



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila



MEMORANDUM

TO: EXECUTIVE DIRECTOR MARIA CRISELDA R. SY
National Wages and Productivity Commission

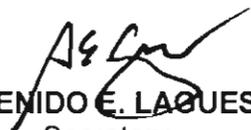
SUBJECT: 2022 OPCR RATING

DATE: 22 JUNE 2023

I am pleased to inform you that the National Wages and Productivity Commission (NWPC) received a rating of **4.872** or **Very Satisfactory** for its 2022 Office Performance Commitment and Review (OPCR).

The OPCR rating will serve as basis in assessing employees performance using the respective Individual Performance Commitment and Review (IPCR).

I commend the NWPC for its contributions in attaining the Department's 2022 targets.


BIENVENIDO E. LAQUESMA
Secretary



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila

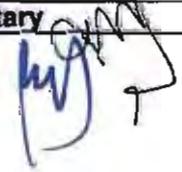


OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)
OFFICE: NATIONAL WAGES AND PRODUCTIVITY COMMISSION

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 **DECEMBER, 2022**.


MARIA CRISELDA R. SY
Head of Agency *jt*
the iv

Date: 15 September 2022

Approved by:	
 BIENVENIDO E. LAGUESMA Secretary 	Date:

5-Outstanding
4-Very Satisfactory
3- Satisfactory
2- Unsatisfactory
1-Poor

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ¹	Q ²	T ³	A ⁴	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(1)	(2)	(3)
CORE INDICATORS									
ORGANIZATIONAL OUTCOME 1: Capacity of MSMEs to implement productivity improvement program enhanced									
Enterprise Productivity Improvement Program		32,782,000							
1. 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	<p>➤ 9,760 MSMEs trained/oriented by end of November</p> <ul style="list-style-type: none"> ● 7,200 MSMEs oriented ● 2,560 MSMEs trained ✓ 98% of the respondents rated the training services as satisfactory or better ✓ 1,152 or 45% of MSMEs trained with PIPs/Action Plans implemented by mid-December (3rd – 4th quarter) ✓ 160 MSMEs successfully implemented its 		RTWPBs in coordination with TTSD	<p>➤ 14,515 (149%) MSMEs trained/oriented with 35,739 participants as of December 2022 (Completed target on May 2022)</p> <ul style="list-style-type: none"> ● 10,767 (150%) MSMEs oriented as of December 2022 ● 3,748 (146%) MSMEs trained as of December 2022 ✓ 100% of the 4,606 respondents rated the training services as satisfactory or better with a response rate of 99% (4,606 out of 4,618) as of December 2022 ✓ 2,572 or 69% of MSMEs trained with PIPs/Action Plans implemented as of December 2022 ✓ 213 (133%) MSMEs successfully implemented its PIP/Action Plans (Terminal 	5	5	5	5.000	
					5	5	5	5.000	
					5	5	4	4.667	PS: Quality dimension was rated based on

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
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	PIP/Action Plans (Terminal Reports) by mid-December			Reports) (Completed target on November 2022)					the submitted supplemental information from NWPC.
2. Technical Assistance on designing productivity performance-based incentive schemes (Tier 2)	<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 2022 ➤ 96 or at least 12% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance-based incentive schemes (PBIS) by mid-December 2022 ➤ 48 establishments with productivity/performance-based incentive schemes documented by mid-December 2022 		<p>RTWPBs in coordination with WPRD</p> <p>RTWPBs in coordination with WPRD</p> <p>RTWPBs in coordination with WPRD</p>	<ul style="list-style-type: none"> ➤ 1,293 (162%) establishments provided with technical assistance on designing/ formulation of productivity/ performance-based incentives schemes as of December 2022 (Completed target on June 2022) ➤ 168 or at least 13% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance-based incentive schemes (PBIS) as of December 2022 (Completed target on September 2022) ➤ 137 (285%) establishments with productivity/performance-based incentive schemes documented as of December 2022 (Completed target on August 2022) 	5	4	5	4.667	
					5	4	5	4.667	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.
3. Development of Productivity Modules and Digital Learning Materials on Productivity	<ul style="list-style-type: none"> ➤ Developed six (6) new modules by EO December 2022 <ul style="list-style-type: none"> 1) Improving Work Life Balance by Implementing Productivity Tools and 		TTSD	<ul style="list-style-type: none"> ➤ Developed seven (7) new modules: <ul style="list-style-type: none"> 1) Improving Work Life Balance by Implementing Productivity Tools and Methodologies in the Better Normal (December 2022) 	NA	5	5	5.000	PS: Quality dimension was rated based on the submitted supplemental

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/Individuals Accountable	Actual Accomplishments	Rating				Remarks
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	<p>Methodologies in the Better Normal</p> <p>2) Improving Productivity through Financial Analysis</p> <p>3) Improving Productivity through Employee Engagement</p> <p>4) Marketing Productivity</p> <p>5) Brand Reputation: Tips on Building a Good Brand Image</p> <p>6) Lean Management 4.0</p>			<p>2) Improving Productivity Through Financial Analysis (December 2022)</p> <p>3) Improving Productivity through Employee Engagement (December 2022)</p> <p>4) Marketing Productivity (September 2022)</p> <p>5) Brand Reputation (August 29, 2022)</p> <p>6) Lean and Industry 4.0 (December 2022)</p> <p>7) WODP Module (Entrepreneurship and Basic Business Plans) (December 2022)</p>					information from NWPC.
	<p>➤ Developed three (3) new e-Learning modules within the year</p> <p>1) 8 Type of Wastes</p> <p>2) Visual Merchandising</p> <p>3) Enhance Stock Control</p>		TTSD	<p>➤ Developed four (4) new e-Learning modules:</p> <p>1) Eight (8) Wastes of LM (October 2022)</p> <p>2) Visual Merchandising (December 2022)</p> <p>3) Stock Control for Productivity Improvement (December 2022)</p> <p>4) Productivity 101 (December 2022)</p>	NA	4	5	4.500	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.
	<p>➤ Upgraded four (4) existing modules by end of September</p> <p>1) Succeeding in Business in the New Normal</p> <p>2) Retail and Visual Merchandising</p> <p>3) Costing and Pricing</p> <p>4) Business Continuity and Resiliency Planning</p>		TTSD	<p>➤ Upgraded five (5) existing modules:</p> <p>1) ISTIV-Succeeding in Business (February 2022)</p> <p>2) Retail and Visual Merchandising (April 2022)</p> <p>3) Costing and Pricing (April 2022)</p> <p>4) Business Continuity and Resiliency Planning (August 2022)</p>	NA	5	5	5	NWPC: "Target was accomplished before September 2023. Additional module was developed last quarter of the

