

2022 NWPC and RTWPBs Corplanning Exercises



The NWPC and RTWPBs conducted its corporate planning exercise at the Diamond Hotel in Manila on March 17-18, 2022. It was one of the first NWPC programs to return to face-to-face conduct after the pandemic outbreak two years ago.

In his opening message, Undersecretary Philip Paredes repeated the Secretary's standing order for the RTWPBs to start reviewing their regions' minimum wages and expedite the procedure in increasing their rates. He, on behalf of the Secretary, urged all RTWPBs to submit their recommendations on wage increase by the end of April.

To help the Commission and the Boards in their procedure for minimum wage fixing, resource speakers from other government agencies provided valuable inputs as part of an environmental scanning. NEDA's Undersecretary Rosemarie G. Edillon talked about the country's 2022 socioeconomic outlook, BSP's Deputy Director Jasmin E. Dacio about price and inflation expectation for 2021, DOE's Ms. Gloria A. Ferranco presented the 2022 oil price trends and DA NCR's Director U-Nichols A. Manalo presented the 2022 supply and price outlook for prime agricultural and fishery commodities....

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DOLE V-Cafe features NWPC on wages



Executive Director Maria Criselda R. Sy appeared on DOLE's online virtual press conference or the DOLE V-Cafe on March 21, 2022. In the press conference, Director Sy reported that the Regional Boards had started their procedures in fast tracking the determination of the minimum wage fixing in their respective areas, after meeting in the CO-RB Corplanning held in March 17-18. Afterwards, she also responded to queries raised by members of the media.

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Learning Sessions Podcast Style

NWPC held two learning sessions this March 2022. The webinar on General Labor Standards with COVID-19 Issuances was done on March 9 while Diversity and Inclusion as a Driver of Engagement was held on March 23.

The lecture on General Labor Standards was discussed by NWPC's Atty. Jamie-lyn D. Jamias and featured the DOLE Handbook on Workers' Statutory Benefits, which consists of general labor standards, computation of monetary benefits, compliance of procedures, etc. It was updated with advisories and guidelines related to the pandemic. It was attended by 108 virtual participants.

The session on Diversity and Inclusion as a Driver of Engagement, which was done as part of the celebration of Women's Month, was done podcast style, a first in NWPC's learning sessions. The speaker, Ms. Jourdane P. Hornilla was given questions on the topic in an interview style of conversation with the program host. In it, Ms. Hornilla talked about changing the norms and expectations about female and male roles to encourage a balanced distribution of power within establishments. The session received positive feedback and was attended by 252 virtual participants.



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A third-party expert, Dr. Emmanuel F. Esguerra talked about Labor Market Outcomes of the Minimum Wage Policy.

The highlight of the corplanning was the conduct of two workshops participated by the DOLE Chairpersons and the Board Secretaries on Minimum Wage Determination and Productivity Strategies and Action Plans. It was the first workshop that was more focused due to it being a response to the Secretary's order for the fast tracking of minimum wage fixing. In that workshop, the RTWPBs planned their action for minimum wage fixing both for private establishments and domestic workers.

To assist in the participants' inputs, DED Patricia P. Hornilla presented minimum wage scenarios while DED Jeanette T. Damo discussed NWPC's program thrusts on

wages and productivity, as well as 2022 Targets. Atty. Alvin B. Curada also gave a lecture in the minimum wage determination process. Also, for the management support part, Atty. Jamie-lyn Jamias presented on the targets involving good governance.

The corplanning also included presentations involving NWPC's goal for utilization of the latest digital technologies. Atty. Alvin B. Curada presented on NWPC's Digitalization Roadmap, and also presented the plans for the launch of the online Annual Establishment Wage Report, to be deployed by April. Finally, Ms. Jullianne Blair L. Coco, NWPC's new Planning Officer III discussed the relaunching of NWPC's Chatbot, also scheduled by April.

NWPC Women's Month Observance

As part of NWPC's observance of the 2022 National Women's Month Celebration, different activities were held to showcase the role of women. However, in respect to gender equality, views were shared in relation to all genders.

In March 10 & 30, the Administrative Division hosted #UsapangJuana (JUANA 4.0). It was a collective discussion among NWPC employees of all generations (Boomer, Gen X, Millennials, and Gen Z) seeking answer to a question, "Sino si Juana sa kanilang henerasyon?" The topics were about their takes on love, relationship, career, life challenges and how they overcame and cope with these challenges.

#PURPLE TUESDAY



#UsapangJuana presents

SI JUANA SA PANAHO NG PANDEMYA

March 29, 2022, 2:00 pm via Zoom



#Women MAKE CHANGE

#UsapangJuana presents

JUANA 4.0



NOW SHOWING

NEVER NOT LOVE YOU

via Zoo



TWO YOUNG LOVERS MEET AND FALL IN LOVE. TOGETHER THEY BUILD A LIFE UNTIL CAREER OPPORTUNITIES BRING THEM OUT OF THE COUNTRY. OUT OF THE COMFORTS OF HOME AND WITH INDIVIDUAL CAREERS GOING DIFFERENT DIRECTIONS.

