



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



MEMORANDUM

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

SUBJECT: 2024 FINAL OPCR RATING

DATE: 21 MAY 2025

I am pleased to inform you that the NWPC received a rating of **4.952** or **Very Satisfactory** for its 2024 Office Performance Commitment and Review (OPCR).

The OPCR rating will serve as a basis in assessing employee's performance using the Individual Performance Commitment and Review (IPCR).

I commend the NWPC for its contributions in attaining the Department's 2024 targets.


BIENVENIDO E. LAGUESMA
Secretary



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
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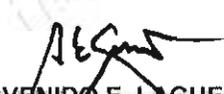


OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)
OFFICE: NATIONAL WAGES AND PRODUCTIVITY COMMISSION

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, 2024**.


MARIA CRISELDA R. SY
Executive Director IV ⁹²¹

Date: 21 January 2025

Approved by:	Date:
 BIENVENIDO E. LAGUESMA Secretary	

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)	(8)	(9)	(10)
CORE INDICATORS									
ORGANIZATIONAL OUTCOME 1: Capacity of MSMEs to implement productivity improvement program enhanced									
Enterprise Productivity Improvement Program		31,844,000							
1. Productivity Toolbox: Training and Orientation (to improve workers' capacity and enterprise competitiveness)	<ul style="list-style-type: none"> ▸ 20,000 MSMEs trained/oriented by end of November 2024 <ul style="list-style-type: none"> ▪ 16,000 MSMEs oriented ✓ 98% of respondents rated the training services as satisfactory or better ▪ 4,000 MSMEs trained ✓ 2,000 or at least 50% of MSMEs trained with PIPs/Action Plans implemented by end of December 2024 ✓ 224 MSMEs successfully implemented its PIP/Action Plans (Terminal Reports) by mid-December 2024 		TTSD, RTWPBs	<ul style="list-style-type: none"> ▸ 28,767 (144%) MSMEs trained/oriented as of December 2024 (<i>Annual target completed in June 2024</i>) <ul style="list-style-type: none"> ▪ 23,579 (147%) MSMEs oriented ✓ 99% or 7,227 of 7,228 respondents rated the training services as satisfactory or better ▪ 5,188 (130%) MSMEs trained ✓ 3,428 (66%) of MSMEs trained with PIPs/Action Plans as of December 2024 (<i>Annual target of 2,000 MSMEs with action plans implemented completed in September 2024</i>) 	5	5	5	5	
					5	5	5	5	

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"> ✓ 270 (120%) MSMEs successfully implemented PIP/Action Plans (Terminal Reports) as of December 2024 (All approved upon first submission with 1 minor change) (<i>Annual target completed in November 2024</i>) 	5	5	5	5	
2. Technical Assistance on designing productivity performance-based incentive schemes (PBIS)	<ul style="list-style-type: none"> ▶ 1,520 establishments provided with technical assistance on designing/ formulation of productivity/ performance-based incentives schemes completed by December 2024 • 320 or at least 21% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance-based incentive schemes (PBIS) by December 2024 • 96 establishments with productivity/performance-based incentive schemes documented by December 2024 		WPRD, RTWPBs	<ul style="list-style-type: none"> ▶ 1,709 (112%) establishments provided with technical assistance on the formulation/design of productivity/ performance-based incentives schemes as of December 2024 (<i>Annual target completed in September 2024</i>) • 359 (21%) of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance-based incentive schemes (PBIS) as of December 2024 (<i>Annual target completed in October 2024</i>) ▶ 140 (146%) establishments with productivity/performance-based incentive schemes documented as of December 2024 (Majority were approved upon first 	5	5	5	5	
					5	5	5	5	

