsie De Jesus – Solarium Solutions 					
ORGANIZATIONAL OUTCOME II Fair and reasonable minimum wages in accordance with law ensured									
Wage Regulatory Program									
1. Review of Existing Rules and Regulations	<ul style="list-style-type: none"> ➤ Review of the following rules and regulations within the year: <ul style="list-style-type: none"> • Rules on minimum wages setting 		NWPC / RTWPBs	<ul style="list-style-type: none"> ➤ Presented to the Commission on 26 February 2019 ➤ Consolidation of final comments from the Boards on going 					
	<ul style="list-style-type: none"> • Review of rules on exemption from compliance on wage order issued by the RTWPBs 			<ul style="list-style-type: none"> ➤ Exemption rules included in the Omnibus Rules on Minimum Wage Fixing 					

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OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
2. Two-Tiered Wage System (TTWS) ➤ Tier 1	➤ 12 TTWS monthly regional monitoring reports submitted and consolidated /evaluated quarterly		RTWPBs in coordination with WPRD and RALD	<ul style="list-style-type: none"> ➤ 12 regional reports monitored/consolidated ➤ 4 Quarterly reports submitted one or more working days ahead of the prescribed date of submission 					
	➤ 32 public hearings/consultations conducted, as necessary			<ul style="list-style-type: none"> ➤ 68 public hearings/consultations conducted with 6,2018 participants (male: 2,206, female: 4,012) with the ff. regional breakdown: <ul style="list-style-type: none"> - NCR- 6 wage consultations and 1 public hearing (domwork) - CAR - 3 wage consultations (domwork), and 4 public hearings (regular) - RB I – 2 public hearings (regular & domwork) -RB II – 3 wage consultations (regular) -RB III – 7 wage consultations and 1 public hearing (regular); 1 public hearing (domwork) - RB-IV-A 3 wage consultations and 5 public hearings (regular) - RB IV-B -1 wage consultation and 1 public hearing (domwork) 					

OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
				<ul style="list-style-type: none"> - RB VI- 2 public hearings (domwork) and 3 public hearings (regular) - RB- VII – 2 public hearings regular , 2 public hearings (domwork) - RB VIII- 4 wage consultations and 1 public consultation (regular) ; 1 public hearing (domwork) - RB IX – 2 wage consultations (regular and domwork) and 1 public hearing (domwork) - RB X- 1 wage consultation and 1 public hearing (domwork) - RB- XII – 1 wage consultation; 1 public hearing (regular) and 1 public hearing (domwork) - RB XIII- 5 public hearings (regular) and 2 public hearings (domwork) 					
	<ul style="list-style-type: none"> ➤ Wage Orders /Implementing Rules issued in accordance with the TTWS guidelines, as necessary 			<ul style="list-style-type: none"> ➤ 8 wage orders issued (RBs: CAR, I, III, VI, VII VII, XII & XIII) 					
	<ul style="list-style-type: none"> ➤ Percentage of number of minimum wage rates above poverty threshold: <ul style="list-style-type: none"> • 100% of wage rates above the 2012 poverty threshold 			<ul style="list-style-type: none"> ➤ 92 out of 92 rates or 100% of wage rates above the 2012 poverty threshold 					

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OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
	<ul style="list-style-type: none"> 95% of wage rates above the 2015 poverty threshold based on 83 MWRs (as of Dec. 2018) 			<ul style="list-style-type: none"> 73 out of 75 MWRs or 97% of wage rates above the 2015 poverty threshold 					
	<ul style="list-style-type: none"> 100% of requests for technical assistance on Facility Evaluation (FE) and Time & Motion Studies (TMS) (Work Improvement and Measurement Study) with complete supporting documents acted upon within the prescribed process cycle time 		RTWPBs	<ul style="list-style-type: none"> 100% of 124 FE applications/requests from firms with complete documents acted upon within the 35-day PCT <ul style="list-style-type: none"> 115 out of 124 or 92.7% of FE orders issued 100% of 57 TMS applications/requests from firms with complete documents acted upon within the 35-day PCT <ul style="list-style-type: none"> 56 out of 57 or 98.2% piece rate/production standard order issued 					
<ul style="list-style-type: none"> D.O 118-12 (Bus) 	<ul style="list-style-type: none"> 100% of requests for part-fixed, part performance based compensation schemes for bus companies reviewed 			<ul style="list-style-type: none"> 100% of the 407 proposed part-fixed, part performance based compensation schemes for bus companies reviewed 392 orders issued 					
<ul style="list-style-type: none"> Minimum Wage for Domestic Workers 	<ul style="list-style-type: none"> Domestic Wage Order/IR issued, as necessary 		RTWPBs in coordination with WPRD and RALD	<ul style="list-style-type: none"> 11 domestic work wage orders issued (RBs: NCR, CAR, I, III, IV-B, VI, VII, VIII, IX, X & XIII) 					

