

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of March 31, 2012

MFO/Strategies/Programs/Projects	TARGETS		ACCOMPLISHMENTS	% Accomp.	Remarks
	WHOLE YEAR	1st QUARTER	1st Qtr.		
MFO 1: Policies/guidelines/ standards formulation on Wages and Productivity					
A. Development of Wages and Productivity Policies					
1. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity	> Comments/position/technical papers on Legislative Bills on Wages and Productivity	> Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity	> Comments on House Resolution #1754 prepared re Proper Sharing of the Proceeds of Tuition Fee Increases Imposed by various Educational Institution		
2. National/Regional Policy Forum on Wages and Productivity	> Forum/Conference on Wages and Productivity conducted				
3. Wage and Productivity Policy Review	> Regional assessment and visit conducted > Report prepared				
B. Minimum Wage Review and Determination					
1. Review/Monitoring of socio- economic situation in the region	> 64 Regional Wage price situationer reports/ 4 consolidated reports prepared	> 16 Regional Wage price situationer reports/ 1 consolidated report prepared	> 16 Regional Wage Price Situationer/ 1 consolidated report prepared		
2. Issuance of Wage Orders/ Implementing Rules/Advisories	> Wage orders/Implementing Rules reviewed/issued (as necessary)		> Wage Order RB V-15 issued on Feb. 24, 2012 > Two public hearings/consultaion/wage deliberations conducted by RB-V (Feb. 21 & 24, 2012)		
3. Two-Tiered Wege System (TTWS)	> Regional Data generatad > Area/Regional orientation briefing	> Conduct of regional briefing	> 4 Area-based orientation / workshops on TTWS conducted in the ff. - Baguio (Feb. 6, 2012) - Tagaytay (Feb. 24,2012) - Cebu (Merch 1. 2012) - Davao March (7, 2012)		
> Bus Transport Industry	> Department Order/Guidelines issued on Compensation for the Bus Industry > TTWS Implemented in NCR > Implementation in the regions	> Department Order (DO) issued	> DO issued on Jan. 13, 2012 and published on Jan. 17, 2012 > Operational Guidelines on Compensation for the Bus Industry issued on Feb. 27, 2012 and published on Feb. 28, 2012		

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of March 31, 2012

MFO/Strategies/Programs/Projects	TARGETS		ACCOMPLISHMENTS	% Accomp.	Remarks
	WHOLE YEAR	1st QUARTER	1st Qtr.		
4. Facility Evaluation (FE) and (Work Improvement and Measurement Study)	> Guidelines on FE and WIMS issued > Monitored/reviewed order issued by RBs/RD > Report prepared	> Consultation with drivers/operators > Orientations conducted > Technical assistance rendered	> All RBs oriented/briefed on the DO > Consultation meetings conducted > Briefings/Consultations for bus operators conductors conducted (March 9, 2012) > Training re Introductory Course on operations/production management conducted Jan 29 -Feb. 8, 2012 > Requests received by RBs monitored		2nd quarter target - issue guidelines
C. Disposition of Wage Exemption Cases					
1. Wage Exemption Cases filed with the Regional Boards	> 100 % Disposition rate > Turn-around time		> 95% disposition rate 187 out of 196 applications for exemption disposed (2011 round of WO issuance)		Out of 10 applications, 9 were received only in March
2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission	> 100 % Disposition rate > Turn-around time		> 100 % disposition rate (2 out of 2 appeals/MR on exemption disposed)		
D. Conduct of Policy Researches					
1. Impact of Minimum Wages on Collective Bargaining	> Report prepared		> Analysis of 141 CBAs re previous and current provisions on benefits, salaries and other items as included in the CBA index		Complete report to be submitted on the 3rd qtr.
2. Two-Tiered Wage System (2TWS) for the:					
a. Public Utility Vehicle (Taxi and Jeep)	> Report and policy recommendations prepared > Department Order issued				
b. Domestic Workers	> Guidelines prepared		> Meetings attended/report prepared		2nd qtr. Target
3. Bus Transport Industry	> Formula for the 2nd Tier prepared				
4. Methodology for Estimating Labor Productivity (LP)	> Existing labor productivity measurements assessed > Official measurement of LP prepared and presented to IACLIPS	> Existing labor productivity measurement assessed	> Existing Labor Productivity Measurement assessed > Proposed measurements on Labor Productivity submitted to IACLIPS for approval of NSCB		
5. Regional Productivity Assessment	> Assessment of regional productivity prepared	> Draft guidelines in the conduct of regional/sectoral dialogues prepared	> Concept paper prepared > Draft guidelines in the conduct of Regional assessment prepared		

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of March 31, 2012

MFO/Strategies/Programs/Projects	TARGETS		ACCOMPLISHMENTS	% Accomp.	Remarks
	WHOLE YEAR	1st QUARTER	1st Qtr.		
6. Impact Evaluation of ISTIV	> Report prepared	> Survey results/recommendation prepared/submitted	> Survey evaluation framework prepared		
7. Maintenance/Review of Wages and Productivity Databases	> Database updated/maintained	> Database updated/maintained	> Database updated/maintained		
MFO 2: Technical Assistance and Awareness-Raising/Capability Building Services					
A. Program Development					
> Development of Training Programs					
- Issuance of Guidelines on Standard Implementation of Productivity Training Programs (LHP, TAV, ISTIV Plus, ISTIV Bayanihan, 5S, GP, SQ)	> Guidelines on Standard Implementation of Productivity Programs Issued	> Guidelines on Standard Implementation of Productivity Programs issued	> Guidelines on Standard Implementation finalized March 2012	100%	
- Development of ISTIV Plus module	> ISTIV Plus module developed	> ISTIV Plus module reviewed/evaluated	> ISTIV Plus module developed		
- Pilot Testing of Green Productivity (GP) Program	> GP Program pilot tested in NCR and X > Report prepared	> Pilot test conducted	> GP Program pilot tested in NCR and X and report prepared > GP module revised based on result of pilot test > Proposal on GP Training of Trainers and Green Forum submitted	100%	
- Productivity Training Framework	> Productivity training framework finalized	> Productivity training framework finalized	> Productivity Training framework finalized Feb. 2012		
B. Conduct of Productivity Training/Orientation Programs	> 6,000 firms benefited from Productivity Trainings/Orientation Services		> 1,722 firms provided with Productivity Trainings/Orientation Services benefiting 5,617 workforce	29%	
C. Technical Assistance					
- DOLE Productivity Specialists (Frontliners)	> Communications/guidelines prepared > Applicable modules prepared		> Forum on the Development of Productivity Frontliners/Specialists conducted		
- Enhanced Training and Advisory Visits (ETAV)	> Orientation/training conducted > Technical assistance rendered		> 5 meetings attended		
- DOLE Incentivizing Program (ICP)			> Meetings attended/technical assistance rendered > Attended ICP workshop/report prepared		

**NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of March 31, 2012**

MFO/Strategies/Programs/Projects	TARGETS		ACCOMPLISHMENTS	% Accomp.	Remarks
	WHOLE YEAR	1st QUARTER	1st Qtr.		
- TWG Livelihood Assistance for Mindanao	> Technical assistance rendered	> Technical assistance rendered	> Survey questionnaire prepared > Assessment conducted of 29 DOLE Livelihood beneficiaries on February 22-24 in Region X		
D. Awareness raising projects/ activities					
1 National Productivity Convention (NPC)	> National Productivity Convention conducted		> Project proposal prepared		scheduled on the 3rd qtr.
2 Productivity Olympics (PO)	> Criteria guidelines/mechanics reviewed/ revised	> Criteria, guidelines/mechanics reviewed/ revised	> Guidelines/criteria for 2013 PO drafted		
3 Learning Sessions on Wages and Productivity	> 12 Learning sessions conducted	> 3 Learning sessions conducted	> 5 Learning sessions conducted benefiting 251 participants from 162 companies	42%	
4 Wages and Productivity Information Campaign	> 165,000 clients reached		> 21,490 clients reached	13%	
4. Press Conference & Media Releases	> Press conferences and media releases conducted		> 2 press conferences organized/conducted > 2 media interviews responded		
5 Good News Reporting	> Good news/articles prepared/submitted to DOLE	> 9 good news/articles prepared/ submitted	> 9 reports consisting of program-related achievements prepared and submitted to DOLE		
6 Maintenance of NWPC Network (LAN and Internet Connections)	> Network connection maintained		> Network/internet connections maintained		
7 Application Systems: - Project Monitoring and Evaluation System (PMES) - Upgrading of Wage Information System (Wage IS)	> PMES deployment facilitated > Wage IS deployment facilitated		> Kick-of meeting conducted > Inception report for both system submitted by developer, reviewed and submitted to Steering Committee for consideration		6 months engagement with consultant
E. Management Support Services					
1. Human Resource Management	> Internal capacity building		> 111 officers and staff sent to 4 local and 1 foreign training		
2 Fund Utilization	> Allotment utilization > Cash utilization		> 19% (based on Annual Budget) > 68% (based on Jan-March Cash Program)		Incurred some delays in the bidding process of capital outlay transactions
Prepared by: <i>Alicia S. Resurreccion</i> ALICIA S. RESURRECCION Chief, PMISD	Noted by: <i>Elvira P. Jota</i> ELVIRA P. JOTA Director II, MSD	Approved by: <i>Ciriaco A. Lagunzad III</i> CIRIACO A. LAGUNZAD III Executive Director IV			Date: 2-Apr-2012

