



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 <sup>1</sup> (6)	Q <sup>2</sup> (7)	T <sup>3</sup> (8)	A <sup>4</sup> (9)	
<b>CORE INDICATORS</b>									
<b>ORGANIZATIONAL OUTCOME 1</b>									
<b>Capacity of MSMEs to implement productivity improvement program enhanced</b>									
<b>Enterprise Productivity Improvement Program</b>									
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	<ul style="list-style-type: none"> <li>➤ <b>9,000 MSMEs</b> trained/oriented               <ul style="list-style-type: none"> <li>• 6,720 MSMEs oriented</li> <li>• 2,280 MSMEs trained</li> </ul> </li> <li>✓ 912 or 40% of MSMEs trained with PIPs/Action Plans implemented by mid-December 2021</li> </ul>		RTWPBs	<ul style="list-style-type: none"> <li>➤ <b>14,172 MSMEs (157%)</b> trained/oriented with 15,066 participants benefitted               <ul style="list-style-type: none"> <li>• 10,852 MSMEs (161%) oriented with 11,139 participants benefitted</li> <li>• 3,320 MSMEs (146%) trained with 3,927 participants benefitted</li> </ul> </li> <li>✓ 2,197 out of 3,320 or 66% of MSMEs trained with PIPs/Action Plans implemented</li> </ul>					
	<ul style="list-style-type: none"> <li>➤ <b>800 establishments</b> provided with technical assistance on designing/ formulation of productivity/ performance-based incentives schemes completed by mid-December 2021</li> <li>➤ <b>12% of the total number of establishments</b> provided with technical</li> </ul>		RTWPBs	<ul style="list-style-type: none"> <li>➤ <b>1,000 establishments (125%)</b> provided with technical assistance on designing/ formulation of productivity/ performance-based incentives schemes</li> <li>➤ <b>15% or 149 out of 1,000 establishments</b> provided with technical assistance have</li> </ul>					

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	assistance have installed/enhanced productivity/performance-based incentive schemes by mid-December 2021			installed/enhanced productivity/performance-based incentive schemes					
	➤ <b>48 establishments</b> with productivity/performance-based incentive schemes documented by mid-December 2021		RTWPBs	➤ <b>114 establishments</b> with productivity/performance-based incentive schemes documented					
	➤ 100% of clients who rated technical services as satisfactory or better <ul style="list-style-type: none"> <li>• Training</li> <li>• Information and Technical Assistance</li> </ul>		RTWPBs, TTSD RTWPBs, PID	<ul style="list-style-type: none"> <li>• <b>100% or 3,923 out of the 3,925</b> respondents rated training services as satisfactory or better</li> <li>• <b>100% or 1,187 out of the 1,187</b> respondents rated frontline services as satisfactory or better</li> </ul>					
2. Development of Webinar Modules on Productivity	➤ Developed 3 webinar modules within the year: <ul style="list-style-type: none"> <li>• Improving Productivity of Domestic Work</li> <li>• 4Ps of Marketing</li> <li>• Productive Career Choice</li> </ul>		TTSD	<ul style="list-style-type: none"> <li>➤ Developed/upgraded 4 webinar modules: <ul style="list-style-type: none"> <li>• Productive Career Choice</li> <li>• Improving Productivity of Domestic Work</li> <li>• ISTIV Values for Smarter and Productive Workforce</li> <li>• ISTIV Bayanihan (Stock Control and Bookkeeping)</li> </ul> </li> <li>➤ Ongoing development of webinar modules: <ul style="list-style-type: none"> <li>• 4Ps of Marketing</li> <li>• Brand Reputation in the Virtual World (Prepared concept note)</li> </ul> </li> <li>➤ Ongoing development of e-Learning modules:</li> </ul>					

