

National Productivity Conference goes virtual with more sessions this September



National Wages and Productivity Commission

2020 NATIONAL PRODUCTIVITY CONFERENCE WEBINAR SERIES

REGISTER HERE: bit.ly/2020_NPC

Participants shown in thumbnails: DTI Usec. Aldaba, Dr. Enrico C. Parrigot, Hideki Kagohashi, Richard C. Valenzuela, Director Eve, Maricor Caritativo, Ruby Badilles, Atty. Grace, Nesa Nolido.

The NWPC opened the biennial National Productivity Conference last September 3 and will run every Thursday until November 5 in a webinar series format to comply with health and quarantine measures.

This year's Conference is themed "Driving Productivity in a Better Normal" to focus discussions on the most important issue affecting the world of work, which is the COVID pandemic.

Specifically, the topics will focus on country responses and firm level practices to address the impact of COVID-19 from mitigation to recovery.

Local and foreign experts foreign were invited as resource persons to this nine-part webinar series,

The NPC is one of NWPC's and RTWPB's advocacy strategies and platforms to discuss events and developments that affect the country's productivity and competitiveness. For the month of September, additional sessions have been organized.

Automating Workplaces in a Better Normal

Following the first session on the country's recovery plan presented by NEDA Undersecretary Rosemarie Edillon, is the topic on automating workplaces delivered by DTI Undersecretary Raphaelita Aldaba on September 10.

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NWPC conferred the PRIME-HRM Bronze Award

The NWPC was conferred with the prestigious PRIME-HRM Bronze Award for having met Level 2 – Maturity indicators in all of the four (4) core HRM systems.

The results of the onsite assessment by the CSC NCR at the NWPC on November 29 and December 3, 2018 showed that the said agency has met the PRIME-HRM Level 2 – Maturity Indicators in the

Systems, Practices, and Competencies of the following four (4) core HRM Systems: Recruitment, Selection and Placement, Performance Management, Learning and Development, and Rewards and Recognition. It was also found to be consistently compliant with the Civil Service Law and rules in terms of the implementation of the other HR programs and the maintenance of HR Records.

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Undersecretary Aldaba talked about the rise of automation and artificial intelligence (AI) in the country and how it would affect industries during and after the COVID-19 pandemic and the government's strategic plan, key initiatives and milestones needed to realize the country's goal for adopting AI.

Technology-Enabled Solutions: Mitigation to Recovery

The third session of this webinar series was on the topic "Technology-Enabled Solutions: Mitigation to Recovery" with Executive Director Enrico C. Paringit of the Philippine Council for Industry, Energy and Emerging Technology Research and Development (DOST-PCIEERD) as resource person.

Executive Director Paringit discussed information technology-based solutions for mitigating disasters, like the COVID-19 pandemic. He talked about the technologies that businesses adopt to drive production or service delivery targets amid disruption. Moving forward, more enterprises will innovate, automate processes and adopt breakthrough technologies not only to meet health and safety requirements of the

new normal but more importantly bounce back with greater resilience and efficiency to realize productivity growth.

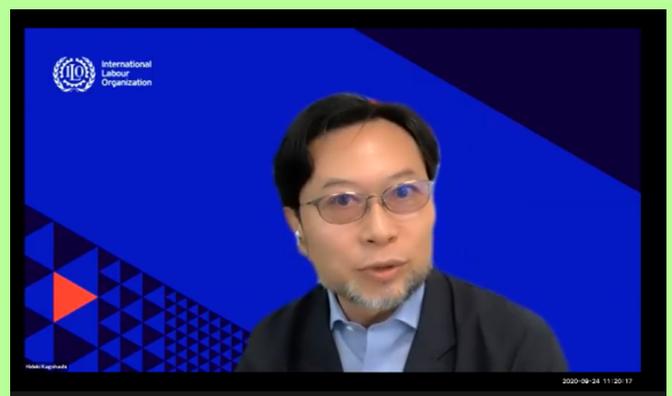
In closing, Dr. Paringit said that "technologies can only be successful if people would use it, keeping an open mind about using these systems and tools to serve our purpose."

Future of Work in a Healthier and More Resilient Environment

Mr. Hideki Kagohashi, Enterprise Development Specialist at ILO-Manila discussed the impact of the pandemic on the world of work, the continuing challenges amid the battle to contain it and country responses to ensure that the future of work is decent, safer, healthier, and more resilient to unlock and enable productivity of workers and enterprises.

In his presentation, he said that "COVID-19 is a catalyst to reinvent the future of work and create opportunities for companies to look at things differently."

The pandemic, he added, has brought the future of work much faster than people thought and that most of the recommendations of the future of work remain valid in the context of new normal.



During the open forum, Mr. Kagohashi was asked about the the new key performance indicators that private companies should look at during and after the pandemic. He replied that the public health authorities and the labor and employment department should sit together to discuss and monitor the right key performance indicators. "We cannot just talk about the typical labor market indicators," Mr. Kagohasi emphasized.