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of June 29, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accompl.	Remarks
<p>MFO 1: Policies/guidelines/ standards formulation on Wages and Productivity</p> <p>A. Development of Wages and Productivity Policies</p> <p>1. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity</p> <p>2. National/Regional Policy Forum on Wages and Productivity</p> <p>3. Wage and Productivity Policy Review</p> <p>B. Minimum Wage Review and Determination</p> <p>1. Review/Monitoring of socio-economic situation in the region</p>	<p>> Comments/position/technical papers on Legislative Bills on Wages and Productivity</p> <p>> Forum/Conference on Wages and Productivity conducted</p> <p>> Regional assessment and visit conducted > Report prepared</p> <p>> 64 Regional Wage price situationer reports/ 4 consolidated reports prepared</p>	<p>> Crafting of the Q & A on Convention 189 attended (June 15, 2012) ✓</p> <p>> Senate hearing re Convention 189 (Decent Work for Workers) attended (June 14, 2012) ✓</p> <p>> Meetings re DomWork updates and position paper of DOLE on ratification of ILO Convention 189 attended (June 5, May 4, April 17, April 20 and 24, 2012</p> <p>> Congressional interpellation of the Kasambahay Bill</p> <p>> Congressional hearings attended (May 16, 2012)</p> <p>> 4 Area-based orientations / workshops on TTWS conducted in the ff. - Baguio (Feb. 16, 2012) - Tagaytay (Feb. 24,2012) - Cebu (March 1. 2012) - Davao March (7, 2012)</p> <p>> Conducted 8 regional visits in the ff. regions: - RB CAR -Baguio (May 17, 2012) - RB I - Pangasinan (May 16, 2012) - RB III- San Fernando, Pampanga (May 31, 2012) - RB IV-A Cabuyao, Laguna (May 24, 2012) - RB VII- Cebu City (May 17, 2012) - RB IX - Zamboanga City (May 21-22, 2012) - RB X - Cagayan de Oro (May 7-9, 2012) - RB-XI - Davao City (May 28, 2012)</p> <p>> 32 Regional Wage Price Situationer/ 2 consolidated reports prepared</p>	<p>100%</p> <p>50%</p>	<p>Kasambahay Bill passed on 3rd reading on May 29, 2012</p>

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of June 29, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
<p>4. Facility Evaluation (FE) and Work Improvement and Measurement System (WIMS)</p> <p>> FE</p> <p>> WIMS</p>	<p>> Guidelines on FE and WIMS issued</p> <p>> Monitored/reviewed order issued by RBs/RD</p> <p>> Report prepared</p> <p>> 100% of requests received from firms with complete supporting documents served</p> <p>> 100% of requests received from firms with complete supporting docs. served</p>	<p>> Second tier fact sheet prepared</p> <p>> Three (3) consultation meetings with Bus TWG, DOLE-TWG, drivers/conductors conducted (Jan.27 , Feb 14 & 21, 2012)</p> <p>> Conducted briefing/consultation for bus operators(San Jose del Monte, Bulacan to Baclaran/NAIA via EDSA and Sta Cruz via A. Bonifacio routes on March 9, 2012</p> <p>> FE/TMS guidelines edited and submitted to the office of Usec Chato, for comments</p> <p>> Draft guidelines on FE and WIMS presented to the Technical Executive Committee of the TIPC on 29 June 2012</p> <p>> Training re Introductory Course on operations/ production management conducted Jan 29 - Feb. 8, 2012</p> <p>> Capacity Building for Luzon Area on 2TWS and Productivity Technologies conducted June 18-22,2012 Clark, Pampanga</p> <p>> 27 FE orders Issued (31% out of 87 requests received)</p> <p>8 piece rate/production standard orders Issued. (14.3% out of 56 requests received)</p>	<p>80%</p>	<p>20 applications from RBIVB were filed at DOLE IVB</p>
<p>C. Disposition of Wage Exemption Cases</p>				
<p>1. Wage Exemption Cases filed with the Regional Boards</p>	<p>> 100 % Disposition rate</p> <p>> Turn-around time</p>	<p>> 60% disposition rate (12 out of 20 applications for exemption received)</p>	<p>60.00%</p>	
<p>2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission</p>	<p>> 100 % Disposition rate</p> <p>> Turn-around time summary report prepared</p>	<p>> 100% disposition rate (5 out of 5 appeals/MR on wage orders/exemption cases received)</p>	<p>100%</p>	
<p>D. Conduct of Policy Researches</p>				
<p>1. Impact of Minimum Wages on Collective Bargaining</p>	<p>> Report prepared</p>	<p>> Analysis of 141 CBAs re previous and current provisions on benefits, salaries end other items as included in the CBA Index</p>		<p>report to be submitted on the 3rd qtr.</p>

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of June 29, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
2. Two-Tiered Wage System (TTWS) for Public Utility Vehicle (Taxi and Taxi)	<ul style="list-style-type: none"> > Report and policy recommendations prepared > Department Order issued 	<ul style="list-style-type: none"> > Survey questionnaire prepared > Office order in the conduct of survey issued 		
3. Bus Transport Industry	<ul style="list-style-type: none"> > Formula for the 2nd Tier prepared 	<ul style="list-style-type: none"> > 5 options/sample formula prepared 		
4. Methodology for Estimating Labor Productivity (LP)	<ul style="list-style-type: none"> > Existing labor productivity measurements assessed > Official measurement of LP prepared and presented to IACLIPS 	<ul style="list-style-type: none"> > Existing Labor Productivity Measurement assessed > Proposed measurements on Labor Productivity submitted to IACLIPS for approval of NSCB 		NSCB still awaiting for the position paper from TUCP re methodology to be used
5. Regional Productivity Assessment	<ul style="list-style-type: none"> > Assessment of regional productivity prepared 	<ul style="list-style-type: none"> > Concept paper revised/guidelines prepared/ submitted to Dir. Satumba (May 15, 2012) 		
6. Impact Evaluation of ISTIV	<ul style="list-style-type: none"> > Report prepared 	<ul style="list-style-type: none"> > ISTIV survey reports consolidated/reviewed > Conducted survey on the impact evaluation of the ISTIV training program in 4 companies at RB-IV-A: <ul style="list-style-type: none"> -Sealand Industrial Supply (May 5, 2012) -Sohbi Koghei Phils. (May 10, 2012) -EMS Components Assembly Inc. (May 15, 2012) -Sanon Fulton (Phils.) (May 15, 2012) > Survey framework submitted/approved (April 12, 2012) 		
7. Maintenance/Review of Wages and Productivity Databases	<ul style="list-style-type: none"> > Database updated/maintained 	<ul style="list-style-type: none"> > Database for 2011 rebased and updated to base year 2000 > Webpage of Philippine Labor Productivity from 2009 to 2011 updated using base year 2000 > Webpage of Asian Labor Productivity from 2006-2010 updated > Regional Labor Productivity by industry for 2007 to 2009 prepared and finalized > Regional Labor Productivity by industry group edited > Twelve (12) sets of statistical tables reviewed/ maintained 		<p>Labor Productivity by region to be updated by July 2012 on the release of GRDP National Accounts from NSCB</p> <p>data on wage rates (nominal and real) by sector and region</p>