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				<ul style="list-style-type: none"> <li>• Eight (8) Waste of LM</li> <li>• Retail and Visual Merchandising</li> </ul> <p>➤ Ongoing upgrade of training modules:</p> <ul style="list-style-type: none"> <li>• ISTIV – SIB in Times of Crisis</li> <li>• Retail and Visual Merchandising in the New Normal</li> <li>• ISTIV-Bayanihan (Costing and Pricing)</li> <li>• Business Continuity and Resiliency Planning</li> <li>• Lean Management</li> </ul>					
3. Capacity Building	<p>➤ Conducted 3 webinars:</p> <ul style="list-style-type: none"> <li>• Basic Trainers Training (for new trainers of RTWPBs) by October 2021</li> <li>• Run-Through/TOT on upgraded/new modules 5 days upon approval</li> <li>• TOT for PESO Managers and DOLE-FP on Work Ethics of a Productive Worker (upon request of Regional PESO Federation/ Manager)</li> </ul>		TTSD	<p>➤ Capacity Building</p> <ul style="list-style-type: none"> <li>• Conducted Basic Trainers Training</li> <li>• Prepared and submitted Concept Note of TOT</li> <li>• Conducted scouting of resource speaker from CSC-CSI and COA-PDO for the Basic Training of Trainers</li> <li>• Conducted Innovation Training for New CO/RB Employees</li> <li>• Conducted 39 technical assistance to RBs on Productivity Toolbox, upon request</li> <li>• Conducted Trainers Training for PESO Managers and DOLE –FP to RB7 (8 Batches)</li> <li>• Conducted Productivity Toolbox orientation for Mission RACE-HERO program BLE (4 batches)</li> </ul>					

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4. 2021 Productivity Olympics	<ul style="list-style-type: none"> <li>➤ 2021 PO criteria, mechanics, and guidelines reviewed by the end of April 2021</li> <li>➤ 2021 Productivity Olympics conducted by end of December 2021</li> </ul>		PPRD	<ul style="list-style-type: none"> <li>➤ Reviewed 2021 PO criteria, mechanics, and guidelines by the 1<sup>st</sup> quarter of 2021</li> <li>➤ Conducted 2021 PO Kick-Off on 27 April 2021</li> <li>➤ Disseminated 2021 PO criteria manual and other IEC materials to RTWPBs 27 April 2021</li> <li>➤ Conducted briefing workshop to regional focal persons (May 3, 4 and 7, 2021)</li> <li>➤ Conducted technical assistance to 16 RTWPBs</li> <li>➤ Prepared and posted invitation of 2021 PO to newspaper publication (30 May 2021 and 30 June 2021), Philippine Star</li> <li>➤ Boards submitted 148 MSMEs. From which, NSC selected 30 national finalists on 26 August 2021.</li> <li>➤ Conducted National Judging Panel selected 9 national winners and gave 4 special citations on 23 September 2021</li> <li>➤ Conducted a virtual ceremony on 21 October 2021</li> </ul>					
<b>ORGANIZATIONAL OUTCOME 2</b>									
<b>Fair and reasonable minimum wages in accordance with law ensured</b>									
<b>Wage Regulatory Program</b>									
1. Review of Existing Rules and Regulations	<ul style="list-style-type: none"> <li>➤ Conducted 3 Area-Based Briefings on the Omnibus Rules on Minimum Wage Determination within first quarter of 2021</li> </ul>		RALD	<ul style="list-style-type: none"> <li>➤ Conducted 4 Area-Based Briefings on the Omnibus Rules on Minimum Wage Determination <ul style="list-style-type: none"> <li>• January 20 (Visayas)</li> <li>• February 03 (Mindanao)</li> <li>• February 17 (Luzon)</li> <li>• November 09 (NWPC)</li> </ul> </li> </ul>					

