



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



MEMORANDUM

TO: EXECUTIVE DIRECTOR MARIA CRISELDA R. SY
National Wages and Productivity Commission

SUBJECT: 2021 OPCR RATING

DATE: 01 JUNE 2022

I am pleased to inform you that the National Wages and Productivity Commission (NWPC) received a rating of **4.892** or **Very Satisfactory** for its 2021 Office Performance Commitment and Review (OPCR).

I commend the NWPC for its contributions in attaining the Department's 2021 targets.


SILVESTRE H. BELLO III
Secretary



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



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**, 2021.


MARIA CRISELDA R. SY
Head of Agency

Date: 18 January 2022

Approved by:	Date:
 SILVESTRE H. BELLO III Secretary	

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

Organizational Outcome/PAP (1)	Success Indicators (Target + Measure) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments (5)	Rating				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/7S, Lean Management, Retail Service, Green Productivity, and other orientations) to improve workers' capacity and enterprise competitiveness	<p>➤ 9,000 MSMEs trained/oriented</p> <ul style="list-style-type: none"> 6,720 MSMEs oriented 2,280 MSMEs trained <p>2,280 MSMEs trained</p> <ul style="list-style-type: none"> ✓ 912 or 40% of MSMEs trained with PIPs/Action Plans implemented by mid-December 2021 		RTWPBs	<p>➤ 14,172 MSMEs (157%) trained/oriented with 15,066 participants benefitted</p> <ul style="list-style-type: none"> 10,852 MSMEs (161%) oriented with 11,139 participants benefitted 3,320 MSMEs (146%) trained with 3,927 participants benefitted <p>✓ 2,197 out of 3,320 or 66% of MSMEs trained with PIPs/Action Plans implemented</p>	5	5	5	5	
	<p>➤ 800 establishments provided with technical assistance on designing/ formulation of productivity/ performance-based incentives schemes completed by mid-December 2021</p>		RTWPBs	<p>➤ 1,000 establishments (125%) provided with technical assistance on designing/ formulation of productivity/ performance-based incentives schemes</p>	5	5	5	5	

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ¹	Q ²	T ³	A ⁴	
	<ul style="list-style-type: none"> ➤ 12% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance-based incentive schemes by mid-December 2021 			<ul style="list-style-type: none"> ➤ 15% or 149 out of 1,000 establishments provided with technical assistance have installed/enhanced productivity/performance-based incentive schemes 					
	<ul style="list-style-type: none"> ➤ 48 establishments with productivity/performance-based incentive schemes documented by mid-December 2021 		RTWPBs	<ul style="list-style-type: none"> ➤ 114 establishments with productivity/performance-based incentive schemes documented 	5	NA	5	5	
	<ul style="list-style-type: none"> ➤ 100% of clients who rated technical services as satisfactory or better <ul style="list-style-type: none"> ● Training ● Information and Technical Assistance 		RTWPBs, TTSD RTWPBs, PID	<ul style="list-style-type: none"> ● 100% or 3,923 out of the 3,925 respondents rated training services as satisfactory or better ● 100% or 1,187 out of the 1,187 respondents rated frontline services as satisfactory or better 	NA				NOT TO BE RATED. Accomplishment is used as basis for rating of Q ² of above indicators
2. Development of Webinar Modules on Productivity	<ul style="list-style-type: none"> ➤ Developed 3 webinar modules within the year: <ul style="list-style-type: none"> ● Improving Productivity of Domestic Work ● 4Ps of Marketing ● Productive Career Choice 		TTSD	<ul style="list-style-type: none"> ➤ Developed/upgraded 4 webinar modules: <ul style="list-style-type: none"> ● Productive Career Choice ● Improving Productivity of Domestic Work ● ISTIV Values for Smarter and Productive Workforce ● ISTIV Bayanihan (Stock Control and Bookkeeping) ➤ Ongoing development of webinar modules: <ul style="list-style-type: none"> ● 4Ps of Marketing ● Brand Reputation in the Virtual World (Prepared concept note) 	5	5	5	5	Appeal approved.