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks												
					Q ¹	Q ²	T ³	A ⁴													
				5) Productivity 101 (December 2022)					year per instruction."												
4. Capacity Building	➤ Conducted capacity building on Design Thinking by EO December 2022		TTSD	➤ Conducted capacity building on Design Thinking on 23-24 November 2022 at the Sequoia Hotel Manila Bay, Paranaque.	NA	5	5	5.000	PS: Timeliness dimension was rated based on the submitted supplemental information from NWPC.												
5. Technical Assistance	➤ Provided technical assistance in the conduct of Productivity Training Programs, as requested by RBs and/or partner agencies		TTSD	➤ Provided forty-two (42) technical assistance in the conduct of Productivity Training Programs, as requested by RBs and/or partner agencies <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>2022</th> <th>NO. OF REQUESTS</th> </tr> </thead> <tbody> <tr> <td>Q1</td> <td>4</td> </tr> <tr> <td>Q2</td> <td>19</td> </tr> <tr> <td>Q3</td> <td>15</td> </tr> <tr> <td>Q4</td> <td>4</td> </tr> <tr> <td>Total</td> <td>42</td> </tr> </tbody> </table>	2022	NO. OF REQUESTS	Q1	4	Q2	19	Q3	15	Q4	4	Total	42	5	5	NA	5.000	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.
	2022	NO. OF REQUESTS																			
Q1	4																				
Q2	19																				
Q3	15																				
Q4	4																				
Total	42																				
	➤ Provided technical assistance with the implementation of the Service Quality Improvement (SQIP) Program of DOLE by 2 nd Semester 2022 <ul style="list-style-type: none"> ● 100% of request in technical assistance on SQ and process improvement acted upon 		TSSD, RTWPBs	➤ 100% of request for technical assistance on the implementation of DOLE Service Quality Improvement (SQIP) Program acted upon by 2 nd Semester 2022 <ul style="list-style-type: none"> ● Acted as resource person during training on Productivity and Service Quality re: Productivity Improvement for 	5	5	NA	5.000	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.												

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/Individuals Accountable	Actual Accomplishments	Rating				Remarks																																
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				BWSC, BLE, BWC, and BLR ((August 25, 30 & 31) <ul style="list-style-type: none"> Conducted face-to-face Training of Trainers for DOLE focal persons on 03-04 October 2022 at the Hotel Lucky China Town Conducted an online run-through of SQIP for the RTWPBs on 07 October 2022 RTWPBs conducted SQIP training for all DOLE Regional Offices 																																					
				<table border="1"> <thead> <tr> <th>REGION</th> <th>DATE CONDUCTED</th> </tr> </thead> <tbody> <tr><td>NCR</td><td>October 25-26</td></tr> <tr><td>CAR</td><td>October 19-20</td></tr> <tr><td>I</td><td>October 20 & December 2</td></tr> <tr><td>II</td><td>October 20-21</td></tr> <tr><td>III</td><td>October 13-14</td></tr> <tr><td>IV-B</td><td>October 28</td></tr> <tr><td>V</td><td>October 27-28</td></tr> <tr><td>VI</td><td>October 24-25</td></tr> <tr><td>VII</td><td>October 24-25</td></tr> <tr><td>VIII</td><td>October 19</td></tr> <tr><td>IX</td><td>November 29</td></tr> <tr><td>X</td><td>October 24-25</td></tr> <tr><td>XI</td><td>December 21</td></tr> <tr><td>XII</td><td>October 17-18</td></tr> <tr><td>XIII</td><td>October 17</td></tr> </tbody> </table> <ul style="list-style-type: none"> Attended all SQIP meetings 	REGION	DATE CONDUCTED	NCR	October 25-26	CAR	October 19-20	I	October 20 & December 2	II	October 20-21	III	October 13-14	IV-B	October 28	V	October 27-28	VI	October 24-25	VII	October 24-25	VIII	October 19	IX	November 29	X	October 24-25	XI	December 21	XII	October 17-18	XIII	October 17					
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				<ul style="list-style-type: none"> Submitted draft Guidelines in the Implementation of DOLE SQIP 					
6. 2022 National Productivity Conference	➤ Conducted 2022 National Productivity Conference by mid-December 2022		PPRD	➤ Conducted 2022 National Productivity Conference with the theme, "Inclusive Rebound: Leveraging Worker Engagement Towards Productivity Growth and Rewards" on 10 November 2022 at the Sheraton Hotel Manila Bay Topics <ol style="list-style-type: none"> <i>Boosting Productivity and Worker Engagement in the Thriving Gig Economy</i> presented by Mr. George Royeca (CEO, Angkas) and Dr. Virgel Binghay (Professor, UP SOLAIR) <i>Steering Worker Engagement in Accelerating Digital Transformation</i> presented by Mr. Robert Gonzales (Chief People Officer, GCash) and Ms. Liezl Dunuan (Workforce Development Manager, Connected Women AI) <i>Optimizing Worker Engagement Practices Using</i> 	5	4	5	4.667	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
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				<p><i>Productivity Rewards System</i> presented by Mr. Alvanson So (HR Head, Canva) and Atty. Riza Mendoza (Senior HR Director, Ampleon)</p> <p>4. <i>Transforming Labor Relations by Encouraging Higher Worker Engagement</i> presented by Atty. Benedicto Bitonio Jr. (Undersecretary, DOLE) and Mr. Darius Guerrero (Vice President, PTGWO)</p> <p>Participants</p> <ul style="list-style-type: none"> ▸ 222 on-site participants (including MSMEs in the nearby region such as NCR, III, and IV-A, and PO national winners and national finalists) ▸ 9,250 Facebook live post reached ▸ 1,130 Zoom unique viewers 					
7. Strengthened convergence with strategic partners and other key government agencies	➤ Finalized Memorandum of Agreements with DTI-Negosyo Center and Cooperative Development Authority within the year		TTSD	<p>DTI</p> <ul style="list-style-type: none"> ➤ Endorsed draft MOA to DTI (Sept 23) ➤ Finalized MOA with inputs from DTI (Oct 25) ➤ Finalized MOA with inputs from BWSC (Dec 1) <p>CDA</p> <ul style="list-style-type: none"> ➤ Organized meeting with CDA (Aug 03) ➤ Endorsed NWPC-finalized MOA to CDA (Aug 04) 	5	5	5	5	