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2. Two-Tiered Wages System (TTWS)									
➤ Tier 1	<ul style="list-style-type: none"> <li>➤ 12 TTWS monthly regional monitoring reports submitted</li> <li>➤ At least one (1) public hearing conducted if the Board issues a Wage Order; Consultations, as necessary</li> <li>➤ Wage Orders issued, as necessary</li> <li>➤ Percentage of number of minimum wage rates above poverty threshold: <ul style="list-style-type: none"> <li>• 100% of wage rates above the 2012 poverty threshold</li> <li>• 98.40% of wage rates above the 2015 poverty threshold</li> <li>• 41.43% of wage rates above the 2018 poverty threshold</li> </ul> </li> </ul>		RTWPBs, WPRD, RALD	<ul style="list-style-type: none"> <li>➤ Submitted 12 TTWS monthly regional monitoring reports</li> <li>➤ No Wage Orders issued</li> <li>➤ Percentage of number of minimum wage rates above poverty threshold: <ul style="list-style-type: none"> <li>• 93 out of 93 or 100% of wage rates above the 2012 poverty threshold</li> <li>• 63 out of 64 or 98.4% of wage rates above the 2015 poverty threshold</li> <li>• 29 out of 64 or 45.31% of wage rates above the 2018 poverty threshold</li> </ul> </li> </ul>					
➤ FE/TMS	<ul style="list-style-type: none"> <li>➤ 100% of requests for technical assistance on Facility Evaluation (FE) and Time &amp; Motion Studies (TMS) with complete supporting documents acted upon within the prescribed 35-day PCT</li> </ul>		RTWPBs	<ul style="list-style-type: none"> <li>➤ 100% of 19 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon <ul style="list-style-type: none"> <li>• 14 out of 19 (74%) FE Orders issued</li> </ul> </li> <li>➤ 100% of 12 requests for technical assistance on Time &amp; Motion (TMS) with complete supporting documents acted upon <ul style="list-style-type: none"> <li>• 9 out of 9 (100%) TMS Orders issued (3 were withdrawn)</li> </ul> </li> </ul>					FE process of the remaining 5 applications was completed; FE Orders drafted subject to Exit Conference with the concerned

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									applicants. Encountered delays in the conduct of exit conference due to communication and electricity problems caused by typhoon Odette and inter and intra zonal travel (quarantine) restrictions.
➤ 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"> <li>• 56 Orders issued</li> </ul>					
➤ Minimum Wage for Domestic Workers	➤ Domestic Wage Order, as necessary		RTWPBs in coordination with WPRD and RALD	➤ No domestic wage orders issued					
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					

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<ul style="list-style-type: none"> <li>➤ Appeals on Wage Orders and Exemption Cases</li> </ul>	<ul style="list-style-type: none"> <li>➤ Achieved 98% disposition rate on appeal on wage orders and exemption cases within the 60-day reglementary period from date of filing</li> <li>➤ Submitted monthly report on status of exemption cases to NCMB every end of the month</li> </ul>		RALD	<ul style="list-style-type: none"> <li>➤ 100% disposition rate               <ul style="list-style-type: none"> <li>• Two (2) cases filed last year but resolved this year</li> </ul> </li> <li>➤ Submitted monthly report on status of exemption cases to NCMB</li> </ul> <table border="1" style="margin-left: 20px;"> <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> <tr><td>October</td><td>October 28</td></tr> <tr><td>November</td><td>December 01</td></tr> <tr><td>December</td><td>December 27</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	October	October 28	November	December 01	December	December 27					
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4. Advocacy and Information Services – Tamang Kaalaman sa Kita at Kakayahan (T3K)	<ul style="list-style-type: none"> <li>➤ 270,000 clients reached thru advocacy and information services by end of November 2021               <ul style="list-style-type: none"> <li>• Public information assistance provided to clients</li> <li>• IEC materials developed and disseminated</li> <li>• Wage Clinique/Seminars/LS</li> <li>• Mass media campaigns</li> </ul> </li> </ul>		RTWPBs, PID	<ul style="list-style-type: none"> <li>➤ <b>400,370 clients reached (148%)</b> thru advocacy and information services               <ul style="list-style-type: none"> <li>• 12,865 public information assistance provided to clients</li> <li>• 84,983 IEC materials developed and disseminated</li> <li>• 13,416 clients on wage clinique/seminars/LS</li> </ul> </li> </ul>																															

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				<ul style="list-style-type: none"> <li>289,106 clients reached thru mass media campaigns</li> </ul>					
	<ul style="list-style-type: none"> <li>100% of requests for legal advice acted upon within 5 days from receipt of request</li> </ul>		RALD	<ul style="list-style-type: none"> <li>173 (100%) requests for legal advice acted upon within 5 days from receipt of request</li> </ul>					
5. Learning Sessions	<ul style="list-style-type: none"> <li>12 learning sessions on wages, productivity and labor market-related topics/concerns conducted in a year</li> </ul>	<b>Self-funded project</b>	PID	<ul style="list-style-type: none"> <li>17 learning sessions on wages, productivity and labor market-related topics/concerns conducted</li> </ul>					
6. Research studies/technical papers/reports on wages and productivity as bases for sound policy formulation/recommendation	<ul style="list-style-type: none"> <li>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"> <li>Amendment of Republic Act No. 6971</li> </ul> </li> </ul>		PPRD	<ul style="list-style-type: none"> <li>Attended the Special TEC Meeting on the amendments of RA 6971 on 16 March 2021</li> <li>Approved in the House of Rep. Comm. On Labor and Employment for consolidated bill last May 24, 2021</li> <li>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.</li> </ul>					