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of June 29, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
D. Awareness raising programs/projects		<ul style="list-style-type: none"> > Provided 5S training in TESDA (June 6), POEA (May 18) and BLR (March 27) > Conducted training on Productivity Enhancement Program for DOLE/OWWA Livelihood beneficiaries in CDO (May 7-9) 		
1 National Productivity Convention	> National Productivity Convention (NPC) conducted	<ul style="list-style-type: none"> > Establishments with gainsharing schemes coordinated > Preparatory activities for the 2012 NPC prepared/ submitted 		scheduled in October 2012
2 Productivity Olympics (PO)	> Criteria guidelines/mechanics reviewed/ revised	<ul style="list-style-type: none"> > Regional Boards' comments for 2013 PO criteria and guidelines consolidated > Guidelines/criteria for 2013 PO prepared and forwarded to Board Secretaries for comments > Detailed scoring guide and profile of MSMEs drafted 		
3 Learning Sessions on Wages and Productivity	> 12 Learning sessions conducted	> 10 Learning sessions conducted benefiting 518 participants from 302 companies	83.33%	
4 Wages and Productivity Information Campaign	> 165,000 clients reached	> 113,420 clients reached	68.74%	
Institutional Support				
1 DOLE Incentivizing Compliance Program (ICP)		<ul style="list-style-type: none"> > Technical and administrative assistance rendered > ICP Program Managers' meetings coordinated > Report prepared and submitted > Coordinated preparation of ICP Action Plans of concerned DOLE agencies (PS, LCO, HRDS) > Coordinated drafting, review and finalization of TCCLS (BWC) and Child-Labor Free Enterprise (BWSC) Certification Guidelines 		For clearance with Usec. R. Chato (LR Cluster) prior to approval of the Secretary
2. Integrated Development Program	<ul style="list-style-type: none"> > 4 quarterly reports on the status of cases filed against officials and employees submitted to HRDS > 12 reports (36 forms) submitted to NCMB on regional disposition of cases for purposes of SENA 	<ul style="list-style-type: none"> > 2 reports submitted to HRDS > 6 reports (18 forms) submitted to NCMB 	50%	
3. Rationalization Plan		> Revision of the staffing pattern re-submitted to DBM on May 3, 2012 based on the discussion/agreements during the April 17, 2012 meeting with DBM-SPIB		Pending at DBM

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of June 29, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accompl.	Remarks
4. Communication Program (Press conference/briefings)	<ul style="list-style-type: none"> > at least once a month presscon/briefings monthly > at least 12 times TV/radio appearances/guestings > 36 press releases disseminated/posted 	<ul style="list-style-type: none"> > 9 press conferences/briefings organized/conducted > 7 media interviews responded to press re: Wage and other related issues > 42 press releases disseminated/posted to LCO, PIA, tri-media and NWPC website 	75%	
5. Good News Reporting	<ul style="list-style-type: none"> > 3 Good News Reporting per month 	<ul style="list-style-type: none"> > 21 entries on Good News submitted to DOLE-LCO and DOLE-PS 	58.33%	
6. Financial Management	<ul style="list-style-type: none"> > Allotment utilization > Cash utilization > Monthly status of accounts submitted to FMS > Status of actions taken on COA annual audit reports submitted to FMS quarterly 	<ul style="list-style-type: none"> > 42% (based on Annual Budget) > 77% (based on Jan-June Cash Program) > Submitted monthly to FMS > 2010 Consolidated Annual Audit Report submitted to DOLE on May 11, 2012 		
7. Human Resource Development Interventions	<ul style="list-style-type: none"> > Capacity building of the staff > Vacant positions filled up 	<ul style="list-style-type: none"> > Sent 211 officers and staff of the Commission and Regional Boards to 11 local and 3 foreign seminars/study tour > 5 vacant positions filled up 		
8. Green our DOLE Program (GODP)	<ul style="list-style-type: none"> > GODP implemented 	<ul style="list-style-type: none"> > Orientation on 5S conducted > Big 5S day launched > 5S audit conducted > GODP plan prepared/submitted to DOLE 		
9. Gender and Development (GAD)	<ul style="list-style-type: none"> > 2013 GAD Plan prepared/submitted > 2012 approved GAD Plan implemented 	<ul style="list-style-type: none"> > GAD Plan submitted to Phil. Commission on Women (PCW) > GAD Plan approved by PCW for endorsement to DBM > Lecture on Cervical Cancer Awareness conducted, participated by 23 NWPC employees (female - 13, male -10) and 45 participants from private companies (Female-38, Male-7) March 30, 2012 > Lecture on Reproductive Health for Women conducted, attended by 18 employees (Female- 13, Male- 5) April 2, 2012) 		
10. Implementation of the Application Systems	<ul style="list-style-type: none"> > Project Monitoring and Evaluation System (PMES) and Wage Information System (WageIS) developed/implemented 	<ul style="list-style-type: none"> > Inception Report reviewed and approved > Systems Analysis Report reviewed and approved > Initial Systems prototype design evaluated by the User's Review Group and Steering Com. members 	70%	

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of June 29, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
11 Acquisition of IT resources	> ISSP implemented	> IT Resource acquisition prepared/approved > Public bidding for the procurement of IT resources started June 21, 2012		
12 Maintenance of NWPC Network (LAN and Internet Connections)	> Network connection maintained	> Network connection maintained		
Prepared by: <i>A. S. Resurreccion</i> AUCIA S. RESURRECCION Chief, PMISD	Noted by: <i>ELVIRA P. JOTA</i> ELVIRA P. JOTA Director II, MSD	Approved by: <i>Ciriaco A. Lagunzad</i> CIRIACO A. LAGUNZAD Executive Director IV		Date: 5-Jul-2012

*fn: 2012 physical reports
 planning 2012 physical report of oper June2012*

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
 PHYSICAL REPORT OF OPERATIONS
 as of Sept. 30, 2012

file

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accompl.	Remarks
<p>MFO 1: Policies/guidelines/standards formulation on Wages and Productivity</p> <p>A. Development of Wages and Productivity Policies</p> <p>1. Comments/Position/Technical Papers on Legislative Bills on</p> <p>2. National/Regional Policy Forum on Wages and Productivity</p> <p>3. Wage and Productivity Policy Review</p>	<p>> Comments/position/technical papers on Legislative Bills on Wages and</p> <p>> Forum/Conference on Wages and Productivity conducted</p> <p>> Regional assessment and visit conducted > Report prepared</p>	<p>> Kasambahay Bill approved by Congress on Sept 5 and scheduled for bicameral conference</p> <p>> Attended 3 meetings on the adjusted computation of wages and review of version of the bill for the bicameral conference (Sept 11, 12 & 18)</p> <p>> Prepared Kasambahay database for all regions</p> <p>> Crafting of the Q & A on Convention 189 attended (June 15)</p> <p>> Senate hearing re Convention 189 (Decent Work for Workers) attended (June 14)</p> <p>> Meetings re DomWork updates and position paper of DOLE on ratification of ILO Convention 189 attended (June 5, May 4, April 17, 20 and 24)</p> <p>> Congressional interpellation of the Kasambahay Bill</p> <p>> Congressional hearings attended (May 16)</p> <p>> Conducted 4 Area-based orientations / workshops on TTWS in the following: - Baguio City (Feb. 16) - Tagaytay City (Feb. 24) - Cebu City (March 1) - Davao City (March 7)</p> <p>> Conducted 8 regional visits in the following regions: - RB CAR -Baguio City (May 17) - RB I - Pangasinan (May 16) - RB III - San Fernando, Pampanga (May 31) - RB IV-A Cabuyao, Laguna (May 24) - RB VII - Cebu City (May 17) - RB IX - Zamboanga City (May 21-22) - RB X - Cagayan de Oro City (May 7-9) - RB-XI - Davao City (May 28)</p>	<p>100%</p>	

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of Sept. 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accompl.	Remarks
<p>B. Minimum Wage Review & Determination</p> <p>1. Review/monitoring of socio-economic situation in the region</p> <p>2. Issuance of Wage Orders/Implementing Rules/Advisories</p> <p>3. Two-Tiered Wage System (TTWS)</p> <p>> Bus Transport Industry</p>	<p>> 64 Regional Wage price situationer reports/ 4 consolidated reports prepared</p> <p>> Wage orders/Implementing Rules reviewed/issued (as necessary)</p> <p>> 32 public hearings/consultations conducted</p> <p>> Guidelines issued</p> <p>> Regional Data generated</p> <p>> Study Visit on Wages and Productivity</p> <p>> Area/Regional orientation briefing conducted</p> <p>> Department Order/Guidelines issued on Compensation for the Bus Industry</p>	<p>> 48 Regional Wage Price Situationer/ 3 consolidated reports reports prepared</p> <p>> Eleven (11 wage orders and eight (8) Implementing rules issued (RBs NCR, I, CAR, II, III, IV-A, V, VI, VIII, XII and ARMM</p> <p>> 20 public hearings/consultations conducted</p> <p>> Guidelines issued September 21</p> <p>> Presented TTWS concept to the members of DOLE IAC on Statistical Matters and LLMC in Calamba, Laguna</p> <p>> Prepared Q and A on the concept of TTWS</p> <p>> Prepared preliminary evaluation of strategic plan re implementation of TTWS</p> <p>> Prepared annual growth rate of average wage and poverty threshold by region, 2001-2011</p> <p>> Prepared forecasting method (% growth) for average wage and poverty threshold by region, 2012-2016 as reference data of the Boards</p> <p>> Prepared model transition to two-tiered wage system</p> <p>> Prepared comparative analysis of minimum wage, poverty threshold and average wage for all regions</p> <p>> Prepared matrix of data such as labor productivity, GRDP, LFS, CPI, IR, PPP and establishment data for the 2nd tier</p> <p>> Prepared regression models (3 options) and analysis using GRDP and CPI for all Boards</p> <p>> Held study visit to Japan on Wages and Productivity on June 25-29</p> <p>> Presented result of the study visit to the Secretary on July 9</p> <p>> 4 Area-based orientations/briefings on TTWS conducted: - Baguio City (Feb. 16), Tagaytay City (Feb 24) Cebu City (March 1) and Davao City (March 7)</p> <p>> Department Order No. 118-12 issued on Jan. 13</p> <p>> Operational Guidelines of DO 118-12 issued February 27</p> <p>> Initial draft of manual of implementation on DO 118-12 prepared</p>	<p>75%</p> <p>62.5%</p> <p>100%</p> <p>100%</p>	<p>on-going</p>