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
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	<ul style="list-style-type: none"> ➤ Submitted concept note on NWPC provision of technical assistance to beneficiaries of DOLE-DILP, WODP and DTI programs 		TSSD, RTWPBs	<ul style="list-style-type: none"> ➤ Submitted NWPC concept note on provision of technical assistance to beneficiaries of DOLE-DILP, WODP and DTI titled "Driving Productivity Towards Enterprise Growth: A Developmental Approach" (August 2022) ➤ Prepared reporting form on technical assistance/demonstration project ➤ Provided technical assistance to beneficiaries of DOLE Livelihood Program and DTI Programs 	5	5	5	5.000	<p>NWPC: "RTWPBs documented 38 demonstration projects on provision of technical assistance to DOLE or DTI beneficiaries based on the concept note"</p> <p>PS: Quality dimension was rated based on the submitted supplemental information from NWPC.</p>
Additional assignments/ instructions from DOLE	<ul style="list-style-type: none"> ➤ Recalibrated and pilot-tested modules relative to TUPAD-Plus, a convergence program with NCMB, BLR and BWSC 		TSSD	<ul style="list-style-type: none"> ➤ Developed and pilot tested the module "Building Blocks to a Productive Workplace" for NCMB (September) ➤ Developed module on Entrepreneurship and Basic Business Plans for WODP (December) 	5	NA	5	5.000	NWPC: "SQIP for tourism workers module was pilot tested in Intramuros for Padyak Drivers (November) and in Baguio City for Pony Boys

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				<ul style="list-style-type: none"> ➤ Developed and pilot tested Stock Control and Costing and Pricing modules for BWSC (July) ➤ Developed and pilot tested module on Service Quality Improvement for Tourism Workers as part of TUPAD Plus (November) 					<p>(December) as part of TUPAD Plus”</p> <p>PS: Quality dimension cannot be rated as the stated accomplishment lacks information on the results / outcomes of the activities</p>
	<ul style="list-style-type: none"> ➤ Submitted inputs under the projects of ASEAN Labor Minister’s Meeting (ALMM) and ASEAN Senior Labor Officials Meeting (SLOM) 		TS, PRS	<ul style="list-style-type: none"> ➤ Prepared and submitted NWPC inputs and comments on the project proposal on the development of ASEAN Labor Productivity Index, as requested by ILAB and ASEAN-ALMM (18 Feb and 19 April 2022) ➤ Participated in the 27th ASEAN Labor Minister’s Meeting (October 28) and prepared concept notes on: <ul style="list-style-type: none"> • Benchmarking of capacity-building given to the labor sector on entrepreneurship • Benchmarking of shared facilities for MSMEs to support innovations in the Agribusiness sector ➤ Prepared and submitted concept note for the ASEAN Senior Labor Officials Meeting-Working Group 	5	NA	5	5.000	<p>Directives from DOLE</p> <p>PS: Quality dimension cannot be rated as the stated accomplishment lacks information on the results / outcomes of the activities</p>

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				<ul style="list-style-type: none"> Benchmarking and Capacity Development on Productivity Improvement, Innovation and Human Resource Practices in the Agriculture in Selected ASEAN+3 Countries” 					
	<ul style="list-style-type: none"> Participated and submitted inputs in the development of the Philippine Development Plan 2023-2028 		PRS, TS	<ul style="list-style-type: none"> Acted as Lead Focal Agency for DOLE for Chapter 7 (Modernizing Agriculture and Agribusiness) Facilitated the submission of DOLE inputs to NEDA Submitted inputs/comments on other PDP Chapters Represented DOLE in PDP meetings and consultations 	5	NA	NA	5.000	Directives from DOLE PS: Quality and Timeliness dimensions cannot be rated as the stated accomplishment lacks information on the results/ outcomes and dates/timetables
ORGANIZATIONAL OUTCOME 2: Fair and reasonable minimum wages in accordance with law ensured									
Wage Regulatory Program		26,560,000							
1. Two-Tiered Wages System									
<ul style="list-style-type: none"> Tier 1 	<ul style="list-style-type: none"> 12 TTWS monthly regional monitoring reports submitted 4 quarterly socio-economic narrative reports prepared At least one (1) public hearing conducted if the Board issues a Wage Order; Consultations, as necessary 		RTWPBs, WPRD, RALD	<ul style="list-style-type: none"> 12 TTWS monthly regional monitoring reports submitted 4 quarterly socio-economic narrative reports prepared 73 public hearings conducted; 68 consultations conducted 	5	5	5	5.000	PS: Quality and Timeliness dimensions were rated based on the submitted supplemental information from NWPC.
	<ul style="list-style-type: none"> Wage Orders issued, as necessary 			<ul style="list-style-type: none"> 16 Wage Orders for private establishments issued 	5	5	NA	5.000	PS: Quality dimension was rated based on

