

Secretary Laguesma Graces 33rd NWPC Anniversary



DOLE Secretary Bienvenido E. Laguesma led the 33rd founding anniversary celebration of the National Wages and Productivity Commission on 11 August 2022 at the NWPC Main Conference Room.

In his message, Secretary Laguesma, NWPC Chairperson, said that NWPC employees should look into how the agency can continuously improve workers' productivity.

He encouraged employers, through the commissioner representing their sector, to give additional benefits and incentives to workers based on their work performance and productivity. *"Sinabi ko kay Commissioner Lucy (Tariela), na magkusang loob na sa pagbibigay ng pabuya o benepisyong karagdagan batay sa ginagawang pagmamalasakit sa kompanya ng mga manggagawa,"* Secretary Laguesma said.

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NWPC Conducts 2022 Mid-Year Performance Assessment

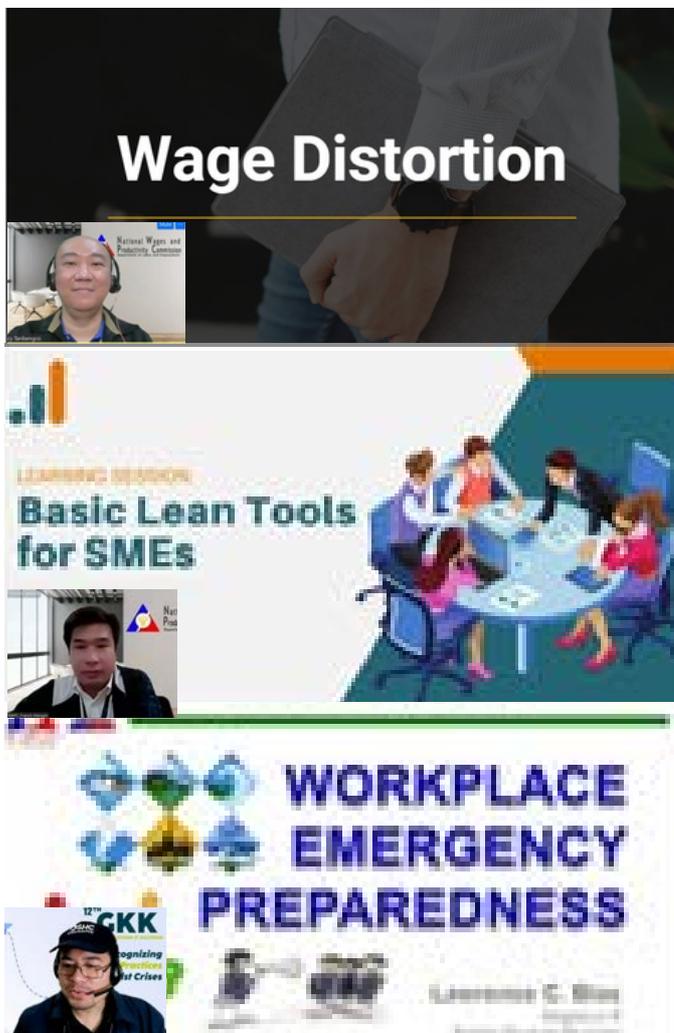
NWPC conducted its 2022 Mid-Year Performance Assessment (MYPA) in Malate, Manila, on August 12, 2022. NWPC directorate, board secretaries, division chiefs and selected personnel attended the planning session led by DOLE Undersecretary Benedicto Ernesto R. Bitonio and Executive Director Maria Criselda R. Sy.

Usec. Bitonio, NWPC Chairperson-Designate, instructed NWPC to continue its policy on wage simplification and closing the gap between minimum wages and poverty threshold. He also instructed to build the capacity of the Regional Boards in minimum



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NWPC Organizes Learning Sessions on Wage Distortion, Lean Management and Emergency Preparedness



NWPC continues to offer public learning sessions designed to help workers and employers comply with minimum wages and improve productivity in the workplace.

On 5 August 2022, Atty. Hency L. Tanbengco of NWPC conducted a learning session on Correcting Wage Distortion. He discussed the different approaches and formulas on computing wage increases for workers affected by wage distortion. Wage distortion occurs when the intended differentials in wage rates between groups of employees in an establishment are drastically reduced or eliminated due to mandated wage increases.

Mr. Francis Atangan of NWPC conducted a webinar on Basic Lean Tools for SMEs during the 17 August 2022 Learning Session. He discussed the different approaches to reconfigure processes by eliminating wastes that unnecessarily prolong operational procedures. On 26 August 2022, Engr. Lawrence Blas of the Occupational Safety and Health Center, discussed Emergency Preparedness in the Workplace. He presented how to prepare for workplace emergencies as part of the workplace health and safety program.