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ¹	Q ²	T ³	A ⁴	
				<ul style="list-style-type: none"> ➤ Ongoing development of e-Learning modules: <ul style="list-style-type: none"> ● Eight (8) Waste of LM ● Retail and Visual Merchandising ➤ Ongoing upgrade of training modules: <ul style="list-style-type: none"> ● ISTIV – SIB in Times of Crisis ● Retail and Visual Merchandising in the New Normal ● ISTIV-Bayanihan (Costing and Pricing) ● Business Continuity and Resiliency Planning ● Lean Management 					
3. Capacity Building	<ul style="list-style-type: none"> ➤ Conducted 3 webinars: <ul style="list-style-type: none"> ● Basic Trainers Training (for new trainers of RTWPBs) by October 2021 ● Run-Through/TOT on upgraded/new modules 5 days upon approval ● TOT for PESO Managers and DOLE-FP on Work Ethics of a Productive Worker (upon request of Regional PESO Federation/ Manager) 		TTSD	<ul style="list-style-type: none"> ➤ Capacity Building <ul style="list-style-type: none"> ● Conducted Basic Trainers Training ● Prepared and submitted Concept Note of TOT ● Conducted scouting of resource speaker from CSC-CSI and COA-PDO for the Basic Training of Trainers ● Conducted Innovation Training for New CO/RB Employees ● Conducted 39 technical assistance to RBs on Productivity Toolbox, upon request ● Conducted Trainers Training for PESO Managers and DOLE –FP to RB7 (8 Batches) ● Conducted Productivity Toolbox orientation for Mission RACE-HERO program BLE (4 batches) 	NA	NA	5	5	
4. 2021 Productivity Olympics	<ul style="list-style-type: none"> ➤ 2021 PO criteria, mechanics, and guidelines reviewed by the end of April 2021 		PPRD	<ul style="list-style-type: none"> ➤ Reviewed 2021 PO criteria, mechanics, and guidelines by the 1st quarter of 2021 	5	5	5	5	Appeal approved

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ¹	Q ²	T ³	A ⁴	
	➤ 2021 Productivity Olympics conducted by end of December 2021			<ul style="list-style-type: none"> ➤ Conducted 2021 PO Kick-Off on 27 April 2021 ➤ Disseminated 2021 PO criteria manual and other IEC materials to RTWPBs 27 April 2021 ➤ Conducted briefing workshop to regional focal persons (May 3, 4 and 7, 2021) ➤ Conducted technical assistance to 16 RTWPBs ➤ Prepared and posted invitation of 2021 PO to newspaper publication (30 May 2021 and 30 June 2021), Philippine Star ➤ Boards submitted 148 MSMEs. From which, NSC selected 30 national finalists on 26 August 2021. ➤ Conducted National Judging Panel selected 9 national winners and gave 4 special citations on 23 September 2021 ➤ Conducted a virtual ceremony on 21 October 2021 	5	5	5	5	
ORGANIZATIONAL OUTCOME 2									
Fair and reasonable minimum wages in accordance with law ensured									
Wage Regulatory Program									
1. Review of Existing Rules and Regulations	➤ Conducted 3 Area-Based Briefings on the Omnibus Rules on Minimum Wage Determination within first quarter of 2021		RALD	<ul style="list-style-type: none"> ➤ Conducted 4 Area-Based Briefings on the Omnibus Rules on Minimum Wage Determination <ul style="list-style-type: none"> • January 20 (Visayas) • February 03 (Mindanao) • February 17 (Luzon) • November 09 (NWPC) 	NA	4	5	4.5	On Q ² : Per NWPC supplemental information, only 97% of respondents rated the activities as S and above
2. Two-Tiered Wages System (TTWS)									
➤ Tier 1	➤ 12 TTWS monthly regional monitoring reports submitted		RTWPBs, WPRD, RALD	➤ Submitted 12 TTWS monthly regional monitoring reports	5	5	4	4.67	On T ³ : Per NWPC supplemental information, reports were submitted 1-2