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	<ul style="list-style-type: none"> <li>Framework for Linking Wage and Productivity Growth</li> </ul>		PPRD	<ul style="list-style-type: none"> <li>Conducted desk research</li> <li>Revised, updated, and submitted the outline of the study</li> <li>Prepared draft key findings based on various research studies related to linking wages and productivity</li> <li>Drafted key findings based on various research studies related to Linking Wages and Productivity</li> <li>Submitted and revised the LWP research to PRS Directorate and presented the initial report.</li> </ul>					
	<ul style="list-style-type: none"> <li>Analysis of PIP and GS from ISLE Rider Survey</li> </ul>		PPRD	<ul style="list-style-type: none"> <li>Ongoing survey conducted by PSA</li> <li>Coordinated with PSA on the requested PUF files of the previous PSA rider survey on PIPGS</li> <li>Coordinated with PSA on the released of 2019/2020 PIPGS rider survey</li> </ul>					There was a delay in the release of the results by PSA
	<ul style="list-style-type: none"> <li>Assessment of the Minimum Wage Policy Implementation</li> </ul>		WPRD	<ul style="list-style-type: none"> <li>Regularly followed-up with PSA the July 2018 and January 2019 LFS panel as inputs to the study.</li> <li>Resent series of comments from NWPC on the Institutional Assessment Report (January, April and August 2020) and LFS panel data to Dr. Esguerra</li> <li>Sent data on labor productivity per sector and additional comments on the Institutional Assessment Report to Dr. Esguerra on 25 October 2021</li> <li>Prepared additional data sets for Dr. Esguerra (average daily basic pay, median wage and average hours worked)</li> </ul>					

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				<ul style="list-style-type: none"> <li>Attended all research-related huddles with Dr. Esguerra</li> <li>Organized and hosted the 03 December presentation of the research highlights to the Commission and RTWPBs</li> <li>Prepared the webinar summary report and sectoral issues and recommendations</li> <li>Prepared/sent email to ILO re: extension of implementation agreement until 15 December 2021</li> </ul>					
	<ul style="list-style-type: none"> <li>Development of an Empirical Framework for Setting Domestic Workers' Minimum Wages</li> </ul>		WPRD	<ul style="list-style-type: none"> <li>Organized, attended and documented the NWPC-PSRTI technical sessions to discuss the empirical framework options (Jan 14 &amp; 25, Feb 5, Mar 1, Apr 14, May 3)</li> <li>Provided relevant inputs/data to PSRTI (DomWork MinWage as of December 2018 and PPT Material on Kasambahay Survey Results)</li> <li>Presented PSRTI's Empirical Framework Options to the Executive Director</li> <li>Presented the Domwork Empirical Framework to the Commission on 14 September 2021</li> <li>Prepared Letters for PSRTI, ILO and PSA re: approval of DomWork empirical framework on 14 September 2021</li> <li>Prepared/sent certification of completion to PSRTI</li> <li>Updated the narrative report for the Kasambahay Survey Results on 01 October 2021</li> </ul>					