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
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	<ul style="list-style-type: none"> ➤ Percentage of minimum wage rates above poverty threshold: <ul style="list-style-type: none"> ● 100% of wage rates above the 2012 poverty threshold ● 100% of wage rates above the 2015 poverty threshold ● 41.43% of wage rates above the 2018 poverty threshold 			<ul style="list-style-type: none"> ➤ Percentage of minimum wage rates above poverty threshold: <ul style="list-style-type: none"> ● 100% of wage rates above the 2012 poverty threshold ● 100% of wage rates above the 2015 poverty threshold ● 87.8% of wage rates above the 2018 poverty threshold 	NA	5	NA	5.000	the submitted supplemental information from NWPC.
➤ Facility Evaluation (FE)	➤ 100% of requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon within the prescribed 35-day PCT		RTWPBs in coordination with WPRD	➤ 100% of 78 FE applications/requests from firms with complete documents acted upon within the prescribed 35-day PCT <ul style="list-style-type: none"> ● All 78 FE orders issued 	5	NA	5	5.000	NWPC: "Continue to implement pending proposed review of DO 126-13"
➤ Time & Motion Studies (TMS)	➤ 100% of requests for technical assistance on Time & Motion Studies (TMS) with complete supporting documents acted upon within the prescribed 35-day PCT		RTWPBs in coordination with WPRD	➤ 100% of 23 applications/requests with complete documents acted upon within the prescribed 35-day PCT <ul style="list-style-type: none"> ● All 23 TMS Orders issued 	5	NA	5	5.000	NWPC: "Continue to implement pending proposed review of DO 125-13"
➤ 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 in coordination with WPRD	➤ 100% of 76 Applications/requests with complete documents acted upon within 10 days <ul style="list-style-type: none"> ● 74 Orders issued ● 2 applications returned due to non-compliance 	5	NA	5	5.000	

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➤ Minimum Wage for Domestic Workers	➤ Domestic Wage Order issued, as necessary <ul style="list-style-type: none"> At least one (1) public hearing conducted if the Board issues a Wage Order; Consultations, as necessary 		RTWPBs in coordination with WPRD and RALD	➤ 16 Domestic Wage Orders issued <ul style="list-style-type: none"> 32 public hearings conducted; 33 consultations conducted 	5	5	NA	5.000	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.																										
2. Wage Exemption Application ➤ Resolution on Wage Exemption Applications	➤ Achieved 98% disposition rate on application for exemption filed with RBs within the 45-day reglementary period		RTWPBs	➤ 89 out of 89 or 100% disposition rate on application for exemption filed with RBs within the 45-day reglementary period	5	5	5	5.000	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.																										
➤ Report on Status of Wage Exemption Applications submitted to NCMB	➤ Submitted 12 monthly reports to NCMB every end of the month		RALD	➤ Submitted 12 monthly reports on status of wage exemption applications to NCMB <table border="1" data-bbox="1310 901 1646 1340"> <thead> <tr> <th>MONTH</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr><td>January</td><td>January 26</td></tr> <tr><td>February</td><td>February 28</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 27</td></tr> <tr><td>July</td><td>July 26</td></tr> <tr><td>August</td><td>August 31</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>November 29</td></tr> <tr><td>December</td><td>December 28</td></tr> </tbody> </table>	MONTH	DATE OF SUBMISSION	January	January 26	February	February 28	March	March 25	April	April 26	May	May 25	June	June 27	July	July 26	August	August 31	September	September 29	October	October 28	November	November 29	December	December 28	5	NA	5	5.000	
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3. Appeals on Wage Orders and Wage Exemption Applications	<ul style="list-style-type: none"> ➤ Achieved 98% disposition rate on appeal on wage orders and exemption cases within the 60-day reglementary period 		RALD	<ul style="list-style-type: none"> ➤ 14 out of 14 or 100% disposition rate on appeal on wage orders and exemption cases within the 60-day reglementary period 	5	4	5	4.667	PS: Quality dimension was rated based on the submitted supplemental information from NWPC (i.e. 12 out of 14, or 85.7% → rating of 3)
4. Advocacy and Information Services - Tamang Kaalaman sa Kita at Kakayahan (T3K)	<ul style="list-style-type: none"> ➤ 300,000 clients reached thru advocacy and information services by end of November 2022 • Public information assistance provided to clients • IEC materials developed and disseminated • Wage Clinique/Seminars/LS • Mass media campaigns ✓ 98% of the respondents rated the frontline services as satisfactory or better 		RTWPBs, PID	<ul style="list-style-type: none"> ➤ 399,663 (133%) clients reached thru advocacy and information services as of December 2022 • 17,759 public information assistance provided to clients • 89,921 IEC materials developed and disseminated • 21,387 wage clinique/seminars/LS • 270,596 mass media campaigns ✓ 100% of the 2,446 respondents rated the frontline services as satisfactory or better with a response rate of 85% (2,446 out of 2,890) 	5	5	5	5.000	

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"> Provision of technical assistance to establishments on minimum wage and wage distortion concerns, upon request 		RTWPBs	Technical Assistance to Firms <ul style="list-style-type: none"> RTWPBs extended technical assistance to firms in the form of one-on-one consultations or review of their computations using the formulas to address wage distortion 293 enterprises benefitted from the consultations from July to December 2022 					
6. Research studies/technical papers/reports on wages and productivity as bases for sound policy formulation/ recommendation	<ul style="list-style-type: none"> Completed eight (8) research studies/ technical papers/ reports on wages and productivity within the year, namely: (Research titles may change depending on the instructions/priorities set by the Commission) <p>1. Assessment of Productivity Toolbox</p>		PPRD in coordination with TSSD	<ul style="list-style-type: none"> Completed eight (8) research studies/ technical papers/ reports on wages and productivity within the year, namely: (Research titles may change depending on the instructions/priorities set by the Commission) <p>Research completed and submitted (Dec 28)</p> <ul style="list-style-type: none"> Prepared/revised/submitted the following documents: Timeline of Activities, Concept Note, Guide Question for Focus Group 	5	5	5	5.000	PS: Quality dimension was rated based on the submitted supplemental