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. Development of Productivity Modules	<ul style="list-style-type: none"> ▸ Developed three (3) new modules by end of December 2024 <ol style="list-style-type: none"> 1. Operations Management 2. Improving Productivity through Effective Cash Flow Management 3. Better Mental Health for Better Productivity 		TTSD	<ul style="list-style-type: none"> ▸ submission with 1 minor change) (Annual target completed in September 2024) ▸ Developed three (3) new modules in October 2024, and 100% of the proposed contents were incorporated in the module <ol style="list-style-type: none"> 1. Improving Productivity Through Operations Management 2. Improving Productivity through Effective Cash Flow Management 3. Better Mental Health for Better Productivity 	5	5	5	5	
4. Technical Assistance	<ul style="list-style-type: none"> ▸ Provided technical assistance in conducting Productivity Training Programs, as requested by RBs and/or partner agencies ▸ Provided technical assistance in ensuring the inclusion of productivity indicators in project evaluation, implementation and monitoring, as requested by DOLE CO/ROs. 		TTSD	<ul style="list-style-type: none"> ▸ Provided 100% of the requested thirty-eight (38) technical assistance in conducting Productivity Training Programs to RBs and/or partner agencies within the prescribed date of assistance ▸ Provided technical assistance to <ol style="list-style-type: none"> 1. BLE on analyzing documents for DOLE-AMP implementation 2. BWC on the productivity improvement program under TAV 3. BWC and DOLE Regional Offices on the strategic compliance plan for the coconut industry in Quezon 	5	5	5	5	

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/Individuals Accountable	Actual Accomplishments	Rating				Remarks
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5. 2024 National Productivity Conference (NPC)	<ul style="list-style-type: none"> Conducted the 2024 NPC by mid-December 2024 		PPRD	<p>Province and the sardines industry in Zamboanga</p> <ul style="list-style-type: none"> 4. BWSC on productivity orientation/trainings for DILP focal persons and beneficiaries 5. ILS on "Trabahong Trending" advocacy <ul style="list-style-type: none"> The 9th Season of the NPC was conducted on 14 October 2024 at the Crowne Plaza Manila Galleria with 15,266 participants: 264 in-person (51% male & 49% female), 442 Zoom Webinar viewers, and 14,520 viewers through FB live. 98.58% of 492 (in-person and online participants) rated the conference as satisfactory or better 	5	4.9	5	4.97	
6. Workers and Enterprise Productivity Improvement	<ul style="list-style-type: none"> Developed Mindanao Productivity Project Portfolio by end of March 2024 (2024 DOLE Directive) 		TTSD, RTWPBs	<ul style="list-style-type: none"> Developed five (5) Mindanao Productivity Project Portfolios (All approved upon first submission with 1 minor change) <p>Jan 19: NWPC-PPRD prepared and presented/discussed the Mindanao macroeconomic indicators to the Mindanao Cluster</p> <p>Jan 29: NWPC chaired the Mindanao Cluster meeting on the Project Portfolio on Productivity Initiatives for Workers and</p>	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"> Conducted assessment for Productivity Project Portfolio in Luzon and Visayas by end of March 2024 (2024 DOLE Directive) 		TTSD, RTWPBs	<ul style="list-style-type: none"> Enterprises in Mindanao at the OSHC Feb 2024: NWPC-TTSD conducted a meeting for the Project Teams of the Mindanao Productivity Project Portfolio Feb 22: RTWPBs submitted report on Final Project Portfolio on Productivity Initiatives for Workers and Enterprises Mar 05: NWPC-TTSD conducted workshop and assessed submissions on Final Mindanao Productivity Project Portfolio Mar 20: RTWPBs submitted enhanced productivity project portfolio Conducted assessment for 11 Productivity Project Portfolios in Luzon and Visayas (All approved upon first submission with 1 minor change) Feb 14: NWPC-PPRD prepared and discussed the macroeconomic indicators for the Luzon and Visayas regions 	5	5	5	5	

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				<p>Feb 22: RTWPBs submitted report on Productivity Portfolio Assessment and Project Teams</p> <p>Mar 05: NWPC-TTSD conducted workshop and assessed submissions on Productivity Portfolio Assessment [Luzon and Visayas Cluster]</p> <p>Mar 20: RTWPBs submitted enhanced productivity project portfolio</p>					
7. Collaboration with BWC	<ul style="list-style-type: none"> Provided comments/inputs on TAV-FE related documents, as necessary (2024 DOLE Directive) 		TTSD	<ul style="list-style-type: none"> NWPC conducted a meeting with BWC team in January 2024. NWPC and BWC agreed that the DOLE ROs would kick-off TAV activities and invite RTWPBs to offer productivity-related services. NWPC has provided basic e-learning material on productivity to BWC. Nov 12: NWPC and BWC convened a meeting with RTWPB TAV focal persons to discuss the harmonization of accomplishment report forms, discrepancies between the TAV checklist and the TAV system, and other related matters. Dec 09: TTSD attended online in the BWC's Monitoring and 	5	n a	5	5	