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of Sept. 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
<p>4. Facility Evaluation (FE) and Work Improvement and Measurement System (WIMS)</p> <p>> FE</p> <p>> WIMS</p>	<p>> Pilot implementation in NCR > Implementation in other regions</p> <p>> Guidelines on FE and TMS issued/published</p> <p>></p> <p>> 100% of requests received from firms with complete supporting documents served</p> <p>> 100% of requests received from firms with complete supporting docs. served</p>	<p>> Orientation and provision of technical assistance on DO 118-12 and its operational Guidelines to 239 operators and 129 drivers conducted (Jan 27, Feb 14, 21, March 9, June 7, 8, 15, 22 and 25)</p> <p>> Labor inspection to 158 bus companies conducted in coordination with DOLE-NCR, MMDA and LTFRB (July 2-6)</p> <p>> Rapid audit and one-on-one consultation with PUBs - 158 PUB companies covered by the rapid audit and 87 PUBs attended one-on-one consultation (May 7-18)</p> <p>> Compensation schemes of 48 bus companies in NCR, CAR, II, V, and XI assessed/evaluated</p> <p>> Bus companies with LSCC in regions IV-A, VI, X & XII coordinated</p> <p>> Orientation on DO 118-12 conducted in Balanga, Bataan</p> <p>> Coordinated with RTWPBs and DOLE-ROs re implementation status of DO 118-12</p> <p>> Updated milestone and number of buses issued with LSCC</p> <p>> Draft guidelines on FE and WIMS prepared and presented to the Technical Executive Committee of the TIPC on 29 June</p> <p>> FE & TMS Guidelines guidelines edited per comments of the Technical Executive Committee of the TIPC and re-submitted to the Office of Usec Chato</p> <p>> Accreditation/certification of TMS practitioners with other agencies coordinated</p> <p>> Training re Introductory Course on operations/ production management conducted January 29 - February 8</p> <p>> Capacity Building for Luzon Area on 2TWS and Productivity Technologies conducted June 18-22 in Clark, Pampanga</p> <p>> 72 or 46% issued orders and 85 of 54% of requests acted upon out of 157 requests received</p> <p>> 18 or 30% issued piece rate/production standard orders and 42 or 70% of requests acted upon out of 60 requests received</p>	<p></p> <p>90%</p> <p>46%</p> <p>30%</p>	<p>on-going</p>

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of Sept. 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accompl.	Remarks
C. Disposition of Wage Exemption Cases				
1. Wage Exemption Cases filed with the Regional Boards	<ul style="list-style-type: none"> > 100 % Disposition rate > Turn-around time 	<ul style="list-style-type: none"> > 43% disposition rate achieved (64 out of 149 applications for exemption received) 	43%	83 applications from NCR were received for the period
2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission	<ul style="list-style-type: none"> > 100 % Disposition rate > Turn-around time 	<ul style="list-style-type: none"> > 100% disposition rate (5 out of 5 appeals/MR on wage orders/exemption cases received) 	100%	
D. Conduct of Policy Researches				
1. Impact of Minimum Wages on Collective Bargaining	<ul style="list-style-type: none"> > Report prepared 	<ul style="list-style-type: none"> > Report completed > Analysis of 141 CBAs re previous and current provisions on benefits, salaries and other items as included in the CBA index 	100%	
2. Two-Tiered Wage System (TTWS) for Public Utility Vehicle (Taxi and Jeepney)	<ul style="list-style-type: none"> > Report and policy recommendations prepared > Department Order issued 	<ul style="list-style-type: none"> > Conducted survey of jeepney drivers, taxi drivers and operators (Sept. 20-21 & 25-26 in tandem with DOLE-NCR > Conducted preparatory meeting with DOLE-NCR re conduct of survey for taxi drivers and operators > List of taxi and jeepney associations coordinated with LTFRB > Survey questionnaires prepared 	70%	
3. Bus Transport Industry	<ul style="list-style-type: none"> > Formula for the 2nd Tier prepared 	<ul style="list-style-type: none"> > 5 options/sample formula prepared 	100%	
4. Methodology for Estimating Labor Productivity (LP)	<ul style="list-style-type: none"> > Existing labor productivity measurements assessed > Official measurement of LP prepared and presented to IACLIPS 	<ul style="list-style-type: none"> > Coordinated with NSCB re TWGPS status on July 2 > Existing Labor Productivity Measurement assessed > Proposed measurements on Labor Productivity submitted to IACLIPS on January 11 for approval of NSCB 	100%	
5. Regional Productivity Assessment	<ul style="list-style-type: none"> > Assessment of regional productivity prepared 	<ul style="list-style-type: none"> > Revised concept paper and guidelines > Guidelines for the Boards to conduct Regional Productivity Assessment prepared 	80%	
6. Impact Evaluation of ISTIV	<ul style="list-style-type: none"> > Report prepared 	<ul style="list-style-type: none"> > Revised evaluation report with case analysis per company submitted Aug. 16 > ISTIV survey reports consolidated/reviewed > Conducted survey on the impact evaluation of the ISTIV training program in 4 companies at RB-IV-A: <ul style="list-style-type: none"> -Sealand Industrial Supply (May 5) -Sohbi Koghel Phils. (May 10) -EMS Components Assembly Inc. (May 15) 	80%	

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of Sept. 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accompl.	Remarks
<p>7. Maintenance/Review of Wages and Productivity Databases</p> <p>MFO 2: Technical Assistance and Awareness-Raising/Capability Building Services</p> <p>A. Program Development</p> <ul style="list-style-type: none"> > Development of Training Programs <ul style="list-style-type: none"> - Issuance of Guidelines on Standard Implementation of (LHP, TAV, ISTIV Plus, ISTIV Bayanihan, 5S, GP, SQ) - Productivity Training Framework - Development of ISTIV Plus module - Green Productivity Program 	<ul style="list-style-type: none"> > Database updated/maintained > Guidelines on Standard Implementation of Productivity Programs issued > Productivity training framework finalized > ISTIV Plus module developed > Pilot tested in NCR and X > Report prepared 	<ul style="list-style-type: none"> - Sanon Fulton (Phils.) (May 15) > Survey framework submitted/approved (April 12) > Labor Productivity by region, by industry (2009-2011) updated > Database/intranet on labor productivity by industry from 2002-2011 updated/maintained > Database for 2011 rebased and updated to base year 2000 > Webpage of Philippine Labor Productivity from 2009 to 2011 updated using base year 2000 > Webpage of Asian Labor Productivity from 2006-2010 updated > Regional Labor Productivity by industry for 2007 to 2009 prepared and finalized > Regional Labor Productivity by industry group edited > Twelve (12) sets of statistical tables reviewed/maintained > Guidelines on Standard Implementation of Productivity Training Programs issued on April 23 > 3 training project proposals drafted <ul style="list-style-type: none"> - COMPASS training for ILO assistance - Training of Trainers on Productivity for RBs CAR, I and II - Revised GP module based on TOT workshop > Integrated ladderized productivity training framework finalized on January 6. Posted and can be accessed in the NWPC website > ISTIV Plus module developed July 27 > Report on the Forum on Green Pathways prepared 	<p>continuing</p> <p>100%</p> <p>100%</p> <p>100%</p> <p>100%</p>	<p>continuing</p> <p>data on wage rates (nominal and real) by sector and region</p>

