



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 **JUNE**, 2021.


MARIA CRISELDA R. SY
Head of Agency  

Date: 05 August 2021

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	<ul style="list-style-type: none"> ➤ 9,000 MSMEs trained/oriented <ul style="list-style-type: none"> • 6,720 MSMEs oriented • 2,280 MSMEs trained ✓ 912 or 40% of MSMEs trained with PIPs/Action Plans implemented by mid-December 2021 		RTWPBs	<ul style="list-style-type: none"> ➤ 10,726 MSMEs (119%) trained/oriented with 12,235 participants benefitted <ul style="list-style-type: none"> • 8,338 MSMEs (124%) oriented with 9,451 participants benefitted • 2,388 MSMEs (105%) trained with 2,784 participants benefitted ✓ 448 out of 2,388 or 19% of MSMEs trained with PIPs/Action Plans implemented as of June 2021 					
	<ul style="list-style-type: none"> ➤ 800 establishments provided with technical assistance on designing/ formulation of productivity/ performance-based incentives schemes completed by mid-December 2021 		RTWPBs	<ul style="list-style-type: none"> ➤ 471 establishments (59%) provided with technical assistance on designing/ formulation of productivity/ performance-based incentives schemes as of June 2021 					
	<ul style="list-style-type: none"> ➤ 100% of clients who rated technical services as satisfactory or better 								

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"> • Training • Information and Technical Assistance 		RTWPBs, TTSD RTWPBs, PID	<ul style="list-style-type: none"> • 99% or 2,780 out of 2,782 clients rated training services as satisfactory or better • 100% or 853 out of 853 clients rated frontline services as satisfactory or better 					
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 webinar modules: <ul style="list-style-type: none"> • Productive Career Choice • Improving Productivity of Domestic Work ➢ Ongoing development of webinar modules: <ul style="list-style-type: none"> • 4Ps of Marketing • Brand Reputation in the Virtual World (Prepared concept note) ➢ 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 Values for Smarter and Productive Workforce • ISTIV – SIB in Times of Crisis • Retail and Visual Merchandising in the New Normal • ISTIV-Bayanihan (Bookkeeping, Stock Control, Costing and Pricing) • Business Continuity and Resiliency Planning 					

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ¹	Q ²	T ³	A ⁴	
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"> • Prepared and submitted Concept Note of TOT • Conducted scouting of resource speaker from CSC-CSI and COA-PDO for the Basic Training of Trainers • Prepared concept note on Innovation Bootcamp • Conducted 30 technical assistance to RBs on Productivity Toolbox, upon request • Conducted Trainers Training for PESO Managers and DOLE –FP to RB7 (3 Batches) • Conducted Productivity Toolbox orientation for Mission RACE-HERO program BLE (4 batches) 					
4. 2021 Productivity Olympics	<ul style="list-style-type: none"> ➤ 2021 PO criteria, mechanics, and guidelines reviewed by the end of April 2021 ➤ 2021 Productivity Olympics conducted by end of December 2021 		PPRD	<ul style="list-style-type: none"> ➤ Reviewed 2021 PO criteria, mechanics, and guidelines by the 1st quarter of 2021 ➤ 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 					
ORGANIZATIONAL OUTCOME 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	
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"> ➤ 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 3 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) 					
2. Two-Tiered Wages System (TTWS)									
<ul style="list-style-type: none"> ➤ Tier 1 	<ul style="list-style-type: none"> ➤ 12 TTWS monthly regional monitoring reports submitted ➤ At least one (1) public hearing conducted if the Board issues a Wage Order; Consultations, as necessary ➤ Wage Orders issued, as necessary ➤ 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 • 98.4% of wage rates above the 2015 poverty threshold • 41.43% of wage rates above the 2018 poverty threshold 		RTWPBs, WPRD, RALD	<ul style="list-style-type: none"> ➤ Submitted 6 TTWS monthly regional monitoring reports ➤ No Wage Orders issued ➤ 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 					
<ul style="list-style-type: none"> ➤ FE/TMS 	<ul style="list-style-type: none"> ➤ 100% of requests for technical assistance on Facility Evaluation (FE) and Time & Motion Studies 		RTWPBs	<ul style="list-style-type: none"> ➤ 100% of 9 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon 					

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	(TMS) with complete supporting documents acted upon within the prescribed 35-day PCT			<ul style="list-style-type: none"> • 9 out of 9 (100%) FE Orders issued ➤ 100% of 8 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon <ul style="list-style-type: none"> • 5 out of 8 (63%) TMS Orders issued 					
➤ 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 39 applications/ requests with complete documents acted upon <ul style="list-style-type: none"> • 39 orders issued 					
➤ 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					
➤ 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 ➤ Submitted monthly report on status of exemption cases to NCMB every end of the month		RALD	➤ 100% disposition rate <ul style="list-style-type: none"> • Two (2) cases filed last year but resolved this year ➤ Submitted monthly report on status of exemption cases to NCMB					