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ¹	Q ²	T ³	A ⁴	
									working days ahead of the prescribed date of submission
	➤ At least one (1) public hearing conducted if the Board issues a Wage Order; Consultations, as necessary				NA				
	➤ Wage Orders issued, as necessary			➤ No Wage Orders issued	NA				NOT TO BE RATED
	➤ 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 ● 98.40% of wage rates above the 2015 poverty threshold ● 41.43% of wage rates above the 2018 poverty threshold 			➤ Percentage of number of minimum wage rates above poverty threshold: <ul style="list-style-type: none"> ○ 93 out of 93 or 100% of wage rates above the 2012 poverty threshold ○ 63 out of 64 or 98.4% of wage rates above the 2015 poverty threshold ○ 29 out of 64 or 45.31% of wage rates above the 2018 poverty threshold 	NA	5	NA	5	
➤ FE/TMS	➤ 100% of requests for technical assistance on Facility Evaluation (FE) and Time & Motion Studies (TMS) with complete supporting documents acted upon within the prescribed 35-day PCT		RTWPBs	➤ 100% of 19 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon <ul style="list-style-type: none"> ● 14 out of 19 (74%) FE Orders issued ➤ 100% of 12 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon <ul style="list-style-type: none"> ● 9 out of 9 (100%) TMS Orders issued (3 were withdrawn) 	5	NA	5	5	Appeal approved.

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/Individuals Accountable	Actual Accomplishments	Rating				Remarks																				
					Q ¹	Q ²	T ³	A ⁴																					
➤ D.O. 118-12 (Bus)	➤ 100% of requests for part-fixed, part performance-based compensation schemes for bus companies acted within 10 days from receipt of complete supporting documents		RTWPBs	➤ 100% of 56 applications/ requests with complete documents acted upon <ul style="list-style-type: none"> 56 Orders issued 	5	NA	5	5																					
➤ Minimum Wage for Domestic Workers	➤ Domestic Wage Order, as necessary		RTWPBs in coordination with WPRD and RALD	➤ No domestic wage orders issued	NA				Not to be rated																				
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	➤ No applications for wage exemption received	NA				Not to be rated																				
➤ 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 from date of filing		RALD	➤ 100% disposition rate <ul style="list-style-type: none"> Two (2) cases filed last year but resolved this year 	5	5	5	5	Appeal approved																				
	➤ Submitted monthly report on status of exemption cases to NCMB every end of the month			➤ Submitted monthly report on status of exemption cases to NCMB <table border="1" data-bbox="1169 1016 1543 1350"> <thead> <tr> <th>MONTH</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr><td>January</td><td>January 25</td></tr> <tr><td>February</td><td>February 24</td></tr> <tr><td>March</td><td>March 25</td></tr> <tr><td>April</td><td>April 26</td></tr> <tr><td>May</td><td>May 25</td></tr> <tr><td>June</td><td>June 25</td></tr> <tr><td>July</td><td>July 26</td></tr> <tr><td>August</td><td>August 27</td></tr> <tr><td>September</td><td>September 29</td></tr> </tbody> </table>	MONTH	DATE OF SUBMISSION	January	January 25	February	February 24	March	March 25	April	April 26	May	May 25	June	June 25	July	July 26	August	August 27	September	September 29	5	NA	5	5	
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						Q ¹	Q ²	T ³	A ⁴	
				October	October 28					
				November	December 01					
				December	December 27					
4. Advocacy and Information Services – Tamang Kaalaman sa Kita at Kakayahan (T3K)	<ul style="list-style-type: none"> ➤ 270,000 clients reached thru advocacy and information services by end of November 2021 <ul style="list-style-type: none"> ● Public information assistance provided to clients ● IEC materials developed and disseminated ● Wage Clinique/Seminars/LS ● Mass media campaigns 		RTWPBs, PID	<ul style="list-style-type: none"> ➤ 400,370 clients reached (148%) thru advocacy and information services <ul style="list-style-type: none"> ● 12,865 public information assistance provided to clients ● 84,983 IEC materials developed and disseminated ● 13,416 clients on wage clinique/seminars/LS ● 289,106 clients reached thru mass media campaigns 		5	5	5	5	
	<ul style="list-style-type: none"> ➤ 100% of requests for legal advice acted upon within 5 days from receipt of request 		RALD	<ul style="list-style-type: none"> ➤ 173 (100%) requests for legal advice acted upon within 5 days from receipt of request 		NA				
5. Learning Sessions	<ul style="list-style-type: none"> ➤ 12 learning sessions on wages, productivity and labor market-related topics/concerns conducted in a year 	Self-funded project	PID	<ul style="list-style-type: none"> ➤ 17 learning sessions on wages, productivity and labor market-related topics/concerns conducted 		5	5	5	5	
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 seven (7) research studies/technical papers/reports on wages and productivity within the year, namely: (Research titles may change depends on the instructions/priorities set by the Commission) <ul style="list-style-type: none"> ● Amendment of Republic Act No. 6971 									
			PPRD	<ul style="list-style-type: none"> ● Attended the Special TEC Meeting on the amendments of RA 6971 on 16 March 2021 		5	5	5	5	