MARCH 16, 2022, 1:30PM, NWPC CONFERENCE ROOM



Then, on March 16, there was a film showing in the "newly reopened" Main Conference Room of Never Not Love You, starring James Reid and Nadine Lustre. It tells the story of young lovers who tries to build a life together until career opportunities sends them to a different country where their relationship will be tested.

There was also a 4-day refresher webinar course on the Rules on Appointments and Other Human Resource Actions (ORA-OHRA), conducted by the Civil Service Commission. It was held on March 22-25 and was first intended for senior officers and HR officers / personnel but eventually was made available to other officers and staff.

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Earlier in the month, the Executive Director had already appeared in interviews about the state of minimum wage in the country. She was interviewed by Ted Failon and DJ Cha Cha for Radyo Singko in March 14 and also for UNTV on March 17.

Flag Raising: Face-to-Face again...and Happy Retirement Mam Patti

Last March 7, 2022, something happened in NWPC's Main Conference Room that had not been seen for almost two years... It was filled with chairs and NWPC's officers and staff were once again queueing for seats... for the return of NWPC's face-to-face Flag Raising Ceremonies every Monday morning.

Due to the relaxing of alert levels throughout the country including Metro Manila, NWPC also started to gradually hold face-to-face gatherings, as we move on to the new normal. Officers and staff also started to report everyday in a 100% capacity. Thus, it was decided to also bring back the face-to-face Flag Raising. This event is a first for NWPC employees hired after the start of the pandemic in March 2020.

The face-to-face FRC also became the way for NWPC to pay tribute and give thanks to Deputy Executive Director Patricia P. Hornilla, who had signified her retirement from government duty. A simple program was dedicated for DED Patti during the March 14 FRC, through messages of gratitude to her and some surprise song numbers.



NWPC passes Recertification Audit

NWPC underwent a remote recertification audit by TUV Rheinland this March 1-2, 2022. It was conducted via Zoom application for the renewal of NWPC and RTWPBs QMS standard under ISO 9001:2015.

The audit involved selected processes from the NWPC Central Office as well as RTWPBs I, III, V, VIII and XI and all auditees passed with no non-conformities (NCs).

The objective of the audit was to determine the ability of the management system to ensure that the organization meets applicable statutory, regulatory and contractual requirements. Also, to determine the effectiveness of the management system to ensure that the organization can reasonably expect to achieve its specified objectives.

RTWPB R2, DOLE R2 and DTI R2 ink MOU for Bagwis Awardees

RTWPB II conducted its first face-to-face board meeting this 2022 after the IATF declared Region 2 (except the province of Nueva Vizcaya) to Alert Level 1. The board convened for its first regular board meeting to tackle agenda items such as: 1) Update on Wage-Related Indicators presented by NEDA, 2) Monitoring Report on Prices of Basic Commodities discussed by DTI, 3) Trends on Fuel Prices (2021 to Present), 4) IATF Guidelines for Alert Level 1 presented by RTWPB, and 5) DOLE updates on Labor Inspection and DLIP beneficiaries.



The Board also discussed the tall order of Sec. Bello for the different wage boards in the country to speed-up review of the minimum wage to help workers and their families cope up with the looming oil crisis.

One of the highlights of the said meeting is the signing of Memorandum of Understanding between DOLE R2, RTWPB R2 and DTI R2. This MOU was inked to grant Bagwis Awardees of DTI additional incentives. For RTWPB R2, these awardees will be prioritized in Productivity Toolbox Trainings and will be included in the search for the regional level Productivity Olympics. Additionally, they will be given technical assistance in the installation of Productivity Based Incentive Scheme (PBIS).

RTWPB-X successfully hosts the LMC Convergence of DOLE programs

RTWPB-X had a fruitful Labor and Management Cooperation (LMC) Convergence of DOLE Programs and discussed the following topics. It was conducted on March 18, 2022 via Zoom and was well attended by eighty-nine participants from the business sector and other stakeholders in the region.

The Productivity-Based Incentive Scheme (PBIS) is the second component of the Two-tiered Wage System, a voluntary productivity-based pay that will benefit both workers and employers as it will help raise workers' standard of living while encouraging workers and enterprises to become more competitive and productive. This was discussed by the Supervising LEO of RTWPB-X, Mr. Bernie Boy T. Salinas.



RTWPB-X invited a resource speaker from the Bureau of Internal Revenue – Region X, Revenue Officer II, Ms. Sittie Norhata Calbe who discussed the tax benefits and incentives granted to business enterprises that adopt productivity-based incentive scheme.

The RTWPB also joined the LGU Public Employment Service Office (PESO) Valencia headed by their PESO Manager, Ms. Elna B. Guzman, during their Career Guidance and Employment Coaching Labor Education, in coordination with DOLE Bukidnon Field Office represented by their Senior LEO, Ms. Elna B. Seguiro. It was held on March 18, 2022 at Dahilayan Forest Park Resort, Manolo Fortich, Bukidnon.