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
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				<p>Discussions (FGDs), invitation letters for beneficiaries, document review guide, template of invitation letters for FGD participants, memo for RBs, presentation material for the conduct of FGD</p> <ul style="list-style-type: none"> ▸ Conducted data cleaning on the list of Productivity Toolbox beneficiaries for sampling purposes and preparation of necessary documents for the selection of participants to the FGD ▸ Reviewed and assessed terminal reports of selected Productivity Toolbox beneficiaries and prepared summary of findings ▸ Conducted virtual FGDs ▸ Processed and analyzed FGD responses from the MSMEs, RTWPB trainers, and document/desk review observations ▸ Prepared the research paper 					information from NWPC.
	2. Review of the criteria and mechanics of the Productivity Olympics		PPRD	<p>Operations manual submitted (Nov 17)</p> <ul style="list-style-type: none"> ▸ Finalized and approved concept note ▸ Prepared and submitted Productivity Olympics Guidebook Manual ▸ Prepared and submitted memorandum for selected TWG on Review of PO Criteria, Mechanics, Guidelines, and key area of discussion matrix for review ▸ Provided information on Productivity Olympics data to PRS 	5	5	5	5.000	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ¹	Q ²	T ³	A ⁴	
				<p>director for the orientation of new Board Members</p> <ul style="list-style-type: none"> Prepared and submitted consolidated matrix of the proposed criteria and mechanics 					
	3. Amendments to Republic Act 6971		PPRD	<p>Continuing initiative- Conducted regular monitoring of schedule of committee meetings/ hearings at the Senate and House of Representatives for the amendatory bills to RA 6971 19th Congress</p> <ul style="list-style-type: none"> Prepared memo to DLLO for 19th Congress and Status of Amendment of RA 6971 (18th Congress) Provided inputs to the exploratory note of the proposed bill on productivity of Cong. Mark Go for the 19th Congress Prepared and submitted memo to TCLM regarding NWPC's position to repeal RA No. 6971 Prepared data requested by Representative Arlene Brosas containing productivity improvement program and gainsharing scheme based on the results of PSA survey for the interpolation of the bill at Congress Prepared and sent letter to Senator Jinggoy Estrada on the possible sponsorship for the repeal of RA No. 6971 as supported by the Secretary of Labor and Employment 	NA	5	5	5.000	<p>NWPC: "19th Congress House Bill 637 or the Enterprise Productivity Act (consolidated with House Bill Nos. 77 by Congressman Michael Romero and 985 by Congressman Mark Go) principally authored by Congressman Joey Salceda was approved during the HCOLE 2nd Committee Meeting.</p> <p>Senator Jinggoy Estrada sponsored and filed the repealing bill under Senate Bill 1333 on 20</p>

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ¹	Q ²	T ³	A ⁴	
									September 2022. PS: Quality dimension was rated based on the submitted supplemental information from NWPC.
	4. A Study on the Prevailing Wage and Productivity Practices of Barangay Micro-Business Enterprises		WPRD	Final draft of the research report submitted (Dec 2022) <ul style="list-style-type: none"> ▸ Prepared and presented FGD Guide to the Commission en Banc ▸ Closely coordinated with DTI on the requested BMBE data and list of BMBE focal persons ▸ Prepared and disseminated memo to the RTWPBs to commence coordination with BMBE focal persons on the FGDs ▸ Conducted orientation on the FGD guide for the RTWPBs ▸ Facilitated the conduct of FGD in RBs CAR, NCR, I, II, III, IVA, IVB, V, VII, VIII, IX, X, XII & CARAGA ▸ Gathered documentation reports and conducted preliminary analysis of the information collected ▸ Prepared presentation material and initial findings on BMBE FGD ▸ Prepared status update letter to DTI on BMBE study 	5	4	5	4.667	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ¹	Q ²	T ³	A ⁴	
	5. Exploratory Study on the Effects of Minimum Wage on Workers in the Informal Sector <ul style="list-style-type: none"> Developed third-party expert's TOR for submission to ILO within the year 		WPRD	Deferred <ul style="list-style-type: none"> Drafted/submitted/revised: <ul style="list-style-type: none"> ✓ Concept Note ✓ Terms of Reference ✓ Financial Proposal Prepared/submitted/sent letter to PSA for FIES and LFS PUFs Organized, attended and documented: <ul style="list-style-type: none"> Huddle with prospective consultant Huddle with ILO for financial and technical assistance Coordinated with the prospective consultant and ILO on their comments and inputs on the Terms of Reference Presented the Concept Note and Terms of Reference to the Commission en Banc Followed-up ILO on their comments/inputs to the Terms of Reference 	NA	NA	NA	NA	Subject to the availability of technical and financial assistance from the ILO PS: Indicator not to be rated due to deferment
	6. Exploratory Study on the Influence of Minimum Wage Issuances to CBA-Negotiated Wage Increases		WPRD	Research completed and submitted (Dec 2022) <ul style="list-style-type: none"> Prepared/submitted concept note Drafted letter to BLR requesting FGD participants from the management and labor sectors Prepared, submitted and presented FGD Guide to the Executive Director Coordinated with BLR on FGD participants and CBAs with economic/wage provisions in NCR Attended FGDs on CBA negotiated wage increases for Management 	5	4	5	4.667	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
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				<ul style="list-style-type: none"> and Labor on July 22 and 29 respectively • Prepared transcription and highlights of the FGD for management and labor • Coordinated with BLR requesting database on number of covered workers in the registered CBA in NCR • Prepared/submitted the following: <ul style="list-style-type: none"> ✓ Inputs on registered CBA based on BLR data with effectivity date from Nov. 22, 2018 to May 22, 2019 in NCR ✓ Analysis of NCR registered CBA ✓ Narrative report and presentation material • Reviewed the wage increase provision of the 31 CBAs submitted • Provided additional inputs/reviewed the narrative report • Prepared the research paper 					
	7. Review on How the Pandemic Influenced the Legal and Policy Frameworks on Employment and Work Arrangement		RALD	Research completed and submitted (Dec 2022) <ul style="list-style-type: none"> • Facilitated migration of data to the system and data gathering/processing of common gaps • Conducted Desk Research • Analyzed the results of the desk • Conducted Desk Research • Analyzed the results of the desk research • Formulated findings based on the results of the desk research 	5	5	5	5.000	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
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	8. Formulation of NWPC Guidelines for Cyber Security which will form part of the NWPC Data Privacy Manual		RALD	Guidelines completed (Dec 2022) <ul style="list-style-type: none"> ▸ Prepared/submitted concept note ▸ Conducted Desk Research ▸ Crafted the Guidelines 	5	5	5	5.000	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.
7. Policy Development ✓ Reactivation of the TCLM	➤ Submitted position papers/technical inputs to wages and productivity related policies to TCLM, as instructed/ requested		WPRD, PPRD and RALD	➤ Provided comments/inputs to pending bills on the following topics: <ul style="list-style-type: none"> ● Freelancer's Workers Protection Act (HB 1527); ● National Minimum Wage Bills (HBs 541, 525, 1111, 1579, 3308, 4471, and 4898); ● Corporate Social Responsibility Act (HBs 451, 800, 1001, 3627, and 4139); ● National Digital Careers Act (SB 1469); and ● Enterprise Productivity Act (SB 1333) ● Pangkabuhayan Act of 2022 (HB 2603) ● Access to Loan Grants of Small Businesses (HR 174) ● Alternative Work Arrangements in Enterprises (SB 135 and 643) ● Additional Service Incentive Leave (HB 988) ● Enterprise Productivity Act (HB 637) 	5	5	4	4.667	PS: Quality and Timeliness dimensions were rated based on the submitted supplemental information from NWPC.