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ¹	Q ²	T ³	A ⁴	
				<ul style="list-style-type: none"> Approved in the House of Rep. Comm. On Labor and Employment for consolidated bill last May 24, 2021 Approved by the House of Representatives House Bill No. 10410 (An Act Promoting Inclusive and Sustainable Productivity Growth) that would repeal Republic Act No. 6971 on 01 December 2021, and was transmitted and received by the Senate on 06 December 2021. 					
	<ul style="list-style-type: none"> Framework for Linking Wage and Productivity Growth 		PPRD	<ul style="list-style-type: none"> Conducted desk research Revised, updated, and submitted the outline of the study Prepared draft key findings based on various research studies related to linking wages and productivity Drafted key findings based on various research studies related to Linking Wages and Productivity Submitted and revised the LWP research to PRS Directorate and presented the initial report. 	5	4	2	3.7	Appeal partially approved. Q ¹ : "final report" was produced and submitted in ARR Q ² : ARR distinguishes the "initial report" (December 1) from the "final report" (December 20) T ³ : December 20 falls on the third week of the month
	<ul style="list-style-type: none"> Analysis of PIP and GS from ISLE Rider Survey 		PPRD	<ul style="list-style-type: none"> Ongoing survey conducted by PSA Coordinated with PSA on the requested PUF files of the previous PSA rider survey on PIPGS Coordinated with PSA on the released of 2019/2020 PIPGS rider survey 	NA				Appeal approved
	<ul style="list-style-type: none"> Assessment of the Minimum Wage Policy Implementation 		WPRD	<ul style="list-style-type: none"> Regularly followed-up with PSA the July 2018 and January 2019 LFS panel as inputs to the study. Resent series of comments from NWPC on the Institutional Assessment Report (January, April and August 2020) and LFS panel data to Dr. Esguerra 				5	Appeal approved.

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ¹	Q ²	T ³	A ⁴	
				<ul style="list-style-type: none"> • Sent data on labor productivity per sector and additional comments on the Institutional Assessment Report to Dr. Esguerra on 25 October 2021 • Prepared additional data sets for Dr. Esguerra (average daily basic pay, median wage and average hours worked) • Attended all research-related huddles with Dr. Esguerra • Organized and hosted the 03 December presentation of the research highlights to the Commission and RTWPBs • Prepared the webinar summary report and sectoral issues and recommendations • Prepared/sent email to ILO re: extension of implementation agreement until 15 December 2021 					
	<ul style="list-style-type: none"> • Development of an Empirical Framework for Setting Domestic Workers' Minimum Wages 		WPRD	<ul style="list-style-type: none"> • Organized, attended and documented the NWPC-PSRTI technical sessions to discuss the empirical framework options (Jan 14 & 25, Feb 5, Mar 1, Apr 14, May 3) • Provided relevant inputs/data to PSRTI (DomWork MinWage as of December 2018 and PPT Material on Kasambahay Survey Results) • Presented PSRTI's Empirical Framework Options to the Executive Director • Presented the Domwork Empirical Framework to the Commission on 14 September 2021 	5	5	5	5	