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of Sept. 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
B. Conduct of Productivity Training/ Orientation Programs	<ul style="list-style-type: none"> > 8,600 firms benefited from Productivity Trainings and Orientations > 1,800 action plans formulated/installed productivity improvement programs 	<ul style="list-style-type: none"> > Forum on Green Pathways to a Green Workplace, Greener Workforce and Trainers Training on Green Productivity conducted on April 24-26 > Pilot tested in RB X & NCR on Feb. 7-8 and Feb 28-29, respectively > Two (2) terminal reports submitted on pilot tested regions > Green Productivity module revised based on the results of pilot test > 2,271 firms benefited from productivity trainings with 8,022 workforce > 5,118 firms benefited from productivity orientations with 13,099 workforce > 1,571 action plans developed 	<ul style="list-style-type: none"> 126% 75% 87% 	
C. Technical Assistance	<ul style="list-style-type: none"> - Development of training module for DOLE Frontliners > Provision of productivity trainings for DOLE Frontliners > Technical assistance provided 	<ul style="list-style-type: none"> > Forum on the Development of Productivity Frontliners/Specialists conducted (Feb.13) > DOLE Productivity Specialists Trainers' Training conducted (Sept. 3-14) > Orientation of participants for capacity building conducted (August 28) 	<ul style="list-style-type: none"> 100% 	Collaborative project with DOLE
<ul style="list-style-type: none"> - Rapid Assessment of the Business Conditions of Selected DOLE/OWWA Livelihood/Micro-enterprises beneficiaries affected by typhoon Sendong 	<ul style="list-style-type: none"> > Technical assistance provided 	<ul style="list-style-type: none"> > Developed survey instrument > Created technical working group > Developed/conducted orientation on lifecycle of MSMEs > Conducted rapid assessment of the business conditions 29 DOLE/OWWA livelihood/microenterprise beneficiaries in Region X as basis for provision of necessary technical assistance (with BWSC, BWC, OSHC, BLR, OWWA) > Prepared/submitted report > Conducted training on Productivity Enhancement Program for DOLE/OWWA Livelihood beneficiaries in Cagayan de Oro (May 7-9) 	<ul style="list-style-type: none"> 100% 	Collaborative project with DOLE
<ul style="list-style-type: none"> - Informal Sector Worker (Market Vendors) 	<ul style="list-style-type: none"> > Technical assistance provided 	<ul style="list-style-type: none"> > Conducted survey on the business and working conditions of Paco market vendors with BWSC, BWC, BLR, OSHC in coordination with SSS (July 24-25) > Results of the survey and assessment report presented to BWSC 		Collaborative project with DOLE, on-going
<ul style="list-style-type: none"> - Others 	<ul style="list-style-type: none"> > Trainings conducted 	<ul style="list-style-type: none"> > Provided 5S training in TESDA (June 6), POEA (May 18) and BLR (March 27) 		

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of Sept. 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accompl.	Remarks
D. Awareness raising programs/projects				
1 National Productivity Convention	> National Productivity Convention (NPC) conducted	> Preparatory activities for the 2012 NPC i.e memo to the Boards, letter of invitation, list of invitees, program, venue prepared.	90%	Scheduled for October 17-18
2 Productivity Olympics (PO)	> Criteria guidelines/mechanics reviewed/ revised	> Draft criteria and guidelines of 2013 Productivity Olympics prepared/submitted > Regional Boards' comments for 2013 PO criteria and guidelines consolidated/submitted > Guidelines/criteria for 2013 PO prepared and forwarded to Board Secretaries for comments > Detailed scoring guide and profile of MSMEs drafted	90%	
3 Learning Sessions on Wages and Productivity	> 12 Learning sessions conducted	> 16 Learning sessions conducted benefiting 902 participants from 447 companies	133%	
4 Wages and Productivity Information Campaign	> 205,000 clients reached	> 182,274 clients reached	89%	
Institutional Support				
1 DOLE Incentivizing Compliance Program (ICP)		> Technical and administrative assistance rendered > ICP Program Managers' meetings coordinated > Preparation of ICP Action Plans of concerned DOLE offices (PS, LCO,HRDS) coordinated > Drafting, review and finalization of TCCLS (BWC) and Child-Labor Free Enterprise (BWSC) coordinated Certification Guidelines > Process flow on the issuance of Tripartite Certificate of Compliance on Labor Standards (TCCLS) submitted to BWC > ICP Report presented to DOLE Secretary and Senior Officials on August 17. > Department Order on TCCLS signed	100%	Coordinative program with DOLE
2. Integrity Development Program	> 4 quarterly reports on the status of cases filed against officials & employees > 12 reports (36 forms) submitted to NCMB on regional disposition of cases for purposes of SENA	> 3 quarterly reports submitted to HRDS > 9 consolidated reports (27 forms) on regional disposition of cases for purposes of SENA submitted to NCMB	75%	
3. Rationalization Plan		> Revision of the staffing pattern re-submitted to DBM on May 3, 2012 based on the discussion/agreements during the April 17, 2012 meeting with DBM-SPIB > Additional documents submitted to DBM-SPIB as requested		Pending at DBM

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of Sept. 30, 2012

MFO/S strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
4. Communication Program (Press conference/briefings)	<ul style="list-style-type: none"> > at least once a month presscon/briefings monthly > at least 12 times TV/radio appearances/guestings > 36 press releases disseminated/posted 	<ul style="list-style-type: none"> > 12 press conferences/briefings organized/documentated > 7 media interviews responded to press re: Wage and other related issues > 49 press releases disseminated/posted to LCO, PIA, tri-media and NWPC website 	100%	
5. Good News Reporting	<ul style="list-style-type: none"> > 3 Good News Reporting per month 	<ul style="list-style-type: none"> > 32 entries on Good News submitted to DOLE-LCO and DOLE-PS 	89%	
6. Financial Management	<ul style="list-style-type: none"> > Fund utilization > Cash utilization > Monthly Statement of Allotment, Obligations and Balances (SAOB) report submitted to FMS > Monthly status of accounts submitted to FMS > Status of actions taken on COA annual audit reports submitted to FMS quarterly 	<ul style="list-style-type: none"> > Allotment utilized <ul style="list-style-type: none"> PS - 68% MOOE - 87% CO - 48% > 96% cash utilization based on cash program > Monthly SAOB report submitted to DOLE-FMS > Monthly status of accounts submitted to DOLE-FMS > 2010 and 2011 Consolidated Annual Audit Reports submitted to DOLE-FMS on May 11 and July 27 	68%	excluding TRA
7. Human Resource Development Interventions	<ul style="list-style-type: none"> > Capacity building of the staff > Vacant positions (with DBM authority to hire) filled up. 	<ul style="list-style-type: none"> > Ten (10) internal capacity building programs conducted by NWPC benefiting 200 participants from CO & RBs > Seven (7) local seminars/trainings attended by 10 employees and three (3) foreign seminars/study visit participated by 6 officials > 7 vacant positions filled up 	100%	
8. Green our DOLE Program (GODP)	<ul style="list-style-type: none"> > GODP implemented 	<ul style="list-style-type: none"> > GODP plan prepared/submitted to DOLE > Orientation on 5S conducted > Big 5S day launched > 5S Audit Committee conducted 3 audits > Report on GODP implementation plan submitted to DOLE-AS on July 4 > NWPC Safety Committee (with 3 sub-committee-Preventive, Health and Disaster) created > Eco-Self Assessment checklist prepared 		continuing

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of Sept. 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
9. Gender and Development (GAD)	<ul style="list-style-type: none"> > 2013 GAD Plan prepared/submitted > 2012 approved GAD Plan implemented 	<ul style="list-style-type: none"> > GAD Plan submitted to Phil. Commission on Women (PCW) > GAD Plan approved by PCW endorsed to DBM > Invitation letter to PCW for a resource speaker on Gender & Sensitivity Training submitted (Aug. 14, 2012) > Lecture on Cervical Cancer Awareness conducted on March 30 participated by 23 NWPC employees (female- 13 male -10) and 45 participants from private companies (Female-38, Male-7) > Lecture on Reproductive Health for Women conducted on April 2, attended by 18 employees (Female- 13, Male- 5) 	100%	continuing
10. Development/Implementation of the Application Systems	<ul style="list-style-type: none"> > Project Monitoring and Evaluation System (PMES) and Wage Information System (WageIS) developed/implemented > Administrative, Management & Information System and Financial Management System implemented 	<ul style="list-style-type: none"> > Inception Report reviewed and approved > Systems Analysis Report reviewed and approved > Initial Systems prototype design evaluated by the User's Review Group and Steering Com. members > Attendance monitoring and personnel management system implemented > eNGAS and payroll system implemented 	80%	
11 Acquisition of IT resources	<ul style="list-style-type: none"> > ISSP implemented 	<ul style="list-style-type: none"> > IT Resource acquisition prepared/approved > Public bidding for the procurement of IT resources started June 21. > BAC completed process of procurement and recommendation forwarded to Head of Agency. > Awarded contracts to winning bidders > Suppliers started delivery of IT resources 	100%	on-going
12 Maintenance of NWPC Network (LAN and Internet Connections)	<ul style="list-style-type: none"> > Network connection maintained 	<ul style="list-style-type: none"> > Network connections maintained 		continuing
Prepared by: <i>Alicia S. Resurreccion</i> ALICIA S. RESURRECCION Chief, PMISD	Noted by: <i>Elvira P. Jota</i> ELVIRA P. JOTA Director II, MSD	Approved by: <i>Ciriaco A. Lagunza III</i> CIRIACO A. LAGUNZA III Executive Director IV		Date: 3-Oct-2012