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					Q ¹	Q ²	T ³	A ⁴	
8. Provision of technical assistance as member of the TWG on the Review of DO 183-2017 Revised Rules on Administration and Enforcement of Labor Laws	➤ Actively participated in the review of DO 183-2017 by providing the necessary comments/inputs during meetings and as required		WPRD and RALD	➤ The Committee is yet to convene.	NA	NA	NA	NA	PS: Indicator not to be rated based on stated accomplishment
9. Strengthening Tripartism, Social Dialogue, and Consultations ➤ In relation to the immediate appointment of sectoral representatives	➤ Submitted to the Bureau of Labor Relations (BLR) all pending and new nominations received, including those previously submitted to the Office of the President, as necessary		RALD	<ul style="list-style-type: none"> ➤ All pending nominations received by NWPC, as well as those submitted to OP but unacted upon by the last administration, and new nominations received, were submitted to the BLR (nomination and profile [PDS/CV[Bio-data]]) ➤ NWPC assisted BLR in the preparation of background matrix of all nominees, provided with list of incumbents with data on appointment and years of hold-over, and of those with recommendations from the respective Regional Directors ➤ Submitted updated matrices of NWPC and RTWPBs Sectoral nominees to BLR for their endorsement to DOLE Undersecretary ➤ New appointments for 41 seats to the Commission and various RTWPBs were issued by the President. 39 out of 41 of these sectoral representatives took their oath before the Secretary of Labor 	5	5	NA	5.000	<p>NWPC: "Appointment of sectoral representatives is with the Office of the President"</p> <p>PS: Quality dimension was rated based on the submitted supplemental information from NWPC.</p>

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
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				<p>on 01 December 2022 at the LGLC, DOLE Building, Intramuros, Manila.</p> <p>➤ There is continuous coordination with BLR for the remaining vacancies in the RTWPBs for processing of nominees and immediate filling-up of vacancies.</p>					
➤ Capacity building of sectoral representatives	<p>➤ Conducted capacity building for sectoral representatives related to minimum wage determination in coordination with NEDA</p> <ul style="list-style-type: none"> Developed concept note for this activity within the year 		WPRD, RALD	<ul style="list-style-type: none"> Prepared concept note on Basic Course on Labor Economics related to Minimum Wage Determination Sent letter of request to NEDA seeking comments and inputs on the contents of the concept note (Sept 07) Presented contents of concept note during the Commission Meeting (Sept 23) Sent letter to NEDA to request resource speakers for the identified course topics (Oct 10) Constantly coordinated with NEDA to follow-up on the latest request (Oct-Dec) 	5	5	5	5.000	PS: Quality dimension was rated based on the submitted supplemental information from NWPC.
	<ul style="list-style-type: none"> Developed onboarding learning materials for sectoral representatives 		RALD, AD-HR (including other divisions)	<ul style="list-style-type: none"> Onboarding materials developed and used during the 02 December 2022 onboarding activity 	5	5	5	5.000	PS: Quality dimension was rated based on the submitted