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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"> ➤ 316,766 clients reached (117%) thru advocacy and information services as of June 2021 <ul style="list-style-type: none"> • 6,735 public information assistance provided to clients • 66,260 IEC materials developed and disseminated • 9,846 clients on wage clinique/seminars/LS • 233,925 clients reached thru mass media campaigns 																			
	<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"> ➤ 117 (100%) requests for legal advice acted upon within 5 days from receipt of request 																			
5. Learning Sessions	<ul style="list-style-type: none"> ➤ Monthly (12) learning sessions on wages, productivity and labor market-related topics/concerns conducted 	Self-funded project	PID	<ul style="list-style-type: none"> ➤ Prepared learning session calendar and deployment plan 					Learning sessions were moved to the second semester of 2021														
6. Research studies/technical papers/reports on wages and productivity as bases for sound	<ul style="list-style-type: none"> ➤ Conducted/completed the following research studies/technical 																						

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policy formulation/ recommendation	papers/reports on wages and productivity within the year <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 Approved in the House of Rep. Comm. On Labor and Employment for consolidated bill last May 24, 2021 					HOCLE recommends the bill to repealing me and endorsed to House ways and means comm. for comments
	<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 					
	<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 					
	<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. Prepared/sent letter to ILO re: extension of implementation agreement until EO November 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 					

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				December 2018 and PPT Material on Kasambahay Survey Results) <ul style="list-style-type: none"> Presented PSRTI's Empirical Framework Options to the Executive Director Others: Prepared/sent kasambahay survey material for public use to BWSC 					
	<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 draft NWPC-DTI Data Sharing Agreement Enhanced the survey questionnaire to include additional questions on PIP and PBIS 					
	<ul style="list-style-type: none"> Feasibility of Establishing an Accreditation System for 3rd-Party Service Providers in the Conduct of FE and TMS 		WPRD in coordination with RALD	<ul style="list-style-type: none"> Fielded the survey questionnaire to the RTWPBs Consolidated and analyzed the survey responses Drafted and submitted the research report to the PRS Director 					
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 					
	<ul style="list-style-type: none"> Submitted to IPS at least three (3) Good News Stories and/or Press 		PID, RTWPBs	<ul style="list-style-type: none"> 46 Good News Stories and/or Press Releases submitted to DOLE-IPS 					

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	Releases by end of each month			<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> </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					
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	➤ Disseminated three (3) Good News Stories and/or Press Release by end of each month in quad media		PID, RTWPBs	<ul style="list-style-type: none"> 30 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>January 29</td> </tr> <tr> <td>February</td> <td>5</td> <td>February 17</td> </tr> <tr> <td>March</td> <td>5</td> <td>March 04</td> </tr> <tr> <td>April</td> <td>5</td> <td>April 14</td> </tr> <tr> <td>May</td> <td>0</td> <td>-</td> </tr> <tr> <td>June</td> <td>9</td> <td>June 07</td> </tr> </tbody> </table>	MONTH	QTY	DATE	January	6	January 29	February	5	February 17	March	5	March 04	April	5	April 14	May	0	-	June	9	June 07					
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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 within 7 working days after the reference month		PID	<ul style="list-style-type: none"> Submitted 6 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> </tbody> </table>	MONTH	DATE OF SUBMISSION	January	February 24	February	March 04	March	April 13	April	May 06	May	June 01	June	July 01												
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3. Implementation of Quality Management System (QMS)	➤ Sustained and enhanced the ISO 9001:2015 QMS		QMS Committee	➤ Submitted QMS Progress Report to DOLE-FMS																										

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aligned with International for Standardization (ISO) standards or continuing ISO Certification of Process/es and System/s	and submitted reports on continual improvement activities and initiatives to FMS on or before the 15th day of the month following the reference quarter		and Program Managers	<ul style="list-style-type: none"> 1st Quarter: April 06 2nd Quarter: July 09 ➤ Maintained the ISO 9001:2015 Certification																			
4. NWPC Citizen Charter/ Anti-Red Tape Act (ARTA) Implementation/ Hotline 8888	➤ Achieved no less than 75% client satisfaction rating of at least Very Satisfactory on Quality of Services and Quality of Facilities and submitted reports to FMS on or before the 15th day of the month following the reference month		AD, PID	➤ Submitted 6 monthly reports to DOLE-FMS <table border="1" data-bbox="1249 507 1641 754"> <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> </tbody> </table>	MONTH	DATE OF SUBMISSION	January	January 04	February	February 01	March	March 05	April	April 06	May	May 03	June	May 31					
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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 to the Secretary through the Cluster Head		PID in coordination with all Division	➤ Submitted signed 2021 NWPC OPCR on 08 March 2021																			
	➤ 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		PID in coordination with all Division						For 2 nd semester														