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				<ul style="list-style-type: none"> <li>Organized, attended and documented huddle with NEDA on the draft Operational Guidelines in the Determination of Minimum Wage of Domestic Workers</li> </ul>					
	<ul style="list-style-type: none"> <li>A Study on Prevailing Wages of Barangay Micro-Business Enterprises' Workers</li> </ul>		WPRD	<ul style="list-style-type: none"> <li>Organized, attended and documented the meeting between NWPC and DTI on data-sharing agreement</li> <li>Provided formal inputs to the NWPC-DTI Data Sharing Agreement until approval</li> <li>Enhanced the survey questionnaire to include additional questions on PIP, PBIS and Gig Economy</li> <li>Sent email to DTI re: request for endorsement and promotion of the online survey to BMBEs</li> <li>Fielded, monitored and followed-up responses to the online survey questionnaire</li> <li>Provided research updates to PRS Director/DED/ED</li> <li>Presented updates on the study in the 29 November 2021 Commission Meeting</li> </ul>					<p>The Commission en Banc approved the shift to FGD as data gathering method instead of online survey.</p> <p>The study will continue in 2022</p>
	<ul style="list-style-type: none"> <li>Feasibility of Establishing an Accreditation System for 3rd-Party Service Providers in the Conduct of FE and TMS</li> </ul>		WPRD in coordination with RALD	<ul style="list-style-type: none"> <li>Fielded the survey questionnaire to the RTWPBs</li> <li>Consolidated and analyzed the survey responses</li> <li>Drafted and submitted the research report to the PRS Director/DED</li> <li>Presented the FE/TMS study results to ED</li> <li>Presented results of the study in the 04 November 2021 Commission Meeting</li> </ul>					

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				<ul style="list-style-type: none"> <li>Provided inputs and attended huddles re: FE/TMS resolution</li> </ul>																				
<b>FINANCIAL MANAGEMENT</b>																								
1. Financial Management	<p>➤ At least 60% Disbursements Budget Utilization Rate (BUR)</p> <p style="text-align: center;"> <b>Disbursement Rate =</b>  <math display="block">\frac{\text{Total Disbursements (cash}^1 \text{ and non-cash}^2, \text{ excluding PS), net of payments made in 2021 for past years}^1 \text{ obligation}^3}{\text{Total Obligations (excluding PS, from valid appropriations}^4)}</math> </p> <p><i>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.</i></p> <p><i>[per IATF on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems (AO 25)'s MC No. 2021-1]</i></p> <p><sup>1</sup> Sourced from Notice of Cash Allocation/Notice of Transfer of Allocation</p> <p><sup>2</sup> Tax Remittance Advice</p> <p><sup>3</sup> Not yet due and demandable and prior year's due and demandable obligations</p> <p><sup>4</sup> Valid appropriations refer to the FY 2021 GAA, FY 2020 GAA (Continuing in 2021) and Bayanihan II (Continuing in 2021)</p>		FMD	<p>➤ Obligation Rate</p> <table border="1"> <tr><td>1<sup>st</sup> Quarter</td><td>20%</td></tr> <tr><td>2<sup>nd</sup> Quarter</td><td>50%</td></tr> <tr><td>3<sup>rd</sup> Quarter</td><td>75%</td></tr> <tr><td>4<sup>th</sup> Quarter</td><td>99.88%</td></tr> </table> <p>➤ Disbursement Rate</p> <table border="1"> <tr><td>1<sup>st</sup> Quarter</td><td>92%</td></tr> <tr><td>2<sup>nd</sup> Quarter</td><td>75%</td></tr> <tr><td>3<sup>rd</sup> Quarter</td><td>77%</td></tr> <tr><td>4<sup>th</sup> Quarter</td><td>90%</td></tr> </table>	1 <sup>st</sup> Quarter	20%	2 <sup>nd</sup> Quarter	50%	3 <sup>rd</sup> Quarter	75%	4 <sup>th</sup> Quarter	99.88%	1 <sup>st</sup> Quarter	92%	2 <sup>nd</sup> Quarter	75%	3 <sup>rd</sup> Quarter	77%	4 <sup>th</sup> Quarter	90%				
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<b>NON-CORE INDICATORS</b>																																																
<b>Support to Operations</b> 1. Communication Program	➤ Submitted to IPS a copy of approved Communication Plan of the NWPC for January to December 2021 by 31 March 2021		PID, RTWPBs, Directorate	➤ Submitted NWPC Communication Plan to DOLE-IPS on 25 March 2021																																												
	➤ Submitted to IPS at least three (3) Good News Stories and/or Press Releases by end of each month		PID, RTWPBs	➤ <b>94 Good News Stories and/or Press Releases</b> 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>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					
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	➤ Disseminated three (3) Good News Stories and/or Press Release by end of each month in quad media		PID, RTWPBs	➤ <b>85 Good News Stories and/or Press Releases</b> 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> </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					Encountered error/technical glitch on the submission of reports and found out only during the preparation of this report															
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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																															
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					
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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:																															
	➤ Submission of QMS Quarterly Reports on the continual improvements activities and initiatives using the prescribed format on or before the 15th day of		QMS Committee and Program Managers	➤ Submitted QMS Progress Report to DOLE-FMS <ul style="list-style-type: none"> <li>• 1<sup>st</sup> Quarter: April 06</li> <li>• 2<sup>nd</sup> Quarter: July 09</li> <li>• 3<sup>rd</sup> Quarter: October 13</li> <li>• 4<sup>th</sup> Quarter: January 17</li> </ul>																															