*fn: 2012 physical reports
planning 2012 physical report of oper August 2012*

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of November 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
<p>MFO 1: Policies/guidelines/ standards formulation on Wages and Productivity</p> <p>A. Development of Wages and Productivity Policies</p> <p>1. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity</p> <p>2. National/Regional Policy Forum on Wages and Productivity</p> <p>3. Wage and Productivity Policy Review</p>	<p>> Comments/position/technical papers on Legislative Bills on Wages and Productivity (6)</p> <p>> Forum/Conference on Wages and Productivity conducted</p> <p>> Regional assessment and visit conducted > Report prepared</p>	<p>> Submitted position paper and provided technical assistance to the Bicameral conference for the Kasambahay Bill (Oct. 8 & 15)</p> <p>> Prepared 3 options on the adjusted computation of wages, all regions for the Kasambahay Bill</p> <p>> Prepared analysis for the proposed bill on the 125 Across the Board Increase</p> <p>> Prepared comments on HB 5727 An Act Restructuring the Excise Tax on Alcohol and Tobacco Products (Sept. 20)</p> <p>> Prepared comments on the concept note "Empowering Workers, Strengthening Customary Governance Towards a Just Wage System" (July)</p> <p>> Prepared comments to ILO Convention Nos. 81 (Labor Inspection Convention) and 129 (Labor Inspection Agriculture Convention for IMF</p> <p>> Prepared Inputs to Real Sector Outlook for IMF (July)</p> <p>> Conducted 4 Area-based orientations / workshops on TTWS in the following: - Baguio City (Feb. 16) - Tagaytay City (Feb. 24) - Cebu City (March 1) - Davao City (March 7)</p> <p>> Conducted 10 regional visits in the following regions: - RB CAR -Baguio City (May 17) - RB I - Pangasinan (May 16) - RB III - San Fernando, Pampanga (May 31& June 19) - RB IV-A Cabuyao, Laguna (May 24) - RB VII - Cebu City (May 17) - RB IX - Zamboanga City (May 21-22 and Oct 29-30) - RB X - Cagayan de Oro City (May 7-9) - RB-XI - Davao City (May 28)</p>	<p>100%</p> <p>100%</p>	

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of November 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
<p>B. Minimum Wage Review & Determination</p> <p>1. Review/monitoring of socio-economic situation in the region</p> <p>2. Issuance of Wage Orders/Implementing Rules/Advisories</p> <p>3. Two-Tiered Wage System (TTWS)</p> <p>> Bus Transport Industry</p>	<p>> 64 Regional Wage price situationer reports/ 4 consolidated reports prepared</p> <p>> Wage orders/Implementing Rules reviewed/issued (as necessary)</p> <p>> 32 public hearings/consultations conducted</p> <p>> Guidelines issued</p> <p>> Regional Data generated</p> <p>> Study Visit on Wages and Productivity</p> <p>> Area/Regional orientation briefing conducted</p> <p>> Department Order/Guidelines Issued on Compensation for the Bus Industry</p>	<p>> 64 Regional Wage Price Situationer/ 4 consolidated reports prepared</p> <p>> Twelve (12 wage orders and eight (8) implementing rules issued (RBs NCR, I, CAR, II, III, IV-A, V, VI, VII, VIII, XII end ARMM</p> <p>> 42 public hearings/consultations conducted</p> <p>> Guidelines issued September 21</p> <p>> Presented TTWS concept to the members of DOLE IAC on Statistical Matters and LLMC in Calamba, Laguna</p> <p>> Prepared Q and A on the concept of TTWS</p> <p>> Prepared preliminary evaluation of strategic plan re implementation of TTWS</p> <p>> Prepared annual growth rate of average wage and poverty threshold by region, 2001-2011</p> <p>> Prepared forecasting method (% growth) for average wage and poverty threshold by region, 2012-2016 as reference data of the Boards</p> <p>> Prepared model transitioning to two-tiered wage system</p> <p>> Prepared comparative analysis of minimum wage, poverty threshold and average wage for all regions</p> <p>> Prepared matrix of data such as labor productivity, GRDP, LFS, CPI, IR, PPP and establishment data for the 2nd tier</p> <p>> Prepared regression models (3 options) and analysis using GRDP and CPI for all Boards</p> <p>> Held study visit to Japan on Wages and Productivity on June 25-29</p> <p>> Presented result of the study visit to the Secretary on July 9</p> <p>> 4 Area-based orientations/briefings on TTWS conducted: - Baguio City (Feb. 16), Tagaytay City (Feb 24) Cebu City (March 1) and Davao City (March 7)</p> <p>> Department Order No. 118-12 issued on Jan. 13</p> <p>> Operational Guidelines of DO 118-12 issued February 27</p> <p>> Initial draft of manual of implementation on DO 118-12 prepared</p>	<p>100%</p> <p>131.0%</p> <p>100%</p> <p>100%</p>	<p>continuing</p>

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of November 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
<p>4. Facility Evaluation (FE) and Time and Motion Study (TMS)</p> <p>> FE</p> <p>> TMS</p>	<p>> Pilot implementation in NCR</p> <p>> Implementation in other regions</p> <p>> Guidelines on FE and TMS issued/published</p> <p>> 100% of applications received from firms with complete supporting documents acted upon</p> <p>> 100% of applicatins received from firms with complete supporting documents acted upon</p>	<p>> 110 PUBs in Regions NCR, CAR, II, III, IV-A, VI, X, XI and XII issued Labor Standard Compliance Certificates under DO 118-12.</p> <p>> Bus companies with LSCC in regions IV-A, VI, X & XII coordinated</p> <p>> Orientation on DO 118-12 conducted in Balanga, Bataan</p> <p>> Compensation schemes of 48 bus companies in NCR, CAR, II,V, and XI assessed/evaluated</p> <p>> Labor inspection to 158 bus companies conducted in coordination with DOLE-NCR, MMDA and LTFRB (July 2-6)</p> <p>> Rapid audit and one-on-one consultation with PUBs - 158 PUB companies covered by the rapid audit and 87 PUBs attended one-on-one consultation (May 7-18)</p> <p>> Orientation and provision of technical assistance on DO 118-12 and its operational Guidelines to 239 operators and 129 drivers conducted (Jan 27, Feb 14, 21, March 9, June 7, 8, 15, 22 and 25)</p> <p>> FE and TMS guidelines approved at TEC (Nov. 12) and TIPC (Nov. 29)</p> <p>> FE and TMS guidelines per comments of Usec. Chato edited/re-submitted to TEC on October 28</p> <p>> Draft guidelines on FE and WIMS prepared and presented to the Technical Executive Committee (TEC) of the TIPC on 29 June</p> <p>> Capacity Building for Luzon Area on 2TWS and Productivity Technologies conducted June 18-22 in Clark, Pampanga</p> <p>> Accreditation/certification of TMS practitioners with other agencies coordinated</p> <p>> Training re Introductory Course on operations/ production management conducted January 29 - February 8</p> <p>> 184 applications acted upon - 108 out of 184 or 59% issued orders</p> <p>> 62 applications acted upon -38 out of 62 or 63% issued piece rate/production standards orders</p>	<p></p> <p>95%</p> <p>100%</p> <p>100%</p>	<p>continuing</p>
<p>C. Disposition of Wage Exemption Cases</p> <p>1. Wage Exemption Cases filed with</p>	<p>> 100 % Disposition rate</p>	<p>> 100% disposition rate achieved (155 out of 155 applications</p>	<p>100%</p>	