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/Individuals Accountable	Actual Accomplishments	Rating				Remarks												
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8. Collaboration with PSA	Submitted inputs to the 2023/2024 ISLE, as necessary (2024 DOLE Directive)		PPRD	<ul style="list-style-type: none"> Evaluation of the Labor Inspection Program. NWPC endorsed the letter of intent to PSA on the inclusion of PIPGP module to the 2023/2024 ISLE Finalized and endorsed survey questionnaire and output tables for the rider module on PIPGP (including questions on PLWS) Participated as resource speaker during the training of trainers for PSA staff (nationwide) in the conduct of 2023/2024 ISLE survey Finalized and endorsed the MOA with PSA and NWPC, and the payment for the rider module <p>Continuous coordination with PSA on the status of the survey</p>	5	na	5	5	PSA accepted the inclusion of PIPGP module on 01 July 2024												
ORGANIZATIONAL OUTCOME 2: Fair and reasonable minimum wages in accordance with law ensured																					
Wage Regulatory Program		28,026,000																			
1. Minimum Wage Setting	12 TTWS monthly regional monitoring reports submitted to PID 5 days after the reference month		WPRD, RTWPBs	<ul style="list-style-type: none"> Submitted 12 TTWS monthly regional monitoring reports (All approved upon first submission with 1 minor change) <table border="1"> <thead> <tr> <th>MONTH</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr> <td>Dec 2023</td> <td>Jan 01</td> </tr> <tr> <td>Jan 2024</td> <td>Jan 29</td> </tr> <tr> <td>Feb</td> <td>Feb 28</td> </tr> <tr> <td>Mar</td> <td>Mar 26</td> </tr> <tr> <td>Apr</td> <td>May 07</td> </tr> </tbody> </table>	MONTH	DATE OF SUBMISSION	Dec 2023	Jan 01	Jan 2024	Jan 29	Feb	Feb 28	Mar	Mar 26	Apr	May 07	5	5	4.92	4.97	
MONTH	DATE OF SUBMISSION																				
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	<ul style="list-style-type: none"> Prepared quarterly socio-economic narrative reports on the 15th day-after the reference quarter 			<table border="1"> <tr><td>May</td><td>May 27</td></tr> <tr><td>Jun</td><td>Jul 01</td></tr> <tr><td>Jul</td><td>Jul 30</td></tr> <tr><td>Aug</td><td>Aug 27</td></tr> <tr><td>Sep</td><td>Sep 25</td></tr> <tr><td>Oct</td><td>Oct 28</td></tr> <tr><td>Nov</td><td>Nov 27</td></tr> <tr><td>Dec</td><td>Jan 03</td></tr> </table> <ul style="list-style-type: none"> Prepared 4 quarterly socio-economic narrative reports <table border="1"> <thead> <tr> <th>QUARTER</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr><td>Q4-2023</td><td>01/15/2024</td></tr> <tr><td>Q1-2024</td><td>04/11/2024</td></tr> <tr><td>Q2</td><td>07/12/2024</td></tr> <tr><td>Q3</td><td>10/08/2024</td></tr> <tr><td>Q4</td><td>01/15/2025</td></tr> </tbody> </table>	May	May 27	Jun	Jul 01	Jul	Jul 30	Aug	Aug 27	Sep	Sep 25	Oct	Oct 28	Nov	Nov 27	Dec	Jan 03	QUARTER	DATE OF SUBMISSION	Q4-2023	01/15/2024	Q1-2024	04/11/2024	Q2	07/12/2024	Q3	10/08/2024	Q4	01/15/2025	5	5	4.2	4.73	
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	<ul style="list-style-type: none"> Wage Order issued, <i>as necessary</i> <ul style="list-style-type: none"> ✓ At least one (1) public hearing conducted if the Board issues a Wage Order; Consultations, <i>as necessary</i> 		WPRD, RALD, RTWPBs	<ul style="list-style-type: none"> 15 Wage Orders issued (All approved upon first submission) <ul style="list-style-type: none"> ✓ Conducted 30 public hearings ✓ Conducted 40 wage consultations <p>*14 issuances are based on the 2024-2025 Wage Determination Cycle</p> <p>WAGE ORDERS ISSUED</p> <ol style="list-style-type: none"> WO No. RB XI-22 (19 Feb 2024) 	5	5	n a	5																													