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OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
➤ TIER 2	➤ Wage Advisory for KEGs issued, as necessary		RTWPBs in coordination with WPRD and RALD	➤ RB I wage advisory presented to Commission, awaiting submission of revised wage advisory from RB I					
	➤ Strengthen advocacy initiatives on the Tier 2 of the Two-Tiered Wage System through networking and convergence with the NCMB /other DOLE offices			➤ Discussions with OIC-Usec. Benjo Benavides, BWC and NCMB in promoting productivity in bipartite mechanisms conducted ➤ Sustained partnership with DOLE-HRDS on the training of LLCOs on NWPC programs including Tier 2					
3. Resolution of Exemption Cases									
➤ Application for Exemption Case	➤ Achieved 98% disposition rate on application for exemption filed with RBs within the 45-day reglementary period		RTWPBs	➤ 100% disposition rate (21 out of 21 application for exemption disposed within 45-day reglementary period)					
➤ Appeals on Wage Orders and Exemption Cases	➤ Achieved 98% disposition rate on appeal on wage orders and exemption cases within the 60-day reglementary period upon receipt of the appeal from the RTWPBs ➤ Submitted monthly report on status of exemption cases to NCMB every end of the month		RALD RALD	➤ 100% disposition rate (1 out of 1) application on appeals on exemption/ WO disposed within the 60-day PCT ➤ Submitted monthly SENA reports to NCMB on the following dates: Jan 25, 2019 Feb 25, 2019 March 25, 2019					

OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
				April 25, 2019 May 24, 2019 June 25, 2019 July 25, 2019 Aug. 23, 2019 Sept. 25, 2019 Oct. 25, 2019 Nov.25, 2019 Jan. 06, 2020					
4. Advocacy and Information Services – Tamang Kaalaman sa Kita at Kakayahan (T3K)	<p>➤ 270,000 clients reached thru advocacy and information services by end of November 2019</p> <ul style="list-style-type: none"> • Public information assistance provided to clients • IEC materials developed and disseminated Wage Clinique/ Seminars/Learning Sessions • Wage Clinique/Seminars/LS • Mass media campaigns 		RTWPBs, PID, PRS	<p>➤ 350,773 (130%) clients reached thru advocacy and information services</p> <ul style="list-style-type: none"> • 19,662 public information assistance provided • 129,439 IEC materials developed and disseminated • 20,038 clients on wage Clinique/seminars/ public fora • 181,634 clients reached thru mass media activities <p>➤ 100% of beneficiaries rated the frontline services satisfactory or better</p>					

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					Q ¹	Q ²	T ³	A ⁴	
	➤ 100% of requests for legal advice acted upon within 5 days from receipt of request		RALD	➤ 100% of 258 request for legal advice acted upon within 5 days from receipt of request					
	➤ Others			➤ Orientation on wage and productivity programs for Coca Cola Beverages Phils. Inc. Union Presidents Regional meeting conducted June 6, 2019 in Makati					
5. Learning Sessions	➤ Monthly (12) learning sessions on wages, productivity and labor market-related topics/concerns conducted	Self-funded project	PID	<ul style="list-style-type: none"> ➤ 20 Learning Sessions (LS) conducted based on the approved calendar of activities with 1,028 participants (male: 187 female: 841) from 555 companies ➤ 100% of 977 respondents rated LC as satisfactory or better with response rate of 95% 					
6. Research studies/technical papers/reports on wages and productivity as bases for sound policy formulation/ recommendation	<ul style="list-style-type: none"> ➤ Conducted/completed the following research studies/technical papers/reports on wages and productivity within the year • Empirical Framework for Setting Minimum Wages for Domestic Workers (Rider Survey Questionnaire only) module/manual 		WPRD	<ul style="list-style-type: none"> ➤ Prepared/submitted the following: <ul style="list-style-type: none"> • Project Proposal on Domwork endorsed to ILO (signed) 					

OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
				corresponding implementation agreement) <ul style="list-style-type: none"> • TOR with PSRTI signed in March 2019 • MOU with PSA signed in October 2019 • Survey questionnaire prepared, finalized and endorsed to PSA for layout • Enumerators' Manual prepared, finalized and endorsed to PSA • Training on Enumerators' Manual conducted in September 2019 • Consultation on Wage Setting for Domestic Workers conducted in November 2019 summary report prepared • Implementation Agreement, Financial and Technical Report endorsed to ILO in December 2019 					
	<ul style="list-style-type: none"> • Inputs to the Assessment of Minimum Wage Policy by EO September 		WPRD	<ul style="list-style-type: none"> ➤ Project Proposal on Minimum Wage Policy Assessment endorsed to ILO (signed corresponding implementation agreements and contracts) 					

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					Q ¹	Q ²	T ³	A ⁴	
				<ul style="list-style-type: none"> ➤ Mr. Daniel Kostzer & Mr. Emmanuel Esguera identified as experts ➤ Country visit of foreign expert organized ➤ Meeting with experts conducted/documentated ➤ Data sets provided to the experts (internal to NWPC and sourced from PSA) ➤ Concept/design of the stakeholder's consultation prepared ➤ Labor, Management and Government sector consultation conducted in July and August 2019 ➤ Preliminary results of the sectoral consultations presented to the Commission in September 2019 ➤ Validation workshop conducted in October 2019 with RTWPB Members 					
	<ul style="list-style-type: none"> • Evaluation on the Implementation of Tier 2 		WPRD	<ul style="list-style-type: none"> ➤ Research proposal and FGD guide prepared and finalized ➤ FGDs conducted in NCR, III and IV-A (discussions documented/verbatim) 					

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				➤ Highlights of the report presented to the ED Sy 17 June 2019					
	<ul style="list-style-type: none"> Process Evaluation of the Productivity Toolbox and Survey Beneficiaries by EO October 		PPRD	<ul style="list-style-type: none"> ➤ Research report submitted to ED Sy 28 March 2019 ➤ Analyzed, prepared and submitted statistical tables and graphs ➤ Survey results validated ➤ Key informant/interview/ focus group discussions conducted in the following: <ul style="list-style-type: none"> • NCR -10 January 2019 • IV-A- 30 January 2019 • III - 7-8 February 2019 ➤ Monitoring on the status of survey conducted by PSA on going 					
	<ul style="list-style-type: none"> Productivity Improvement Programs and Gainsharing Schemes Survey (ISLE Rider Survey) study paper completed 2 months after receipt of data from PSA 		PPRD	<ul style="list-style-type: none"> ➤ Monitoring on the status of survey conducted by PSA on going ➤ Presented results of Productivity Improvement Program Gainsharing Schemes (PIPGS) rider questionnaires to the Directorate and Training and Technical Services Division (TTSD) on December 17, 2019 					

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	<ul style="list-style-type: none"> Development of Productivity Module focus on Collective Bargaining Agreement developed 		PPRD	<ul style="list-style-type: none"> Final module submitted in May 2019. Module pilot tested to Coca-Cola Phils. on June 06, 2019 at Residence Hotel Makati 					
Others:	<ul style="list-style-type: none"> Comments/position/technical papers on legislative bills/news articles/policy reforms on wages, incomes and productivity, as requested/required Proposed Amendments to RA 6971 (Productivity Incentives Act) Speeches/Technical Paper 		<p>PRS</p> <p>PPRD</p>	<ul style="list-style-type: none"> Provided technical comments/data to Senate Bill 2205 – Rationalization of Wage Levels as a National of Industrial Basis Comment on House Bill Nos. 1076,304,4157 prepared Round table discussion on legislative agenda on productivity improvements conducted on 3 December 2019 Report on the Highlights of the Philippine Quality Award for Public Sector submitted to Secretary Bello on 12 April 2019 Speech of Sec. Bello to the 2019 Regional Convention of Quality Circles in Cagayan de Oro City on 18-19 July 2019 prepared 					