RTWPBs hold regional e-Kapihan sessions



CREATING FIT FOR PURPOSE COMPENSATION PACKAGE IN THE TIME OF COVID

The Regional Tripartite Wage and Productivity Board-National Capital Region organized a webinar entitled “e-Kapihan Session on Creating Fit-for-Purpose Compensation Packages in the Time of Covid 19” on September 16, 2020 via Zoom. The session was all about how well-designed and balanced compensation schemes can be used to leverage employee performance, retention, and loyalty.

Mr. Bienvenido Geronimo C. Puyat Jr. - President and General Manager, Ms. Ma. Carmencia C. Puyat - Vice-President, Mr. Arsenio (Bubot) V. Vidad, Jr.- Senior Supervisor (Human Resource) and Mr. Vivencio (Vhen) Marasigan - Senior Supervisor for Quality and Environmental Management System of Thousand Oaks Packaging Corporation (TOPC) discussed their company’s pay and benefit package.

Meanwhile, RTWPB-CALABARZON conducted an e-Kapihan Session with a tagline: “Anong Diskarteng

Mo?” on September 14, 2020 via Zoom. The session served as a knowledge-sharing platform on designing or re-designing compensation packages that support employment preservation amidst disruption.

Engr. Jaie Ador, CEO of 3D Container and Packaging Philippines Corp and 2019 Productivity Olympics National Winner and Mr. Harley Dave Beltran, CEO of Handcrafted by Harl's and 2019 Productivity Olympics National Finalist served as resource speakers.

In Bicol, RTWPB-V conducted the same session on September 04, 2020 via Zoom with guest speakers were Ms. Mary Anne Brotamante, HRMO of Medical Mission Group- Hospital and Health Services Cooperative, also a Regional Winner of the 2019 Productivity Olympics, and Ms. Charisma Lascota, President of JMH Microfinance, Inc. and 2019

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RTWPB-XII organizes webinar on work-life balance

RTWPB-XII conducted a webinar on Work-Life Balance: Productive Work from Home on September 16, 2020 via Zoom.

The aim of the webinar is to help participants identify ways to achieve a balanced work-life during the lockdown and learn tips on how to be productive while working from home. It also discussed work from home hacks, online security tips, and employee engagement in

a work-from-home arrangement with Board Secretary Jessie dela Cruz as resource person.

Work Life Balance is an introductory module designed to understand the factors for an effective work-life balance and the importance of labor and management partnership towards a successful WLB program, which, in turn, is key to motivating work performance.

NWPC now on YouTube



The NWPC launched its Youtube channel on August 27, 2020. It initially featured its learning sessions and National Productivity Conference (NPC) webinar sessions.

“We will continue to maximize our social media presence to reach our clients in the most efficient and effective manner given the quarantine and

distancing health measures during the pandemic,” Executive Director Maria Criselda Sy said.

The channel will replay NPC webinar sessions held via Zoom and Facebook Live. As of September 14, the channel has had 308 subscribers.

from page 1 NWPC conferred...

PRIME-HRM aims to successfully transform the agencies’ HRM systems, competencies, and practices to elevate public sector HR to a level of excellence for good governance and for efficient and effective public service delivery.

Among the organization’s perks under the PRIME – HRM Level II are the following: 1) authority to approve appointments, subject to post audit; 2) 20% discount on

HRMO or agency representative on trainings and conferences conducted by the Civil Service Institute; 3) endorsement or recommendation for scholarship grants offered by other institutions; 4) nomination to CSC’s certification program for HRMOs subject to the guidelines to be issued by the Commission; 5) exclusive membership to community of learners; and 6) announcement of NWPC’s programs and projects bureau-wide through the CSC website.

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Productivity Olympics National Winner.

RTWPB-VI’s session was held on September 09, 2020 via Zoom with Ms. Carmela Abellar, Officer in-charge of DOLE Aklan Field Office, Mr. Lendie P. Catubig, HR Manager of Henann Group of Resorts, and Ms. Elena P. Brugger, President of The Philippine Chamber of Commerce and Industry in Boracay as resource speakers.

In SOCCSKSARGEN, RTWPB-XII’s session on September 14, 2020 via Zoom featured Director Arlen R. Bisnon, Head of DOLE South Cotabato Field Office as guest speaker who formally opened the session.

Meanwhile, invited resource speakers, Ms. Lucila Zingapan of Sueno Group of Companies and Ms. Rhea Plaza of Dr. Alfreds Essentials, Inc. shared and presented their unique benefits packages in time of pandemic. Both were regional winners of the 2019 Productivity Olympics and became national finalists.

Participants of the regional e-kapihan sessions were oriented on strategies in mitigating the impact of COVID-19 on employees such as by rewarding employees’ performance, and by crafting pay and benefit packages to address the needs of workers during the COVID pandemic.

NWPC welcomes new Attorney

The NWPC welcomes Attorney Hency Tanbengco, as the new Attorney IV of the Review, Appeals and Legal Division (RALD).

Atty. Tanbengco came from the National Economic and Development Authority (NEDA).