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
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				<ul style="list-style-type: none"> Prepared Letters for PSRTI, ILO and PSA re: approval of DomWork empirical framework on 14 September 2021 Prepared/sent certification of completion to PSRTI Updated the narrative report for the Kasambahay Survey Results on 01 October 2021 Organized, attended and documented huddle with NEDA on the draft Operational Guidelines in the Determination of Minimum Wage of Domestic Workers 					
	<ul style="list-style-type: none"> A Study on Prevailing Wages of Barangay Micro-Business Enterprises' Workers 		WPRD	<ul style="list-style-type: none"> Organized, attended and documented the meeting between NWPC and DTI on data-sharing agreement Provided formal inputs to the NWPC-DTI Data Sharing Agreement until approval Enhanced the survey questionnaire to include additional questions on PIP, PBIS and Gig Economy Sent email to DTI re: request for endorsement and promotion of the online survey to BMBEs Fielded, monitored and followed-up responses to the online survey questionnaire Provided research updates to PRS Director/DED/ED Presented updates on the study in the 29 November 2021 Commission Meeting 				5	Appeal approved.
	<ul style="list-style-type: none"> Feasibility of Establishing an Accreditation System for 3rd-Party Service 		WPRD in coordination with RALD	<ul style="list-style-type: none"> Fielded the survey questionnaire to the RTWPBs Consolidated and analyzed the survey responses 	5	5	5	5	