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	Secretary through the Cluster Head																					
	<ul style="list-style-type: none"> Submitted to PS through the PS official email, 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 																		
	<ul style="list-style-type: none"> Submitted to PS through the PS official email, 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						For 2 nd semester													
	<ul style="list-style-type: none"> Submitted to HRDS summary of IPCR ratings for 2020 within 30 calendar days upon receipt or approved OPCR ratings 		AD						For 2 nd semester													
2. Financial Management: Fund Utilization	<ul style="list-style-type: none"> 100% Obligation Rate <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>As of Q2</td> <td>50%</td> </tr> <tr> <td>As of Q3</td> <td>85%</td> <td rowspan="2">100%</td> </tr> <tr> <td>As of Q4</td> <td>100%</td> </tr> </tbody> </table> <p><i>Obligation Rate = $\frac{\text{Obligation}}{\text{Allotment}}$</i></p>		Obligation Rate	Semestral Rate	Q1	15%	50%	As of Q2	50%	As of Q3	85%	100%	As of Q4	100%		FMD	<ul style="list-style-type: none"> Obligation Rate <ul style="list-style-type: none"> 1st Quarter: 20% 2nd Quarter: 50% 					
	Obligation Rate	Semestral Rate																				
Q1	15%	50%																				
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As of Q3	85%	100%																				
As of Q4	100%																					
3. Reporting of Key Frontline Services Accomplishments of DOLE-CO, ROS, POLOs and Attached Agencies	<ul style="list-style-type: none"> Submitted monthly accomplishment report (through online using Google Sheet) in the delivery of the Key Frontline Services aligned with RA 11032's prescribed 		PID	<ul style="list-style-type: none"> Submitted 6 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> </tbody> </table>	MONTH	DATE OF SUBMISSION	January	February 02	February	March 01	March	March 29	April	April 29								
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	Process Cycle Time (PCT) as declared in the DOLE Citizen's Charter and consistent with SPRS or similar reports monthly not later than the 10th day of the month			<table border="1"> <tr> <td>May</td> <td>May 26</td> </tr> <tr> <td>June</td> <td>June 28</td> </tr> </table>	May	May 26	June	June 28															
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4. Human Resource Development Interventions <ul style="list-style-type: none"> Recruitment and Selection 	<ul style="list-style-type: none"> Submitted to the HRDS monthly report on Personnel Complement and Outsourced Workers two (2) working days after the reference month: <ul style="list-style-type: none"> Personnel Complement and Outsourced Workers 		AD	<ul style="list-style-type: none"> Submitted 6 monthly reports to DOLE-HRDS <table border="1"> <thead> <tr> <th>MONTH</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr> <td>January</td> <td>February 05</td> </tr> <tr> <td>February</td> <td>March 02</td> </tr> <tr> <td>March</td> <td>April 05</td> </tr> <tr> <td>April</td> <td>May 05</td> </tr> <tr> <td>May</td> <td>June 05</td> </tr> <tr> <td>June</td> <td>July 05</td> </tr> </tbody> </table>	MONTH	DATE OF SUBMISSION	January	February 05	February	March 02	March	April 05	April	May 05	May	June 05	June	July 05					
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May	June 05																						
June	July 05																						
➤ Capacity Building	<ul style="list-style-type: none"> Submitted to HRDS Agency Training Plan for 2021 on December 28, 2020 Submitted to HRDS 2021 Annual Training Accomplishment Report by end of November 2021 		AD	<ul style="list-style-type: none"> Submitted an advance copy of the NWPC Training Plan for 2021 on 29 July 2021 to DOLE-HRDS 																			
5. Transparency Seal Compliance	<ul style="list-style-type: none"> 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: 		AD, FMD, PID in coordination with concerned program managers	<ul style="list-style-type: none"> 100% of Transparency seal based on GAA, IATF MC 2018-1 requirements posted in the NWPC website 																			

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q 1	Q 2	T 3	A 4	
	Date of On-line Checking <ul style="list-style-type: none"> • Q1: April 15, 2021 • Q2: July 15, 2021 • Q3: September 25, 2021 • Q4: March 15, 2022 <i>*For PBB Requirements Compliance, the usual schedule of validation by the oversight validating office (DBM-OCIO) is October 1 of the year.</i>								

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 RENATO L. EBARLE		SILVESTRE H. BELLO III	
Planning Service		PMT-CHAIRPERSON		Secretary	

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