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				2. WO No. NCR-25 (27 June 2024) 3. WO No. ROVII-25 (06 Sep 2024) 4. WO No. IVA-21 (10 Sep 2024) 5. WO No. RTWPB 2-23 (11 Sep 2024) 6. WO No. RBIII-25 (19 Sep 2024) 7. WO No. RBXII-24 (19 Sep 2024) 8. WO No. RB 1-23 (09 Oct 2024) 9. WO No. RBVI-28 (22 Oct 2024) 10. WO No. RB VIII-24 (05 Nov 2024) 11. WO No. RIX-23 (11 Nov 2024) 12. WO No. CAR-23 (13 Nov 2024) 13. WO No. RB-MIMAROPA-12 (27 Nov 2024) 14. WO No. RXIII-19 (04 Dec 2024) 15. WO No. RX-23 (13 Dec 2024)					
	<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 <u>2018</u> poverty threshold 			<ul style="list-style-type: none"> ▸ Percentage of minimum wage rates above poverty threshold: <ul style="list-style-type: none"> • 100% of 46 wage rates above the <u>2018</u> poverty threshold 	n a	5	n a	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"> 80% of wage rates above the 2021 poverty threshold 			<ul style="list-style-type: none"> 95.2% or 40 of 42 wage rates above the 2021 poverty threshold 					
	<ul style="list-style-type: none"> Wage Order for Domestic Workers issued, <i>as necessary</i> <ul style="list-style-type: none"> ✓ At least one (1) public hearing conducted if the Board issues a Wage Order; Consultations, <i>as necessary</i> 		WPRD, RALD, RTWPBs	<ul style="list-style-type: none"> 13* Wage Orders for domestic workers issued (All approved upon first submission with 1 minor change) <ul style="list-style-type: none"> ✓ Conducted 18 public hearings** ✓ Conducted 25 wage consultations <p>*9 issuances are based on the 2024-2025 Wage Determination Cycle ** with joint public hearings for private sector workers</p> <p>WAGE ORDERS ISSUED</p> <ol style="list-style-type: none"> WO No. RB-IVA-DW-04 (22 Jan 2024) WO No. RXI-DW-03 (13 Feb 2024) WO No. RBIII-DW-04 (04 Mar 2024) WO No. ROVII-DW 04 (18 Apr 2024) WO No. 02-DW-06 (11 Sep 2024) WO No. RBI- DW-05 (09 Oct 2024) WO No. RBVI-DW-06 (22 Oct 2024) 	5	5	n a	5	

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				8. WO No. RBVIII-DW-05 (22 Oct 2024) 9. WO No. CAR-DW-06 (13 Nov 2024) 10. WO No. RB-MIMAROPA-DW-05 (27 Nov 2024) 11. WO No. RXIII-DW-05 (04 Dec 2024) 12. WO No. NCR-DW-05 (13 Dec 2024) 13. WO No. RBX-DW-05 (13 Dec 2024)					
▸ 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		WPRD, RTWPBs	▸ 100% of 60 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon within the prescribed 35-day PCT ✓ 60 FE orders issued	5	5	5	5	
▸ 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		WPRD, RTWPBs	▸ 100% of 43 requests for technical assistance on Time & Motion Studies (TMS) with complete supporting documents acted upon within the prescribed 35-day PCT ✓ 34 TMS orders issued ✓ 9 applications withdrawn	5	5	5	5	
▸ D.O. 118-12 (Bus)	▸ 100% of requests for part-fixed, part performance-based compensation schemes for bus companies acted		WPRD, RTWPBs	▸ 100% of 183 requests for part-fixed, part performance-based compensation schemes for bus	5	na	5	5	PS approved appeal