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Secretary Laguesma also recognized the dedicated service of all NWPC employees, especially those who rendered 33 years of service to NWPC. He said: *"Higit sa ano mang gantimpala, ang pagkilala sa inyong serbisyo ang mas mahalaga."*

He reminded all employees to continuously perform the NWPC mandate, particularly on regularly reviewing the minimum wages. He instructed the board secretaries to always guide and assist the DOLE Regional Directors in the review and process of setting the minimum wage in the regions.

"Dapat ay taun-taon ang gawing pagrerepaso ng Wage Orders. Hindi na dapat kailangan ng petition, kundi kailangan lang natin gampanan ang ating mga tungkulin," said Secretary Laguesma.

All NWPC officials, board secretaries and staff, headed by Executive Director Maria Criselda R. Sy, attended the celebration. DOLE Undersecretary Benedicto Ernesto R. Bitonio, NWPC Chairman-Designate, and other DOLE senior officials, Commissioner Lucila Castillo-Tarriela and Commissioner David L. Diwa also graced the anniversary celebration.

RTWPB-IX Signs MOA with KCC Mall for 3S Project

RTWPB-IX signed a Memorandum of Agreement (MOA) with the KCC Mall Organization and launched the 3S Project (Service Quality, Service Innovation and Customer Satisfaction) on 01 August 2022 at KCC Mall de Zamboanga in Zamboanga City.

DOLE Regional Director and RTWPB-IX Chairperson Roy L. Buenafe led the MOA signing and project launching. Ms. Ruby Ann Radoc, Leasing Department Assistant Manager, represented the KCC Mall de Zamboanga, while Mr. Beryle Dorothy Montano, owner of Kape Zambo y Busy Bee, represented the tenants of the KCC Mall.



The MOA seeks to implement the 3S Project, a training program developed from NWPC's Service Quality Training Module and Service Quality Seal of Recognition. It is a three-part training engagement and mentoring program to boost productivity, promote service innovation and uphold service quality.

The 3S project is designed to engage the employees and tenants of the KCC Mall de Zamboanga to bring service quality and service innovation to the forefront of service delivery. Initial training programs were conducted on 5 August 2022 for the employees of KCC Mall de Zamboanga and on 8, 15, 22, 29 August 2022 for the mall tenants.

RTWPB-XI Joins PICASOM Catch-up Meeting

RTWPB-XI attended the catch-up meeting of the members of the Productivity Improvement Circles Association of Southern Mindanao (PICASOM) on 20 July 2022.

PICASOM is an organization of quality circles from different companies/business establishments in Southern Mindanao. Its objective is to promote installation of quality circles in private organizations and teach them how to develop and sustain quality circle activities.

The meeting was convened to discuss the plans of reviving the PICASOM which ceased to operate in 2014. PICASOM members and officers intend to revive the organization and register anew with the Securities and Exchange Commission (SEC) under a new name to be decided by the existing members and officers.

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wage setting process and decision-making based on the socio-economic indicators and labor relations environment in the region. On productivity, he instructed the NWPC to converge its productivity programs and services with the livelihood and other programs of DOLE and other government agencies e.g. DTI, TESDA, LGUs. He encouraged the Regional Boards to utilize the regional, provincial and industry tripartite councils in promoting compliance with the minimum wage and productivity improvement in the workplace.

On the other hand, Executive Director Sy discussed the directives, issues and concerns on wages and productivity raised during the 2022 DOLE Mid-Year Planning Assessment. The directives were used as guideposts for the action planning and target setting for the remaining months of the year.

PQPM-Visayas and RTWPB-VII Conduct Training on Job Analysis and Competency Profiling

The Philippine Quality and Productivity Movement (PQPM)-Visayas ended its four-year hiatus as it hosted a two-day face-to-face training on job analysis and competency profiling at the City Sports Club, Cebu City, on 18-19 August 2022. Mr. Macario M. Balali, PQPM President, served as trainer for the 34 business owners, managers and human resource heads who participated in the training.



PQPM-Visayas is an advocate of quality and productivity improvement. It provides a venue for networking among total quality movement practitioners and offers consultancy services to small and medium scale entrepreneurs, local government units, private companies and non-government organizations.

RTWPB-VII is the designated secretariat of the organization. It assists and works hand-in-hand with PQPM-Visayas in promoting productivity and quality improvement in the region.

Region-XI Joins DOLE Convergence Seminar



RTWPB-XI joined the convergence seminar of DOLE Regional Office XI, Regional Conciliation and Mediation Board XI, Employees' Compensation Commission XI and Occupational Safety and Health Center-Regional Extension Unit XI on 27 June 2022 in Davao City.