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks																
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	Providers in the Conduct of FE and TMS			<ul style="list-style-type: none"> Drafted and submitted the research report to the PRS Director/DED Presented the FE/TMS study results to ED Presented results of the study in the 04 November 2021 Commission Meeting Provided inputs and attended huddles re: FE/TMS resolution 																					
FINANCIAL MANAGEMENT																									
1. Financial Management	<p>➤ At least 60% Disbursements Budget Utilization Rate (BUR)</p> <p style="text-align: center;"> $\text{Disbursement Rate} = \frac{\text{Total Disbursements (cash}^1 \text{ and non-cash}^2, \text{ excluding PS), net of payments made in 2021 for past years' obligation}^3}{\text{Total Obligations (excluding PS, from valid appropriations}^4)}$ </p> <p>where Total Disbursements is net of transfers to Procurement Service (PS), Philippine International Trading Corporation (PITC), and other implementing agencies which have not been delivered. [per IATF on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems (AO 25)'s MC No. 2021-1]</p> <p>¹ Sourced from Notice of Cash Allocation/Notice of Transfer of Allocation</p>		FMD	<p>➤ Obligation Rate</p> <table border="1"> <tr><td>1st Quarter</td><td>20%</td></tr> <tr><td>2nd Quarter</td><td>50%</td></tr> <tr><td>3rd Quarter</td><td>75%</td></tr> <tr><td>4th Quarter</td><td>99.88%</td></tr> </table> <p>➤ Disbursement Rate</p> <table border="1"> <tr><td>1st Quarter</td><td>92%</td></tr> <tr><td>2nd Quarter</td><td>75%</td></tr> <tr><td>3rd Quarter</td><td>77%</td></tr> <tr><td>4th Quarter</td><td>90%</td></tr> </table> <p>CY 2021: DBUR= 88,981,004.69 96,459,098.27 = 92.24%</p>	1 st Quarter	20%	2 nd Quarter	50%	3 rd Quarter	75%	4 th Quarter	99.88%	1 st Quarter	92%	2 nd Quarter	75%	3 rd Quarter	77%	4 th Quarter	90%	5	NA	5	5	
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	² Tax Remittance Advice ³ Not yet due and demandable and prior year's due and demandable obligations ⁴ Valid appropriations refer to the FY 2021 GAA, FY 2020 GAA (Continuing in 2021) and Bayanihan II (Continuing in 2021)																																															
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 for January to December 2021 by 31 March 2021 		PID, RTWPBs, Directorate	<ul style="list-style-type: none"> ➤ Submitted NWPC Communication Plan to DOLE-IPS on 25 March 2021 	NA	5	5	5																																								
	<ul style="list-style-type: none"> ➤ Submitted to IPS at least three (3) Good News Stories and/or Press Releases by end of each month 		PID, RTWPBs	<ul style="list-style-type: none"> ➤ 94 Good News Stories and/or Press Releases submitted to DOLE-IPS <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>MONTH</th> <th>QTY</th> <th>DATE</th> </tr> </thead> <tbody> <tr><td>January</td><td>6</td><td>March 9</td></tr> <tr><td>February</td><td>7</td><td>March 10</td></tr> <tr><td>March</td><td>9</td><td>April 14</td></tr> <tr><td>April</td><td>8</td><td>May 19</td></tr> <tr><td>May</td><td>9</td><td>June 09</td></tr> <tr><td>June</td><td>7</td><td>July 15</td></tr> <tr><td>July</td><td>8</td><td>September 15</td></tr> <tr><td>August</td><td>6</td><td>September 21</td></tr> <tr><td>September</td><td>8</td><td>October 14</td></tr> <tr><td>October</td><td>10</td><td>November 24</td></tr> <tr><td>November</td><td>9</td><td>December 7</td></tr> <tr><td>December</td><td>7</td><td>January 13</td></tr> </tbody> </table>	MONTH	QTY	DATE	January	6	March 9	February	7	March 10	March	9	April 14	April	8	May 19	May	9	June 09	June	7	July 15	July	8	September 15	August	6	September 21	September	8	October 14	October	10	November 24	November	9	December 7	December	7	January 13	5	4	5	4.6	
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	➤ Disseminated three (3) Good News Stories and/or Press Release by end of each month in quad media		PID, RTWPBs	➤ 85 Good News Stories and/or Press Releases submitted to DOLE-IPS <table border="1"> <thead> <tr> <th>MONTH</th> <th>QTY</th> <th>DATE</th> </tr> </thead> <tbody> <tr><td>January</td><td>6</td><td>Jan 29</td></tr> <tr><td>February</td><td>10</td><td>March 04</td></tr> <tr><td>March</td><td>14</td><td>April 14</td></tr> <tr><td>April</td><td>3</td><td>Jan 18 2022</td></tr> <tr><td>May</td><td>9</td><td>June 07</td></tr> <tr><td>June</td><td>8</td><td>July 09</td></tr> <tr><td>July</td><td>4</td><td>Jan 18 2022</td></tr> <tr><td>August</td><td>3</td><td>Jan 18 2022</td></tr> <tr><td>September</td><td>3</td><td>Jan 18 2022</td></tr> <tr><td>October</td><td>10</td><td>Jan 18 2022</td></tr> <tr><td>November</td><td>9</td><td>Dec 6</td></tr> <tr><td>December</td><td>6</td><td>Jan 18 2022</td></tr> </tbody> </table>	MONTH	QTY	DATE	January	6	Jan 29	February	10	March 04	March	14	April 14	April	3	Jan 18 2022	May	9	June 07	June	8	July 09	July	4	Jan 18 2022	August	3	Jan 18 2022	September	3	Jan 18 2022	October	10	Jan 18 2022	November	9	Dec 6	December	6	Jan 18 2022	5	5	5	5	