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									supplemental information from NWPC.																																						
	<ul style="list-style-type: none"> Conducted onboarding activities upon appointment of sectoral representatives 		RALD, AD-HR, RTWPB	<ul style="list-style-type: none"> The NWPC Secretariat held an onboarding activity for the newly appointed sectoral representatives on 02 December 2022 at St. Giles, Makati. 	5	5	5	5.000	PS: Quality and Timeliness dimensions were rated based on the submitted supplemental information from NWPC.																																						
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 2022 by 31 March 2022 		PID, RTWPBs, Directorate	<ul style="list-style-type: none"> Submitted to IPS a copy of the approved Communication Plan of the NWPC for January to December 2022 on 28 March 2022 	-	5	5	5																																							
	<ul style="list-style-type: none"> Submitted to IPS at least three (3) Good News Stories and/or Press Releases by end of each month 		PID, RTWPBs	<ul style="list-style-type: none"> Submitted 12 monthly reports 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>7</td><td>Feb 09</td></tr> <tr><td>February</td><td>10</td><td>Mar 09</td></tr> <tr><td>March</td><td>6</td><td>Apr 22</td></tr> <tr><td>April</td><td>7</td><td>May12</td></tr> <tr><td>May</td><td>6</td><td>May 31</td></tr> <tr><td>June</td><td>8</td><td>June 30</td></tr> <tr><td>July</td><td>7</td><td>Aug 01</td></tr> <tr><td>August</td><td>5</td><td>Sept 01</td></tr> <tr><td>September</td><td>4</td><td>Sept 28</td></tr> <tr><td>October</td><td>5</td><td>Oct 28</td></tr> <tr><td>November</td><td>5</td><td>Nov 29</td></tr> <tr><td>December</td><td>5</td><td>Jan 04</td></tr> </tbody> </table>	MONTH	QTY	DATE	January	7	Feb 09	February	10	Mar 09	March	6	Apr 22	April	7	May12	May	6	May 31	June	8	June 30	July	7	Aug 01	August	5	Sept 01	September	4	Sept 28	October	5	Oct 28	November	5	Nov 29	December	5	Jan 04	5	5	2.58	4.19
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	<ul style="list-style-type: none"> 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"> Submitted 12 monthly reports 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>7</td><td>Feb 09</td></tr> <tr><td>February</td><td>10</td><td>Mar 09</td></tr> <tr><td>March</td><td>6</td><td>Apr 22</td></tr> <tr><td>April</td><td>7</td><td>May 12</td></tr> <tr><td>May</td><td>6</td><td>May 31</td></tr> <tr><td>June</td><td>8</td><td>June 30</td></tr> <tr><td>July</td><td>7</td><td>Aug 01</td></tr> <tr><td>August</td><td>5</td><td>Sept 01</td></tr> <tr><td>September</td><td>4</td><td>Sept 28</td></tr> <tr><td>October</td><td>5</td><td>Oct 28</td></tr> <tr><td>November</td><td>5</td><td>Nov 29</td></tr> <tr><td>December</td><td>5</td><td>Jan 04 2023</td></tr> <tr> <td>Total</td> <td>75</td> <td></td> </tr> </tbody> </table>	MONTH	QTY	DATE	January	7	Feb 09	February	10	Mar 09	March	6	Apr 22	April	7	May 12	May	6	May 31	June	8	June 30	July	7	Aug 01	August	5	Sept 01	September	4	Sept 28	October	5	Oct 28	November	5	Nov 29	December	5	Jan 04 2023	Total	75		5	-	5	5	
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	<ul style="list-style-type: none"> Attended 100% of requests for TV/radio interviews 		Directorate, PID, RTWPBs	<ul style="list-style-type: none"> Attended 100% of 120 requests for TV/radio interviews 	5	-	-	5																																											
2. Implementation of Quality Management System (QMS) aligned with International Organization for Standardization (ISO) Standards or Continuing ISO certification of Process/es and System/s	<ul style="list-style-type: none"> Sustained certification to ISO 9001:2015 by the end of December 2022 		QMS Committee and Program Managers	<ul style="list-style-type: none"> Passed and sustained the ISO 9001:2015 Certification The recertification audit was conducted by the TUV Rheinland on 01-02 March 2022. 	5	5	5	5																																											
	<ul style="list-style-type: none"> Submission of QMS Quarterly Reports on the continual improvements activities and initiatives using the prescribed 		QMS Committee and Program Managers	<ul style="list-style-type: none"> Submitted QMS Progress Report to DOLE-FMS 1st Quarter: 31 March 2022 2nd Quarter: 08 July 2022 																																															

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	format on or before the 15th day of the month following the reference quarter			3 rd Quarter: 11 October 2022 4 th Quarter: 12 January 2023	5	5	5	5																																								
3. NWPC Citizen Charter/ Anti-Red Tape Act (ARTA) Implementation/ Hotline 8888	<p>➤ Resolved 100% of complaints/requests for assistance to clients coursed through the Hotline 8888, CSC Contact Center ng Bayan and Office of the Secretary within the required 72-hour response time upon receipt of DOLE Focal Office online system</p> <p><i>Note: Resolved means the provided proof of appropriate, concrete and specific action coupled with proof of proper coordination and communication with the caller has been submitted and accepted for closure. While Compliance is measured within the prescribed time frame of 72 hours. Both mechanisms will form part of the eligibility criteria for 2022 Performance-Based Bonus.</i></p>		AD	<p>➤ Submitted 12 monthly reports to DOLE-HRDS (Complaints Unit) and Office of Usec. Ebarle with breakdown as follows:</p> <table border="1"> <thead> <tr> <th>MONTH</th> <th>NUMBER OF COMPLAINT</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr><td>January</td><td>None</td><td>Jan 31</td></tr> <tr><td>February</td><td>2</td><td>Feb 28</td></tr> <tr><td>March</td><td>10</td><td>Mar 31</td></tr> <tr><td>April</td><td>2</td><td>Apr 29</td></tr> <tr><td>May</td><td>5-6*</td><td>May 31</td></tr> <tr><td>June</td><td>2</td><td>Jun 30</td></tr> <tr><td>July</td><td>5</td><td>Jul 29</td></tr> <tr><td>August</td><td>6</td><td>Aug 31</td></tr> <tr><td>September</td><td>4</td><td>Sept 30</td></tr> <tr><td>October</td><td>5</td><td>Oct 28</td></tr> <tr><td>November</td><td>1</td><td>Nov 29</td></tr> <tr><td>December</td><td>2</td><td>Jan 03 2023</td></tr> </tbody> </table> <p>* Two tickets registered for one client (lengthy query) then responded once</p>	MONTH	NUMBER OF COMPLAINT	DATE OF SUBMISSION	January	None	Jan 31	February	2	Feb 28	March	10	Mar 31	April	2	Apr 29	May	5-6*	May 31	June	2	Jun 30	July	5	Jul 29	August	6	Aug 31	September	4	Sept 30	October	5	Oct 28	November	1	Nov 29	December	2	Jan 03 2023	5	5	4.71	4.90	T= With 2 tickets resolved beyond 72 hours
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	➤ Submitted Annual Report on the results of Client/Citizen Satisfaction Survey for CY 2022		PID	<p>➤ Submitted CY 2022 CSM Report to DOLE-IAS on 13 January 2023</p> <p>➤ Submitted 12 monthly CSM reports to DOLE-IAS</p> <table border="1"> <thead> <tr> <th>MONTH</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr><td></td><td></td></tr> </tbody> </table>	MONTH	DATE OF SUBMISSION																										5	4	4.5	T: 1-5 days delayed													
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				January	February 8					
				February	March 7					
				March	April 6					
				April	May 11					
				May	June 8					
				June	July 5					
				July	August 11					
				August	September 7					
				September	October 6					
				October	November 9					
				November	December 13					
				December	January 5, 2023					
GENERAL ADMINISTRATION AND SUPPORT SERVICES										
1. Strategic Performance Management System (SPMS)	<p>➤ Submitted to HRDS Summary of 2023 Individual Development Plan (IDP) of office personnel (Division Chief/ FO Head level and below) with scanned copy of IDPs by 1st week of November 2022</p> <p><i>Note: AO 533, S.2018 IV.9. "A.O. No. 533, S.2018, V.4.1. Using the results of the IPCR ratings and the Individual Development Plan prepared by the Heads and the Division Chiefs/ equivalent, the Office/Agency PMT shall hold</i></p>		AD	➤ Indicative IDP Summary was emailed to HRDS on November 04. The final version duly signed by the MSS Director was subsequently endorsed to HRDS on November 09.	5	2	5	4	HRDS's Career Dev't. Unit seconded with NWPC in the latter's non-submission of DOLE's IDPs since NWPC has its own ISO form on Individual Competency Assessment Survey Form (ICASF). Only the summary matrix was required by HRDS	