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	within 10 days from receipt of complete supporting documents			companies acted within 10 days from receipt of complete supporting documents ✓ 179 orders issued ✓ 4 returned due to non-compliance																															
2. Wage Exemption Application <ul style="list-style-type: none"> Resolution on Wage Exemption Applications 	<ul style="list-style-type: none"> Achieved 98% disposition rate on application for exemption filed with RBs within the 45-day reglementary period 		RALD, RTWPBs	<ul style="list-style-type: none"> 100% disposition rate (13 of 13 applications filed in 2024 disposed within the 45-day reglementary period) - 9 pending applications that are still within the 45-day PCT, not included in the total 	5	5	5	5																											
<ul style="list-style-type: none"> Report on Status of Wage Exemption Applications submitted to NCMB 	<ul style="list-style-type: none"> Submitted 12 monthly reports to NCMB every end of the month 		RALD	<ul style="list-style-type: none"> Submitted 12 monthly reports to NCMB <table border="1"> <thead> <tr> <th>MONTH</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr><td>Jan 2024</td><td>Jan 30</td></tr> <tr><td>Feb</td><td>Feb 27</td></tr> <tr><td>Mar</td><td>Mar 26</td></tr> <tr><td>Apr</td><td>Apr 29</td></tr> <tr><td>May</td><td>May 29</td></tr> <tr><td>Jun</td><td>June 25</td></tr> <tr><td>Jul</td><td>July 29</td></tr> <tr><td>Aug</td><td>Aug 30</td></tr> <tr><td>Sep</td><td>Oct 01</td></tr> <tr><td>Oct</td><td>Oct 30</td></tr> <tr><td>Nov</td><td>Nov 28</td></tr> <tr><td>Dec</td><td>Dec 27</td></tr> </tbody> </table>	MONTH	DATE OF SUBMISSION	Jan 2024	Jan 30	Feb	Feb 27	Mar	Mar 26	Apr	Apr 29	May	May 29	Jun	June 25	Jul	July 29	Aug	Aug 30	Sep	Oct 01	Oct	Oct 30	Nov	Nov 28	Dec	Dec 27	5	5	4.75	4.92	
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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"> 100% disposition rate (3 of 3 applications disposed within the 60-day reglementary period) 	5	na	5	5	
4. Advocacy and Information Services <ul style="list-style-type: none"> Tamang Kaalaman sa Kita at Kakayanan (T3K) 	<ul style="list-style-type: none"> Clients reached thru advocacy services by end of November 2024 <ul style="list-style-type: none"> 400,000 traditional IEC activities Conducted at least 32 Usapang 2Ps 4.0 1.6M clients reached through digital platforms (Accumulated FB reach) 		RTWPBs, PID	<ul style="list-style-type: none"> 648,556 (162%) clients reached thru advocacy services as of December 2024 (<i>Annual target completed in June 2024</i>) Conducted 110 Usapang 2Ps 4.0 sessions benefitting 6,219 firms with 7,273 participants 4.3M clients reached through digital platforms (Accumulated FB reach) 	5	5	5	5	
	<ul style="list-style-type: none"> 98% of clients who accomplished the CSM evaluation form rated technical services as satisfactory or better with at least 80% of clients accomplished the CSM evaluation form 		RTWPBs, PID	<ul style="list-style-type: none"> 100% (3,274 of 3,274) or all clients accomplished the CSM form and rated the technical services as satisfactory or better 					

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5. Learning Sessions	<ul style="list-style-type: none"> 12 Learning Sessions on wages, productivity and labor-market-related topics/concerns conducted in a year <p>Note: Actual dates are subject to changes depending on the availability of speakers.</p> <ul style="list-style-type: none"> 100% of clients who accomplished the CSM evaluation form rated learning sessions as satisfactory or better with at least 80% of clients accomplished the CSM evaluation form 	Self-funded project	PID	<ul style="list-style-type: none"> 18 Learning Sessions on wages, productivity and labor-market-related topics/concerns conducted in a year <ul style="list-style-type: none"> 100% of clients who accomplished the CSM evaluation form rated learning sessions as satisfactory or better with at least 80% of clients accomplished the CSM evaluation form 	5	5	5	5	
6. Research studies/technical papers/reports on wages and productivity as bases for sound policy formulation/recommendation	<ul style="list-style-type: none"> Completed five (5) research studies/ technical papers/ reports on wages and productivity within the year, namely: <i>*Research titles may change depending on the instructions/ priorities set by the Commission</i> 								
	1. Review and Analysis of Regional Minimum Wage Structures		WPRD	<p>Completed as of August 2024</p> <ul style="list-style-type: none"> Submitted Report last May 2024 Presented the results of the review during the Commission Meeting last May 2024 Prepared Resolution No. 04, Series of 2024 re Resolution Enjoining the Regional Tripartite Wages and Productivity Boards to Observe Regular Review of 	5	5	5	5	