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	➤ Attended to 100% of requests for TV/radio interviews		Directorate, PID, RTWPBs	➤ 100% of 46 requests for TV appearances/radio guesting granted	5	5	5	5																																								
2. Statistical Performance Reporting System (SPRS)	➤ Submitted to PS the SPRS monthly report through DPX/PS official email address within 7 working days after the reference month		PID	➤ Submitted 12 monthly SPRS to DOLE-PS and uploaded to DPX <table border="1"> <thead> <tr> <th>MONTH</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr><td>January</td><td>February 24</td></tr> <tr><td>February</td><td>March 04</td></tr> <tr><td>March</td><td>April 13</td></tr> <tr><td>April</td><td>May 06</td></tr> <tr><td>May</td><td>June 01</td></tr> <tr><td>June</td><td>July 01</td></tr> <tr><td>July</td><td>August 04</td></tr> <tr><td>August</td><td>September 03</td></tr> <tr><td>September</td><td>October 04</td></tr> <tr><td>October</td><td>November 05</td></tr> <tr><td>November</td><td>December 07</td></tr> <tr><td>December</td><td>January 05</td></tr> </tbody> </table>	MONTH	DATE OF SUBMISSION	January	February 24	February	March 04	March	April 13	April	May 06	May	June 01	June	July 01	July	August 04	August	September 03	September	October 04	October	November 05	November	December 07	December	January 05	5	NA	5	5														
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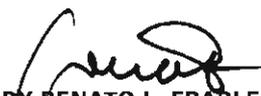
Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks																										
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3. Implementation of Quality Management System (QMS) aligned with International Organization for Standardization (ISO) Standards or Continuing ISO certification of Process/es and System/s	➤ Sustained certification to ISO 9001:2015		QMS Committee and Program Managers	➤ Maintained the ISO 9001:2015 Certification:	NA	5	5	5																											
	➤ Submission of QMS Quarterly Reports on the continual improvements activities and initiatives using the prescribed format on or before the 15th day of the month following the reference quarter		QMS Committee and Program Managers	➤ Submitted QMS Progress Report to DOLE-FMS <ul style="list-style-type: none"> 1st Quarter: April 06 2nd Quarter: July 09 3rd Quarter: October 13 4th Quarter: January 17 	4	5	4	4.33																											
4. NWPC Citizen Charter/ Anti-Red Tape Act (ARTA) Implementation/ Hotline 8888	➤ Achieved no less than 75% client satisfaction rating of at least Satisfactory on 8 Service Quality Dimensions (Responsiveness, Reliability, Access and Facility, Communication, Costs, Integrity, Assurance and Outcome)		AD, PID	➤ Submitted 12 monthly reports to DOLE-FMS <table border="1" data-bbox="1169 667 1541 1102"> <thead> <tr> <th>MONTH</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr><td>January</td><td>January 04</td></tr> <tr><td>February</td><td>February 01</td></tr> <tr><td>March</td><td>March 05</td></tr> <tr><td>April</td><td>April 06</td></tr> <tr><td>May</td><td>May 03</td></tr> <tr><td>June</td><td>May 31</td></tr> <tr><td>July</td><td>July 6</td></tr> <tr><td>August</td><td>August 5</td></tr> <tr><td>September</td><td>September 2</td></tr> <tr><td>October</td><td>October 4</td></tr> <tr><td>November</td><td>November 4</td></tr> <tr><td>December</td><td>December 7</td></tr> </tbody> </table>	MONTH	DATE OF SUBMISSION	January	January 04	February	February 01	March	March 05	April	April 06	May	May 03	June	May 31	July	July 6	August	August 5	September	September 2	October	October 4	November	November 4	December	December 7	NA	5	5	5	
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General Administrative and Support Services																																			
1. Strategic Performance Management System (SPMS)	➤ Submitted to PS through the PS official email and/or in print/hard copy the signed 2021 OPCR within 10 working days from receipt of the approved template for endorsement		PID in coordination with all Division	➤ Submitted signed 2021 NWPC OPCR on 08 March 2021 to DOLE-PS	5	NA	5	5																											