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/Individuals Accountable	Actual Accomplishments	Rating				Remarks																										
					Q ¹	Q ²	T ³	A ⁴																											
	<i>a discussion with individual employees the strengths, competency-related performance gaps and the opportunities to address these gaps, career paths and alternatives."</i>																																		
2. Reporting of Key Frontline Services Accomplishments of DOLE-CO, ROS, POLOs and Attached Agencies	<p>➤ 100% (completed) of Key Frontline Services/ transactions delivered within the prescribed Process Cycle Time (PCT) as declared in the NWPC Citizen's Charter and reported monthly to the IAS</p>		PID	<p>➤ Submitted 12 monthly reports to IAS</p> <table border="1"> <thead> <tr> <th>MONTH</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr><td>January</td><td>February 03</td></tr> <tr><td>February</td><td>March 04</td></tr> <tr><td>March</td><td>March 31</td></tr> <tr><td>April</td><td>May 02</td></tr> <tr><td>May</td><td>June 03</td></tr> <tr><td>June</td><td>July 01</td></tr> <tr><td>July</td><td>August 01</td></tr> <tr><td>August</td><td>August 31</td></tr> <tr><td>September</td><td>October 03</td></tr> <tr><td>October</td><td>November 02</td></tr> <tr><td>November</td><td>December 02</td></tr> <tr><td>December</td><td>January 04, 2023</td></tr> </tbody> </table>	MONTH	DATE OF SUBMISSION	January	February 03	February	March 04	March	March 31	April	May 02	May	June 03	June	July 01	July	August 01	August	August 31	September	October 03	October	November 02	November	December 02	December	January 04, 2023	5	n/a	5	5	
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3. Capacity Building Programs on Managerial, Functional, Core and Organizational Competencies for DOLE Employees	<p>➤ Submitted to HRDS 2023 Annual Training Plan Accomplishment for office personnel by 3rd week of November 2022</p>		AD	<p>➤ Advanced copy of 2023 ATP for CO and finalized ATPs for each 16 RBs were emailed to HRDS on November 18. The final version of CO's 2023 ATP approved by the NWPC Head was subsequently</p>	5	5	2	4	The NWPC Head instructed the 16 RBs via memo. to formulate their own respective 2023 ATPs.																										

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/ Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ¹	Q ²	T ³	A ⁴	
				endorsed to HRDS on November 29.					SDD T: submitted beyond the deadline
4. Transparency Seal Compliance	<p>➤ 100% compliance with Transparency Seal requirements in accordance with the General Appropriations Act (GAA), IATF Memorandum Circular 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"> ● Q4 2021 - March 10, 2022 ● Q1 2022 - May 10, 2022 ● Q2 2022 - August 10, 2022 ● Q3 2022 - September 26, 2022 		AD, FMD, PID in coordination with concerned program managers	<p>➤ 100% of Transparency seal based on GAA, IATF MC 2018-1 requirements posted in the NWPC website</p>	N/A	4.63	4.25	4.44	Q2 & T: 89% Compliant in 2021 4th Quarter

AVERAGE RATING

Category	Rating				
Core Indicators	201.836 total of ratings	/	41 total indicators rated	=	4.923 average
	80% weight	x	4.923 average	=	3.938 weighted average
Non-Core Indicators	56.030 total of ratings	/	12 total indicators rated	=	4.669 average
	20% weight	x	4.669 average	=	0.934 weighted average
Total Overall Rating					
Final Average Rating	3.938 CORE	+	0.934 NON-CORE	=	4.872
Adjectival Rating	VS				

Assessed by:		Final Rating by:	
Date		Date	
	 DIRECTOR ADELINE T. DE CASTRO Planning Service		 BIENVENIDO E. LAQUESMA Secretary
	 UNDERSECRETARY CIRIACO A. LAGUNZAD III PMT-CHAIRPERSON		

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