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of November 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
<p>the Regional Boards</p> <p>2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission</p>	<p>> Turn-around time</p> <p>> 100 % Disposition rate</p> <p>> Turn-around time</p>	<p>for exemption received)</p> <p>> 100% disposition rate (5 out of 5 appeals/MR on wage orders/exemption cases received)</p>	<p>100%</p>	
<p>D. Conduct of Policy Researches</p> <p>1. Impact of Minimum Wages on Collective Bargaining</p>	<p>> Report prepared</p>	<p>> Report completed</p> <p>> Analysis of 141 CBAs re previous and current provisions on benefits, salaries and other items as included in the CBA index</p>	<p>100%</p>	
<p>2. Two-Tiered Wage System (TTWS) for Public Utility Vehicle (Taxi and Jeepney)</p>	<p>> Report and policy recommendations prepared</p>	<p>> Prepared summary report and policy recommendations</p> <p>> Conducted survey of 125 jeepney drivers on Sept. 20-21, and 84 taxi drivers and 15 taxi operators Sept. 25-28 in coordination with DOLE-NCR</p> <p>> Conducted preparatory meeting with DOLE-NCR re conduct of survey for taxi drivers and operators</p> <p>> List of taxi and jeepney associations coordinated with LTFRB</p> <p>> Survey questionnaires prepared</p>	<p>100%</p>	
<p>3. Bus Transport Industry</p>	<p>> Formula for the 2nd Tier prepared</p>	<p>> 5 options/sample formula prepared</p>	<p>100%</p>	
<p>4. Methodology for Estimating Labor Productivity (LP)</p>	<p>> Existing labor productivity measurements assessed</p> <p>Official measurement of LP prepared and presented to IACLIPS</p>	<p>> Existing Labor Productivity Measurement assessed</p> <p>> Draft report on TWG-PS prepared</p> <p>> Coordinated with NSCB re TWGPS status on July 2</p> <p>> Proposed measurements on Labor Productivity submitted to IACLIPS on January 11 for approval of NSCB</p>	<p>100%</p>	<p>Recommendations of IACLIPS to be presented during the NSCB Board meeting this November</p>
<p>5. Regional Productivity Assessment (RPA)</p>	<p>> Assessment of regional productivity prepared</p>	<p>> Regional Productivity Assessment proposal submitted (Oct. 19)</p> <p>> Revised concept paper and guidelines</p> <p>> Guidelines for the Boards to conduct Regional Productivity Assessment prepared</p>	<p>90%</p>	
<p>6. Impact Evaluation of ISTIV</p>	<p>> Report prepared</p>	<p>> Revised evaluation report with case analysis per company submitted Aug. 16</p> <p>> ISTIV survey reports consolidated/reviewed</p> <p>> Conducted survey on the impact evaluation of the ISTIV training program in 4 companies at RB-IV-A:</p>	<p>90%</p>	

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of November 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
<p>7. Maintenance/Review of Wages and Productivity Databases</p> <p>MFO 2: Technical Assistance and Awareness-Raising/Capability Building Services</p> <p>A. Program Development</p> <ul style="list-style-type: none"> > Development of Training Programs <ul style="list-style-type: none"> - Issuance of Guidelines on Standard Implementation of (LHP, TAV, ISTIV Plus, ISTIV Bayanihan, 5S, GP, SQ) - Productivity Training Framework 	<ul style="list-style-type: none"> > Database updated/maintained > Guidelines on Standard Implementation of Productivity Programs issued > Productivity training framework finalized 	<ul style="list-style-type: none"> -Sealand Industrial Supply (May 5) -Sohbi Koghei Phils. (May 10) -EMS Components Assembly Inc. (May 15) -Sanon Fulton (Phils.) (May 15) > Survey framework submitted/approved (April 12) > Labor Productivity by region, by industry (2009-2011) updated > Database/Intranet on labor productivity by industry from 2002-2011 updated/maintained > Database for 2011 rebased and updated to base year 2000 > Webpage of Philippine Labor Productivity from 2009 to 2011 updated using base year 2000 > Webpage of Asian Labor Productivity from 2006-2010 updated > Regional Labor Productivity by industry for 2007 to 2009 prepared and finalized > Regional Labor Productivity by industry group edited > Twelve (12) sets of statistical tables reviewed/ maintained > Guidelines on Standard Implementation of Productivity Training Programs issued on April 23 > 3 training project proposals drafted <ul style="list-style-type: none"> - COMPASS training for ILO assistance - Training of Trainers on Productivity for RBs CAR, I and II - Revised GP module based on TOT workshop > Integrated ladderized productivity training framework finalized on January 6. Posted and can be accessed in the NWPC website > Developed/prepared toolkit on Integrated Ladderized Productivity Improvement Program (July 27) 	<p>continuing</p> <p>100%</p> <p>120%</p>	<p>continuing</p> <p>data on wage rates (nominal and real) by sector and region</p>

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of November 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
<ul style="list-style-type: none"> - Development of ISTIV Plus module - Green Productivity Program > Training of Philippine Productivity Professionals 	<ul style="list-style-type: none"> > ISTIV Plus module developed > Pilot tested in NCR and X > Report prepared > 8,600 firms benefited from Productivity Trainings and Orientations 1,800 - productivity training 6,800 - productivity orientation > 1,800 action plans formulated/implemented 	<ul style="list-style-type: none"> > ISTIV Plus module developed July 27 > Technical report on GP Trainers' training prepared/ submitted > GP Training of Trainers conducted on April 25-26 > Report on the Forum on Green Pathways prepared > Forum on Green Pathways to a Green Workplace, Greener Workforce and Trainers' Training on Green Productivity conducted on April 24 > Green Productivity module revised based on the results of pilot test > Two (2) terminal reports on GP pilot test in 2 regions submitted > GP module pilot tested in RBs X & NCR on Feb. 7-8 and Feb 28-29, respectively > Prepared/submitted to Nanyang Polytechnic-Temasek Foundation (NYP/TF) the formal proposal, as endorsed by the Secretary of Labor and Employment with co-funding budgetary allocation on Oct. 23 > On going process of identification and selection of 120 participants in the proposed 7 batches training in Singapore starting April - Sept 2013 up to 1st Qtr 2014 > Conducted expository meetings/company visits (5) with NYP/TF teams to finalize proposal (Oct.2-5) > 2,502 firms benefited from productivity trainings with 9,645 workforce > 6,847 firms benefited from productivity orientations with 17,343 workforce > 1,901 action plans formulated/implemented > Feedback evaluation on DOLE Productivity Specialist conducted (Nov.6) > Conducted action planning workshop on October 2 > DOLE Productivity Specialists Trainers' Training conducted (Sept. 3-14) 	<ul style="list-style-type: none"> 100% 130% 100% 139% 105% 106% 110% 	<ul style="list-style-type: none"> Pending funding approval of Temasek Foundation
<ul style="list-style-type: none"> B. Conduct of Productivity Training/ Orientation Programs C. Technical Assistance - Development of training module for DOLE Frontliners 	<ul style="list-style-type: none"> > Provision of productivity trainings for DOLE Frontliners > Technical assistance provided 	<ul style="list-style-type: none"> > Feedback evaluation on DOLE Productivity Specialist conducted (Nov.6) > Conducted action planning workshop on October 2 > DOLE Productivity Specialists Trainers' Training conducted (Sept. 3-14) 	<ul style="list-style-type: none"> 110% 	<ul style="list-style-type: none"> Collaborative project with DOLE