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				<p>Wage Classifications to Ensure Consistency with Socio-Economic Demographics</p> <ul style="list-style-type: none"> Conducted several meetings with Regional Boards of III, IV-A, VII, and X to discuss the result of the review (3rd Quarter of 2024) (RB III-July 23, RB VII-Aug.05, X-Aug. 06 and IVA-Aug. 28) 					
	2. Updating of the Family Living Wage Framework <i>with third-party expert</i>		WPRD	<ul style="list-style-type: none"> Updated FLW estimates to March 2024 for a family of five (5) using Dr. Gonzales' methodology (with updated food threshold and CPI=100) Coordinated with PSA and the Consultant re LFS sample matched to the FIES version with detailed expenditure and housing characteristics Consultant presented the updated estimates using latest available statistics and NWPC's existing methodology and ILO's methodology <p>Continuing initiative - on-going engagement with Consultant</p>	5	5	5	5	
	3. Benchmarking of Singapore's Progressive Wage Model (Construction Industry)		WPRD	<ul style="list-style-type: none"> Developed Survey Questionnaire and Fielded it to identified respondents (construction industry players) Analyzed the results of the survey 	5	5	5	5	

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					Q ₁	Q ₂	T ₃	A ₄	
				<ul style="list-style-type: none"> Prepared and submitted report based on the results of the survey <p>Continuing initiative</p>					
	4. Amendment of RA 6971 or the Productivity Incentives Act <i>(The amendment of RA 6971 relies on the decision/s from Congress)</i>		PPRD	<ul style="list-style-type: none"> House Bill No. 6683 was passed on Third Reading on 06 February 2023 and transmitted and endorsed to the Senate on 07 February 2023. NWPC endorsed, via a letter dated August 22, 2024, to the Senate Committee on Labor, Employment, and Human Resource Development, the proposed appropriations provision for Senate Bill No. 1333. Submitted to the Senate Committee on Labor, Employment and Human Resource Development (SCLEHRD) (Aug 28) and Department Legislative Liaison Office (DLLO) (Aug 30) the final appropriations clause to be adopted in the proposed bill <p>Continuous coordination with SCLEHRD and DLLO on the finalization of the appropriations clause</p>	5	5	5	5	The bill remains pending at the Senate Committee on Labor, Employment, and Human Resources Development chaired by Senator Joel Villanueva.
	5. Review of the criteria and mechanics of the Productivity Olympics (PO)		PPRD	<ul style="list-style-type: none"> Approved during the Commission Meeting on Sept 	5	5	5	5	

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/Individuals Accountable	Actual Accomplishments	Rating				Remarks
					Q ₁	Q ₂	T ₃	A ₄	
				13 (with for improvement based on members input) <ul style="list-style-type: none"> Approved the cash prizes and timeline during the Commission meeting on Dec 5 Conducted orientation for RTWPBs on the 2025 PO - CMG 					
7. Commission Meeting	<ul style="list-style-type: none"> Calendared the agenda items for the 2024 Commission meetings based on the 2024 directives and priorities by Q1-2024 (2024 DOLE Directive) 		RALD	<ul style="list-style-type: none"> Calendared the agenda items for the 2024 Commission meetings based on the 2024 directives and priorities Prepared tentative schedule of Commission Meetings until Q4 to timely review Wage Orders in relation to President's directive on 01 May 2024 	5	na	5	5	
8. Capacity Building	<ul style="list-style-type: none"> Development of advanced labor economics course outline for RTWPB members by end of October 2024 		WPRD	<ul style="list-style-type: none"> Aug-Sept 2024: Conducted desk research on the course content, topics, and structure Oct 2024: Developed the advanced labor economics course Nov-Dec 2024: Collaborated with third-party experts for technical advice on the theoretical foundation of the course (ongoing) 	5	5	5	5	
NON-CORE INDICATORS									
SUPPORT TO OPERATIONS									
Communication Program	<ul style="list-style-type: none"> Submitted to IPS a copy of approved Communication Plan of the NWPC for January to December 2024 by 31 March 2024 		PID, RTWPBs	<ul style="list-style-type: none"> Submitted to IPS a copy of the 2024 NWPC Communication Plan on 27 March 2024 	n/a	5	4	4.5	IPS denied appeal Per the approved 2024

Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/Individuals Accountable	Actual Accomplishments	Rating				Remarks																		
					Q ₁	Q ₂	T ₃	A ₄																			
									Noncore indicator rating guide for AAs, ROs, Bureaus, and Services, communication plan submission submitted 1-4 days before the deadline, as in the case of NWPC, shall receive a rating of 4.																		
	<ul style="list-style-type: none"> Submitted to IPS and disseminated in quad media 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 to IPS and disseminated in quad media Good News Stories and/or Press Releases <table border="1"> <thead> <tr> <th>MONTH</th> <th>DATE</th> <th>QTY</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>31</td> <td>8</td> </tr> <tr> <td>Feb</td> <td>27</td> <td>10</td> </tr> <tr> <td>Mar</td> <td>26</td> <td>8</td> </tr> <tr> <td>Apr</td> <td>29</td> <td>10</td> </tr> <tr> <td>May</td> <td>27</td> <td>11</td> </tr> </tbody> </table>	MONTH	DATE	QTY	Jan	31	8	Feb	27	10	Mar	26	8	Apr	29	10	May	27	11	5	5	4.083	4.7	IPS rating after appeal IPS kindly notes that per the approved 2023/23/2024
MONTH	DATE	QTY																									
Jan	31	8																									
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Organizational Outcome/PAP	Success Indicators (Target + Measure)	Allotted Budget	Division/Individuals Accountable	Actual Accomplishments			Rating				Remarks
							Q ₁	Q ₂	T ₃	A ₄	
				Jun	27	5					Noncore indicator rating guide for AA,s ROs, Bureaus, and Services, good news/press release made at the end of the month shall receive a rating of 3. To receive a rating of 5, the IPS requests that offices submit articles 5 days before the end of the month. The IPS, however, validates that
				Jul	31	10					
				Aug	30	10					
				Sep	27	11					
				Oct	28	10					
				Nov	28	7					
				Dec	27	6					

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>timelines rating for this indicator is 4.083.</p> <p>Hence, final Memo rating shall be adjusted to 4.7.</p>								
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"> Submitted QMS Quarterly Reports on the continual improvements activities and initiatives using the prescribed format on or before the 15th day of the month following the reference quarter 		QMS Committee and Program Managers	<ul style="list-style-type: none"> Submitted QMS Progress Report to DOLE-FMS 1st Quarter: 07 July 2024 2nd Quarter: 07 July 2024 3rd Quarter: 17 October 2024 4th Quarter: 07 January 2025 	5	5	4.	4.67									
Citizens Charter/Anti-Red Tape Act (ARTA) Implementation/Addressing Hotline 8888 Complaints/Requests for Assistance	<ul style="list-style-type: none"> Resolved 100% of complaint/requests for assistance to clients coursed through the Hotline 8888 and Office of the Secretary with Compliance Rate of 100% within the required 72-hour response time upon receipt of DOLE Focal Office online system 		AD	<ul style="list-style-type: none"> 100% of the three (3) queries sent through Hotline 8888 were resolved. <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>DATE RECEIVED</th> <th>DATE RESOLVED</th> </tr> </thead> <tbody> <tr> <td>12 Feb 2024</td> <td>14 Feb 2024</td> </tr> <tr> <td>26 Feb 2024</td> <td>27 Feb 2024</td> </tr> <tr> <td>28 Oct 2024</td> <td>30 Feb 2024</td> </tr> </tbody> </table>	DATE RECEIVED	DATE RESOLVED	12 Feb 2024	14 Feb 2024	26 Feb 2024	27 Feb 2024	28 Oct 2024	30 Feb 2024	5	5	5	5	
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					Q ₁	Q ₂	T ₃	A ₄	
	<ul style="list-style-type: none"> Resolved 100% of complaint/requests for assistance to clients coursed through the CSC Contact Center ng Bayan and Office of the Secretary with Compliance Rate of 100% within the required 72-hour response time upon receipt of DOLE Focal Office via email 		AD	<ul style="list-style-type: none"> No complaints or requests sent to NWPC via the CSC in 2024. 					No complaints received
GENERAL ADMINISTRATION AND SUPPORT SERVICES									
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 Circular, and other Joint Circulars and Memorandum Circulars that may be issued by agencies in authority, with the following monitoring schedule: <p>Schedule of Online Checking:</p> <ul style="list-style-type: none"> Q4 2023 - March 10-17, 2024 Q1 2024 - May 10-17, 2024 Q2 2024 - August 10-17, 2024 Q3 2024 - September 21-27, 2024 		AD, FMD, PID in coordination with concerned Program Managers	<ul style="list-style-type: none"> 100% of Transparency Seal based on GAA, IATF requirements posted in the NWPC website 	N/A	5	5	5	
Compliance with Internal Audit	<ul style="list-style-type: none"> With complete or with 100% Actions Taken on Internal Audit/Validation/Assessment 			<ul style="list-style-type: none"> Not applicable 					