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NON CORE INDICATORS									
SUPPORT TO OPERATIONS									
1. Communication Program	<ul style="list-style-type: none"> ➤ Submitted to IPS a copy of approved Communication Plan of the NWPC to IPS for January to December 2019 by 31 March 2019 ➤ Submitted to IPS at least three (3) Good News Stories at the end of the month 		PID, RTWPBs, Directorate PID	<ul style="list-style-type: none"> ➤ 2019 Communication Plan submitted to DOLE – Information and Publication Service on 25 March 2019 ➤ 55 Good News submitted to DOLE-IPS on the following dates: Jan - 06 Feb. 2019 Feb - 26 Feb. 2019 March - 29 March 2019 April - 07 May 2019 May - 18 June 2019 June - 19 July 2019 July - 02 Sept. 2019 Aug. - 10 Sept. 2019 Sept. - 07 Oct. 2019 Oct. - 15 Nov. 2019 Nov. - 12 Dec. 2019 Dec. - 12 Dec. 2019 					
	<ul style="list-style-type: none"> ➤ Disseminated three (3) press releases by end of each month in quad-media 		PID, RTWPBs	52 press releases disseminated/emailed to DOLE-IPS on the following dates: Jan - 06 Feb. 2019 Feb - 26 Feb. 2019 March - 29 March 2019 April - 07 May 2019 May - 18 June 2019 June - 19 July 2019 July - 02 Sept. 2019 Aug. - 10 Sept. 2019					

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				Sept. - 07 Oct. 2019 Oct. - 15 Nov. 2019 Nov. - 12 Dec. 2019 Dec. - 12 Dec. 2019					
	➤ Attended to 100% of request for TV appearance/radio guesting		Directorate, PID, RTWPBs	➤ 100% of the 130 TV/appearance/radio guestings attended within the prescribed period					
	➤ Conducted at least four (4) press briefings within the year		PID, RTWPBs	➤ 21 press briefings conducted					
	➤ Submitted to IPS at least one (1) AVP on documenting success stories of DOLE implemented programs on or before 30 October		PID	➤ Concept note approved on 07 May 2019 ➤ AVP submitted to DOLE-IPS on 30 October 2019					
2. Statistical Performance Reporting System (SPRS)	➤ Submitted to PS the SPRS monthly report through DPX within 7 working days after the reference month		PID	➤ Monthly SPRS reports submitted/emailed to PS on the following dates: Jan - 31 Jan. 2019 Feb - 07 March 2019 March - 02 April 2019 April - 03 May 2019 May - 06 June 2019 June - 04 July 2019 July - 05 Aug. 2019 Aug.- 02 Sept. 2019 Sept. - 07 Oct. 2019 Oct. - 07 Nov. 2019 Nov. - 05 Dec. 2019 Dec. - 06 Jan.2020					

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					Q ¹	Q ²	T ³	A ⁴	
3. Gender and Development Plan (GAD)	➤ Submitted to PS the 2019 GAD Annual Report within 5 working days after the reference period		PID/AD	➤ 2019 GAD AR prepared/submitted to Planning Service 07 January 2020					
4. Implementation of Quality Management System (QMS) aligned with International for Standardization (ISO) standards or continuing ISO Certification of Process/es and System/s	➤ Sustained and enhanced the ISO 9001-2015 QMS and submitted status reports continual improvement activities and initiatives to FMS on or before the 15th day of the month following the reference quarter		QMS Committee and Program Managers	<ul style="list-style-type: none"> ➤ Quarterly status reports submitted thru email to FMS on the following dates: 1st Quarter - 05 April 2019 2nd Quarter - 04 July 2019 3rd. Quarter - 11 Oct.2019 4th Quarter - 02 Jan. 2020 ➤ Audit findings/observations finalized/ presented during Management Review on 13 December 2019 ➤ 2nd 2019 Internal Quality Audit conducted on 14-18 October 2019 ➤ Audit findings/ observations finalized/ presented to the Directorate ➤ Internal Quality Audit conducted on 22 May to 15 June 2019 ➤ Monitoring of compliance to the agreed corrections/ corrective actions on audit findings conducted ➤ Agreed corrections/ corrective actions on audit findings finalized in May 2019 ➤ 2nd 2019 IQA Plan prepared / approved 					

OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
				<ul style="list-style-type: none"> ➤ Received the ISO 9001:2015 recertification effective 09 March 2019 to 18 March 2022 ➤ Corrective Action Planning Workshop conducted on 20 March 2019 ➤ ISO 9001:2015 recertification audit by TUVR conducted on 4-5 March 2019 					
5. NWPC Citizen Charter/Anti Red Tape Act (ARTA) Implementation	➤ Achieved at least 75% of client satisfaction rating of at least Very Satisfactory on Quality Service and Quality Facilities and submitted reports to FMS before the 15th day of the month following the reference quarter		AD, PID	<ul style="list-style-type: none"> ➤ Quarterly Report submitted to FMS on the following dates: 1st Quarter - 12 April 2019 2nd Quarter - 9 July 2019 3rd Quarter - 14 Oct. 2019 4th Quarter - 16 Jan. 2020 					
GENERAL ADMINISTRATIVE AND SUPPORT SERVICES									
6. Integrity Development Program	➤ Submitted the latest status of complaints and cases (administrative, civil and criminal), against the officials and employees of the office filed or pending before the DOLE offices, regular courts and other quasi-judicial bodies to LS using the prescribed forms with complete data/information not later than 5th day of the month after the end of reference quarter		RALD	<ul style="list-style-type: none"> ➤ Quarterly reports submitted on the following dates: 1st Quarter - 03 April 2019 2nd Quarter - 03 July 2019 3rd Quarter - 03 Oct. 2019 4th Quarter - 03 Jan. 2020 					