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks																										
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	the month following the reference quarter																																		
4. NWPC Citizen Charter/ Anti-Red Tape Act (ARTA) Implementation/ Hotline 8888	<ul style="list-style-type: none"> <li>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)</li> </ul>		AD, PID	<ul style="list-style-type: none"> <li>Submitted 12 monthly reports to DOLE-FMS</li> </ul> <table border="1"> <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					
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<b>General Administrative and Support Services</b>																																			
1. Strategic Performance Management System (SPMS)	<ul style="list-style-type: none"> <li>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 to the Secretary through the Cluster Head</li> </ul>		PID in coordination with all Division	<ul style="list-style-type: none"> <li>Submitted signed 2021 NWPC OPCR on 08 March 2021 to DOLE-PS</li> </ul>																															
	<ul style="list-style-type: none"> <li>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</li> </ul>		PID in coordination with all Division	<ul style="list-style-type: none"> <li>Submitted signed 2021 NWPC Reformulated OPCR (Based on PMT Comments) on 06 December 2021 to DOLE-PS</li> </ul>																															

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	<ul style="list-style-type: none"> <li>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</li> </ul>		PID in coordination with all Division	<ul style="list-style-type: none"> <li>Submitted an advance copy of 2021 OPCR with 1st semester accomplishments on 27 July 2021 to DOLE-PS</li> <li>Submitted signed copy of 2021 OPCR with 1st semester accomplishments on 06 August 2021 to DOLE-PS</li> </ul>																															
	<ul style="list-style-type: none"> <li>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</li> </ul>		PID in coordination with all Division	<ul style="list-style-type: none"> <li>Completed and submitted on 20 January 2022</li> </ul>																															
2. Reporting of Key Frontline Services Accomplishments of DOLE-CO, ROS, POLOs and Attached Agencies	<ul style="list-style-type: none"> <li>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</li> </ul>		PID	<ul style="list-style-type: none"> <li>Submitted 12 monthly report to IAS</li> </ul> <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> <tr><td>August</td><td>August 26</td></tr> <tr><td>September</td><td>September 29</td></tr> <tr><td>October</td><td>October 26</td></tr> <tr><td>November</td><td>November 29</td></tr> <tr><td>December</td><td>December 29</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	August	August 26	September	September 29	October	October 26	November	November 29	December	December 29					
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3. Transparency Seal Compliance	<ul style="list-style-type: none"> <li>100% compliance with Transparency Seal requirements in accordance</li> </ul>		AD, FMD, PID	<ul style="list-style-type: none"> <li>100% of Transparency seal based on GAA, IATF MC 2018-1</li> </ul>																															

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	<p>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"> <li>• Q1: April 15, 2021</li> <li>• Q2: August 10, 2021</li> <li>• Q3: September 30, 2021</li> <li>• Q4: March 10, 2022</li> </ul>		in coordination with concerned program managers	requirements posted in the NWPC website					

**AVERAGE RATING**

Category	Program	Rating			
<b>Core Indicators</b>					
<b>Non-Core Indicators</b>					
<b>Total Overall Rating</b>					
<b>Final Average Rating</b>					
<b>Adjectival Rating</b>					

<b>Assessed by:</b>	<b>Final Rating by:</b>
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<b>DIRECTOR ADELINE T. DE CASTRO</b>	<b>Date</b>	<b>UNDERSECRETARY RENATO L. EBARLE</b>	<b>Date</b>	<b>SILVESTRE H. BELLO III</b>	<b>Date</b>
<b>Planning Service</b>		<b>PMT-CHAIRPERSON</b>		<b>Secretary</b>	

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