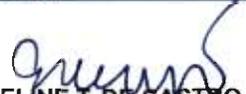
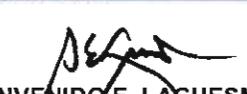
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Observations/ Recommendations	Observations/ Recommendations submitted within the prescribed period per Memorandum issued by IAS																																		
Reporting of Key Frontline Services Accomplishments of DOLE-CO, ROs and Attached Agencies	<ul style="list-style-type: none"> 100% of completed Key Frontline Services/transactions delivered within the prescribed Process Cycle Time (PCT) as declared in the DOLE/Agency Citizen's Charter and reported monthly to the IAS 		PID	<ul style="list-style-type: none"> Submitted 12 monthly reports to DOLE-IAS <table border="1"> <thead> <tr> <th>MONTH</th> <th>DATE OF SUBMISSION</th> </tr> </thead> <tbody> <tr><td>Jan 2024</td><td>02/07/2024</td></tr> <tr><td>Feb</td><td>03/06/2024</td></tr> <tr><td>Mar</td><td>04/08/2024</td></tr> <tr><td>Apr</td><td>05/07/2024</td></tr> <tr><td>May</td><td>06/06/2024</td></tr> <tr><td>Jun</td><td>07/09/2024</td></tr> <tr><td>Jul</td><td>08/08/2024</td></tr> <tr><td>Aug</td><td>09/09/2024</td></tr> <tr><td>Sep</td><td>10/09/2024</td></tr> <tr><td>Oct</td><td>11/07/2024</td></tr> <tr><td>Nov</td><td>12/10/2024</td></tr> <tr><td>Dec</td><td>01/10/2025</td></tr> </tbody> </table>	MONTH	DATE OF SUBMISSION	Jan 2024	02/07/2024	Feb	03/06/2024	Mar	04/08/2024	Apr	05/07/2024	May	06/06/2024	Jun	07/09/2024	Jul	08/08/2024	Aug	09/09/2024	Sep	10/09/2024	Oct	11/07/2024	Nov	12/10/2024	Dec	01/10/2025	5	N/A	5	5	
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AVERAGE RATING

Category	Program	Rating				
Core Indicators		164.59/33	4.987576	0.8	3.990061	
Non-Core Indicators		28.87/6	4.811667	0.2	0.962333	
Total Overall Rating						

Final Average Rating						4.952	
Adjectival Rating							

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

Assessed by:		Final Rating by:	
	Date		Date
 ADELINE T. DE CASTRO DIRECTOR-PLANNING SERVICE		 WARREN M. MICLAT UNDERSECRETARY/PMT-CHAIRPERSON	MAY 20 2025
		 BIENVENIDO E. LAGUESMA SECRETARY	

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