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/Individuals Accountable	Actual Accomplishments	Rating				Remarks																
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	to the Secretary through the Cluster Head																								
	<ul style="list-style-type: none"> Submitted to PS through the PS official email and/or in print/hard copy the signed 2021 Reformulated OPCR within 10 working days from receipt of the approved template for endorsement to the Secretary through the Cluster Head 		PID in coordination with all Division	<ul style="list-style-type: none"> Submitted signed 2021 NWPC Reformulated OPCR (Based on PMT Comments) on 06 December 2021 to DOLE-PS 	5	NA	4	4.5																	
	<ul style="list-style-type: none"> Submitted to PS through the PS official email/DPX, or in print/hard copy, the signed 2021 OPCR with accomplishments as of 1st semester within 15 working days after the reference period 		PID in coordination with all Division	<ul style="list-style-type: none"> Submitted an advance copy of 2021 OPCR with 1st semester accomplishments on 27 July 2021 to DOLE-PS Submitted signed copy of 2021 OPCR with 1st semester accomplishments on 06 August 2021 to DOLE-PS 	5	NA	4	4.5																	
	<ul style="list-style-type: none"> Submitted to PS through the PS official email/DPX, or in print/hard copy, the signed 2021 OPCR with accomplishments within 15 working days after the reference period 		PID in coordination with all Division	<ul style="list-style-type: none"> Completed and submitted on 20 January 2022 	5	NA	5	5																	
2. Reporting of Key Frontline Services Accomplishments of DOLE-CO, ROS, POLOs and Attached Agencies	<ul style="list-style-type: none"> 100% of Key Frontline Services delivered within the prescribed Process Cycle Time (PCT) as declared in the DOLE Citizen's Charter and reported monthly to the IAS 		PID	<ul style="list-style-type: none"> Submitted 12 monthly report to IAS <table border="1"> <thead> <tr> <th>MONTH</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr> <td>January</td> <td>February 02</td> </tr> <tr> <td>February</td> <td>March 01</td> </tr> <tr> <td>March</td> <td>March 29</td> </tr> <tr> <td>April</td> <td>April 29</td> </tr> <tr> <td>May</td> <td>May 26</td> </tr> <tr> <td>June</td> <td>June 28</td> </tr> <tr> <td>July</td> <td>July 27</td> </tr> </tbody> </table>	MONTH	DATE OF SUBMISSION	January	February 02	February	March 01	March	March 29	April	April 29	May	May 26	June	June 28	July	July 27	NA	5	NA	5	
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				August	August 26					
				September	September 29					
				October	October 26					
				November	November 29					
				December	December 29					
3. Transparency Seal Compliance	<p>➤ 100% compliance with Transparency Seal requirements in accordance with the General Appropriations Act (GAA), IATF Memorandum and other Joint Circulars and Memorandum Circulars that may be issued by agencies in authority with the following schedule:</p> <p>Date of On-line Checking</p> <ul style="list-style-type: none"> ● Q1: April 15, 2021 ● Q2: August 10, 2021 ● Q3: September 30, 2021 ● Q4: March 10, 2022 		AD, FMD, PID in coordination with concerned program managers	➤ 100% of Transparency seal based on GAA, IATF MC 2018-1 requirements posted in the NWPC website	NA	4.5	NA	4.5		

AVERAGE RATING

Category	Program	Rating		
Core Indicators		117.9 total of ratings	/ 24 total indicators rated	= 4.911 average
		80% weight	X 4.911 average	= 3.929 weighted average
Non-Core Indicators		67.430 total of ratings	/ 14 total indicators rated	= 4.816 average
		20% weight	X 4.811 average	= 0.963 weighted average
Total Overall Rating				
Final Average Rating		3.929 CORE	+ 0.963 NON-CORE	= 4.892 FINAL
Adjectival Rating				VS

Assessed by:		Final Rating by:	
Date		Date	
	 DIRECTOR ADELINE T. DE CASTRO Planning Service		 UNDERSECRETARY RENATO L. EBARLE PMT-Chairperson
			 SYLVESTRE H. BELLO III Secretary

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