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OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
7. Strategic Performance Management System (SPMS) in partnership with the DOLE-HRDS	1. Submitted to PS the 2019 OPCR within 10 working days from receipt of the approved template for endorsement to the Secretary thru Cluster Head		PID in coordination with all Division	➤ 2019 OPCR submitted to PS 15 April 2019					
	2. Submitted to PS the 2019 Reformulated OPCR within 10 working days from receipt of the approved Indicators for template for endorsement to the Secretary thru the Cluster Head			➤ Reformulated 2019 OPCR submitted to PS within 7 working days from receipt of the approved indicators. on 23 September 2019					
	3. Submitted to PS through DPX or PS official email the PDF copy of signed OPCR with accomplishments as of 1 st semester within 15 days after the reference period			➤ 2019 OPCR 1 st semester accomplishment submitted through DPX /PS official email on 15 July 2019					
	4. Submitted to PS through DPX or PS official email the PDF copy of signed annual OPCR with accomplishments within 15 days after the reference period			➤ 2019 OPCR Accomplishment Report prepared/submitted to DOLE-Planning Service					
	5. Submitted to HRDS summary of IPCR ratings within 30 calendar days upon receipt or approved OPCR ratings (covers accomplishment in the previous year)		AD	➤ Summary of 2018 IPCR ratings submitted to HRDS on 19 September 2019 post-submission of 2018 PBB forms to AO25 and DBM					

OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)													
					Q ¹	Q ²	T ³	A ⁴														
8. Financial Management	<p>➤ Fund Utilization (Budget Utilization Rate)</p> <table border="1"> <thead> <tr> <th></th> <th>Obligation Rate</th> <th>Semestral Rate</th> </tr> </thead> <tbody> <tr> <td>Q1</td> <td>15%</td> <td rowspan="2">50%</td> </tr> <tr> <td>Q2</td> <td>50%</td> </tr> <tr> <td>Q3</td> <td>85%</td> <td rowspan="2">50%</td> </tr> <tr> <td>Q4</td> <td>100%</td> </tr> </tbody> </table> <p><i>Obligation Rate = Obligation / Allotment</i></p> <p>➤ Others</p>		Obligation Rate	Semestral Rate	Q1	15%	50%	Q2	50%	Q3	85%	50%	Q4	100%		FMD	<p>➤ Fund Utilization (BUR)</p> <p>1st quarter - 84%</p> <p>2nd quarter - 40%</p> <p>3rd quarter - 75%</p> <p>*4th quarter - 97%</p> <p>(* preliminary BUR)</p> <p>➤ Received eNGAS/ eBudget System Gallantry Award from COA on 19 June 2019</p> <p>➤ Awarded by Association of Government Accountants of the Phils. Inc. as 2018 Most Outstanding Accounting Office on 23 October 2019 at Atrium Limketkai Center, Cagayan de Oro City</p>					
	Obligation Rate	Semestral Rate																				
Q1	15%	50%																				
Q2	50%																					
Q3	85%	50%																				
Q4	100%																					
9. Compliance to COA Observations	<p>➤ Submitted quarterly Report of Actions Taken on 100% Compliance to COA Recommendations to IAS not later than the 10th day of the month following the reference quarter</p>		FMD	<p>➤ Quarterly report of actions taken submitted to COA on the following dates</p> <p>1st Quarter – 10 April 2019</p> <p>2nd Quarter – 10 July 2019</p> <p>3rd Quarter – 09 Oct. 2019</p> <p>4th Quarter – 08 Jan. 2020</p>																		

OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
10. Audit Opinion	➤ Received unqualified audit opinion or maintained prior year opinion but not lower than qualified opinion.		FMD/All Divisions/RBs	➤ Received unqualified 2018 audit opinion					
11. Reporting of Key Frontline Services Accomplishments of DOLE-CO, ROS, POLOs and Attached Agencies	➤ Submitted accomplishment report in the delivery of the Key Frontline aligned with RA 11032 Process Cycle Time (PCT) - not later than the 10th day of the following month		PID	➤ Key frontline services accomplishment report submitted on the following dates: Jan. - 01Feb.2019 Feb. - 06 March 2019 March - 05 April 2 019 April - 07 May 2019 May - 07 June 2019 June - 02 July 2019 July - 05 Aug. 2019 Aug. - 04 Sept. 2019 Sept.- 02 Oct. 2019 Oct. - 05 Nov. 2019 Nov.- 09 Dec.2019 Dec. - 07 January 2020 ➤ Key frontline services delivered within the prescribed PCT					
12. Human Resource Development Interventions a. Recruitment and Selection	➤ Submitted to HRDS monthly report on Personnel Complement two (2) working days after the reference month: <ul style="list-style-type: none"> • Regular and Non-Regular Positions 		AD	➤ Monthly report on personnel complement submitted on the following dates: Jan. - 31 Jan. 2019 Feb. - 27 Feb. 2019 March - 28 March 2019 April - 29 April 2019 May - 29 May 2019 June - 02 July 2019					

OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
				July - 30 July 2019 Aug. - 28 Aug. 2019 Sept. - 01 Oct. 2019 Oct. - 31 Oct. 2019 Nov. - 02 Dec. 2019 Dec. - 26 Dec. 2019					
b. Capacity Building of Staff	➤ 100% of the actual number of employees provided with trainings and other learning opportunities (mentoring, coaching, learning sessions) including continuing Professional Development Programs (CPD) / Management and Leadership Programs (within 2019 end of November 2019)		AD	➤ 72 out of 72 or 100 % of NWPC employees provided with training and other learning opportunities including coaching and mentoring					
	➤ Submitted to HRDS Annual Training Plan which reflect the title, brief description, target participants, duration/date, focal office, estimated copy pax by 1st week of January within the reference year (for employees in the Central Offices, and Attached Agencies)		AD	➤ 2019 NWPC Annual Training Plan submitted to HRDS on 27 November 2018					
14. Transparency Seal Compliance	➤ 100% compliance with Transparency Seal requirements in accordance with General Appropriations Act (GAA), IATF Memorandum Circular 2018-1, and other Joint Circulars and Memorandum Circulars that may be issued by the agencies in authority (for updating, waiting for the 2019 GAA) with the following schedule: <ul style="list-style-type: none"> • Q1 - April 15, 2019 • Q2 - July 15, 2019 		AD, FMD, PID in coordination with concerned program managers	➤ 100% Transparency Seal based on GAA 2018 and IATF MC 2018-1 requirements posted on the NWPC website					

OUTCOME /PAP	SUCCESS INDICATORS (Targets + Measures)	Allotted Budget	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS As of December 31, 2019	RATING (6)				REMARKS (10)
					Q ¹	Q ²	T ³	A ⁴	
	<ul style="list-style-type: none"> • Q3 - September 25, 2019 • Q4 – March 15, 2020 <i>*For PBB Requirements Compliance, the usual schedule of validation by the oversight validating office (DBM/OCI) is October 1 of the year.</i>								
Others: 1. NWPC 30 th Founding Anniversary				<ul style="list-style-type: none"> ➤ Preparation activities completed: <ul style="list-style-type: none"> • AVPs for the awardees (Usec. Ciriaco A. Lagunzad III, Ms. Carmelita M. Pineda and Mr. Juan A. Quintos, Commissioners Cedric and David Diwa) • Administrative / logistics preparation ➤ Speech/message of Sec. Bello and Exec.Dir. Sy for the NWPC 30th Founding Anniversary at PICC prepared 5 July 2019 prepared ➤ NWPC 30th Founding Anniversary conducted on 05 July 2019 at PICC, Manila 					

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AVERAGE RATING

Category	Program		Rating			
Core Indicators						
Non-Core Indicators						
Total Overall Rating						
Final Average Rating						
Adjectival Rating						

Assessed by:				Final Rating by:	
	Date		Date		Date
DIRECTOR ADELINE T. DE CASTRO		UNDERSECRETARY		SILVESTRE H. BELLO III	
Planning Service		PMT-CHAIRPERSON		Secretary	

Legend: 1- Efficiency/Quantity 2- Effectiveness/Quality 3- Timeliness 4- Average