The convergence seminar was organized to update MSMEs on the programs, projects and services offered by DOLE and its attached agencies. Sixty MSMEs with unions and / or labor-management committees attended the seminar which

featured the following: Two-Tiered Wage System and Productivity Programs; Family Welfare Program; Conciliation and Mediation Programs; Updates on ECC Benefits and Claims; and Updates on the OSH Programs.

NWPC Conducts FGDs with BMBEs

As part of its research initiative, NWPC conducted a series of focus group discussions (FGDs) to generate information on the prevailing wage and productivity practices among BMBEs with a number of Barangay Micro Business Enterprises (BMBEs) in selected regions nationwide.

FGDs were conducted in Cordillera Administrative Region on 19 July 2022, SOCKSARGEN on 20 July 2022, Caraga on 21 July 2022, Zamboanga Peninsula on 26 July 2022, Central Luzon on 01 August 2022 and Davao Region on 02 August 2022. The Regional Boards, in partnership with the DTI Regional Offices, organized the FGDs while NWPC Officers Ms. Donnabeth D. Yodico, Ms. Rosanna L. Dela Cruz and Ms. Mildred V. Morales facilitated the conduct of FGDs.



The results of the discussion will be used as inputs to policy formulation and program development on improving the wages, income and productivity of BMBE workers.

RTWPB-III Inks Partnership with DOST III for MSME Development



RTWPB-III and the Department of Science and Technology III (DOST-III) on 20 July 2022 signed a Memorandum of Agreement (MOA) to accelerate the development and productivity of micro, small and medium enterprises (MSMEs) in the region.

DOLE Regional Director and RTWPB-III Chairperson Geraldine M. Panlilio and DOST-III Regional Director Julius Caesar V. Sicat signed the MOU stating each agency's commitment on the provision of productivity trainings and technical assistance to MSMEs in Central Luzon.

The event marked the first engagement of DOST with RTWPB which is expected to pave the way for more opportunities for collaboration. Regional Director Panlilio hopes that the partnership would lead to the growth and development of MSMEs 'as they play a role in economic recovery'.

Board Secretary Jerome P. Yanson said that DOST-III and RTWPB-III are looking forward to increased productivity, innovation and enterprise development as well as compliance with labor laws and regulations among MSMEs as a result of the partnership.

RTWPB-I and DTI Ilocos Region Collaborate to Promote Productivity Improvement Programs

RTWPB-I and DTI Ilocos Region collaborate through action planning to provide advocacy and training services on productivity improvement and performance-based incentive schemes to clients of DTI Negosyo Centers.

The Regional Board agreed to conduct free orientations, trainings and technical assistance on the implementation of productivity improvement programs (PIPs) and installation of productivity-based incentive schemes (PBIS) for DTI beneficiaries. DTI Ilocos Region, for its part, agreed to promote productivity training programs to its clients and beneficiaries through the Negosyo Centers.



The first collaboration activity was training on 7S of Good Housekeeping conducted on 04 August 2022 at the DTI Region I Conference Room in San Fernando, La Union, attended by graduates of DTI's KMME (Kapadit Mentor ME) program in La Union, followed by a Business Continuity and Resiliency Planning (BCRP) course led by Ms. Remedios Sasutin, Division Chief of DTI Ilocos Region, on 18 August 2022.

Minimum Wage Rates as of August 31, 2022

Region's Wage Order	Highest Rate	Effectivity
Wage Order No. NCR-23	P570.00	June 4, 2022
Wage Order No. CAR-21	P380.00	June 14, 2022
Wage Order No. RB1-21	P370.00	June 6, 2022
Wage Order No. RB2-21	P400.00	June 8, 2022
Wage Order No. RB3-23	P450.00	June 20, 2022
Wage Order No. RB4A-19	P435.00	June 30, 2022
Wage Order No. RB4B-10	P355.00	June 10, 2022
Wage Order No. RB5-20	P345.00	June 18, 2022
Wage Order No. RB6-26	P450.00	June 5, 2022
Wage Order No. RB7-23	P435.00	June 14, 2022
Wage Order No. RB8-22	P350.00	June 27, 2022
Wage Order No. RB9-21	P351.00	June 25, 2022
Wage Order No. RB10-21	P390.00	June 18, 2022
Wage Order No. RB11-21	P427.00	June 19, 2022
Wage Order No. RB12-22	P368.00	June 9, 2022
Wage Order No. RB13-17	P350.00	June 6, 2022
Wage Order No. BARMM-02	P341.00	July 21, 2022



NWPC Bulletin

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