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of November 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accompl.	Remarks
<ul style="list-style-type: none"> - Rapid Assessment of the Business Conditions of Selected DOLE/OWWA Livelihood/Micro-enterprises beneficiaries affected by typhoon Sendong - Informal Sector Worker (Market Vendors) - Others 	<ul style="list-style-type: none"> > Technical assistance provided > Technical assistance provided 	<ul style="list-style-type: none"> > Orientation of participants for capacity building conducted (August 28) > Forum on the Development of Productivity Frontliners/Specialists conducted (Feb.13) > Developed survey instrument > Developed/conducted orientation on lifecycle of MSMEs > Conducted rapid assessment of the business conditions of 29 DOLE/OWWA livelihood/microenterprise beneficiaries in Region X as basis for provision of necessary technical assistance (with BWSC, BWC, OSHC, BLR, OWWA) > Prepared/submitted report > Conducted training on Productivity Enhancement Program for DOLE/OWWA Livelihood beneficiaries in Cagayan de Oro (May 7-9) > Conducted survey on the business and working conditions of Paco market vendors with BWSC, BWC, BLR, OSHC in coordination with SSS (July 24-25) > Results of the survey and assessment report presented to BWSC on Sept 19 > Survey results (ppt and narrative) revised Sept 21 > Acted as resource speaker to PAPAMARISAN on wage determination and wage distortion (Nov.8) > Acted as resource speaker in the conduct of SQ training in Bohol Beach Club, Tagbilaran City (Oct 10-11) > Acted as resource speaker in the conduct of GP training in Butuan City (Oct 23-24) > Provided 5S training in TESDA (June 6), POEA (May 18) and BLR (March 27), OWWA (Oct. 23) 	<p style="text-align: center;">100%</p> <p style="text-align: center;">100%</p>	<p style="text-align: center;">Collaborative project with DOLE</p> <p style="text-align: center;">Collaborative project with DOLE, on-going</p>
<p>D. Awareness raising programs/projects</p> <p>1 National Productivity Convention</p> <p>2 Productivity Olympics (PO)</p>	<ul style="list-style-type: none"> > National Productivity Convention (NPC) conducted > Criteria guidelines/mechanics reviewed/ revised 	<ul style="list-style-type: none"> > Conducted National Productivity Convention on October 17-18 highlighted by the following: <ul style="list-style-type: none"> - Productivity Talks - 2013 Productivity Olympics Kick-off - Forum of Winners of Productivity Olympics - Trade Exhibit (17 exhibitors) > Documented proceedings of the convention > Criteria and guidelines for the 2013 Productivity Olympics prepared/submitted > Regional Boards' comments for 2013 PO criteria and guidelines consolidated/submitted 	<p style="text-align: center;">100%</p> <p style="text-align: center;">100%</p>	



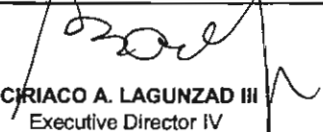
NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of November 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
3 Learning Sessions on Wages and Productivity	> 12 Learning sessions conducted	> Guidelines/criteria for 2013 PO prepared and forwarded to Board Secretaries for comments > Detailed scoring guide and profile of MSMEs drafted > 16 Learning sessions conducted benefiting 902 participants from 447 companies	133%	
4 Wages and Productivity Information Campaign	205,000 clients reached	> 208,563 clients reached	102%	
Institutional Support 1 DOLE Incentivizing Compliance Program (ICP)		> Department Order No. 115 on TCCLS signed on Sept 10 > Process flow on the issuance of Tripartite Certificate of Compliance on Labor Standards (TCCLS) submitted to BWC > ICP Report presented to DOLE Secretary and Senior Officials on August 17 > Certification Guidelines for Child-Labor Free Enterprise (BWSC) coordinated > Preparation of ICP Action Plans of concerned DOLE offices (PS, LCO, HRDS) coordinated > Technical and administrative assistance rendered	100%	Coordinative program with DOLE
2. Integrity Development Program	> 4 quarterly reports on the status of cases filed against officials & employees > 12 reports (36 forms) submitted to NCMB on regional disposition of cases for purposes of SENA	> 4 quarterly reports submitted to HRDS on Jan 20, April 30, Sept. 11 and Oct. 29 > 11 consolidated reports (33 forms) on regional disposition of cases for purposes of SENA submitted to NCMB	100% 92%	
3. Rationalization Plan		> Revision of the staffing pattern re-submitted to DBM on May 3, 2012 based on the discussion/agreements during the April 17, 2012 meeting with DBM-SPIB		Pending at DBM
4. Communication Program (Press conference/briefings)	> at least once a month presscon/briefings > at least 12 times TV/radio appearances/guestings a year > 36 press releases disseminated/posted	> 12 press conferences/briefings organized/documentated > 12 media interviews responded to press re: Wage and other related issues > 49 press releases disseminated/posted to LCO, PIA, tri-media and NWPC website	100% 100% 136%	
5. Good News Reporting	> 3 Good News Reporting per month	> 36 entries on Good News submitted to DOLE-LCO and DOLE-PS	100%	
6. Financial Management	> Fund utilization	> Allotment utilized PS - 93% MOOE - 93%	84%	The low compliance was due to low utilization rate in the capital outlay for ISSP. The office decided to

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of November 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
7. Human Resource Development Interventions	<ul style="list-style-type: none"> > Cash utilization > Monthly Statement of Allotment, Obligations and Balances (SAOB) report submitted to FMS > Monthly status of accounts submitted to FMS > Status of actions taken on COA annual audit reports submitted to FMS quarterly > Capacity building of the staff > Vacant positions (with DBM authority to hire) filled up 	<p style="text-align: center;">CO - 49%</p> <ul style="list-style-type: none"> > 100% cash utilization based on cash program > Monthly SAOB report submitted to DOLE-FMS > Monthly status of accounts submitted to DOLE- FMS > 2010 and 2011 Consolidated Annual Audit Reports submitted to DOLE-FMS on May 11 and July 27 > Fourteen (14) internal capacity building programs conducted by NWPC benefiting 207 participants from CO & RBs > Seventeen (17) local seminars/trainings attended by 41 employees and three (3) foreign seminars/study visit participated by 6 officials > 7 vacant positions filled up with approved authority > 11 vacant positions authorized by DBM to fill up received on Nov 15 (4 positions) and Nov 20 (7 positions). Hiring process on going 	<p style="text-align: center;">100%</p> <p style="text-align: center;">100%</p> <p style="text-align: center;">129%</p> <p style="text-align: center;">100%</p>	<p>defer the improvement of existing network set-up pending the evaluation/recommendation of a network specialist/expert. Encountered difficulty in getting the services of a network specialist; which was officially hired only in Nov 2012. The consultant is currently preparing recommendation/evaluation report</p>
8. Green our DOLE Program (GODP)	<ul style="list-style-type: none"> > GODP implemented 	<ul style="list-style-type: none"> Tree planting conducted in Alfonso, Cavite (Nov.23) > GODP plan prepared/submitted to DOLE > Orientation on 5S conducted > Big 5S day launched (April) > 5S Audit Committee conducted 4 audits > Report on GODP Implementation plan submitted to DOLE-AS on July 4 > NWPC Safety Committee (with 3 sub-committee- Preventive, Health and Disaster) created (Office Order No. 43 s. 2012) > Eco-Self Assessment checklist prepared (Aug. 3) > Initial meeting with Barangay 95 and Epifanio Delos 	<p style="text-align: center;">100%</p>	<p>continuing</p>

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
as of November 30, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
9. Gender and Development (GAD)	<ul style="list-style-type: none"> > 2013 GAD Plan prepared/submitted > 2012 approved GAD Plan implemented 	<p>Santos Elem. School , Malate, Manila re Greenbelt Effort coordinated</p> <ul style="list-style-type: none"> > GAD Plan submitted to Phil. Commission on Women (PCW) > GAD Plan approved by PCW endorsed to DBM > Invitation letter to PCW for a resource speaker on Gender & Sensitivity Training submitted (Aug. 14, 2012) > Lecture on Cervical Cancer Awareness conducted on March 30 participated by 23 NWPC employees (female- 13 male -10) and 45 participants from private companies (Female-38, Male-7) > Lecture on Reproductive Health for Women conducted on April 2, attended by 18 employees (Female- 13, Male- 5) 	100%	<p>Sensitivity Training scheduled on Dec. 6</p> <p>Responsible Parenthood seminar scheduled on Dec. 17</p>
10. Development/Implementation of the Application Systems	<ul style="list-style-type: none"> > Project Monitoring and Evaluation System (PMES) and Wage Information System (WageIS) developed/implemented > Administrative, Management & Information System and Financial Management System implemented 	<ul style="list-style-type: none"> > Inception Report reviewed and approved > Systems Analysis Report reviewed and approved > Initial Systems prototype design evaluated by the User's Review Group and Steering Com. members > Final Systems prototype design presented to User's Group and Steering Com. Members on November 21 	90%	Project consultant requested for extension until Dec. 2012
11 Acquisition of IT resources	<ul style="list-style-type: none"> > ISSP implemented 	<ul style="list-style-type: none"> > Attendance monitoring and personnel management system implemented > eNGAS and payroll system implemented 	100%	
12 Maintenance of NWPC Network (LAN and Internet Connections)	<ul style="list-style-type: none"> > ISSP implemented 	<ul style="list-style-type: none"> > Public bidding for the 2nd batch of IT resource acquisition on going > IT Resource acquisition prepared/approved > Public bidding for the procurement of IT resources started June 21. > BAC completed process of procurement and recommendation forwarded to Head of Agency. > Awarded contracts to winning bidders > Suppliers started delivery of IT resources 		continuing
Prepared by:  ALICIA S. RESURRECCION Chief, PMISD	Noted by:  ELVIRA P. JOTA Director II, MSD	Approved by:  CRIBACIO A. LAGUNZAD III Executive Director IV	Date: Dec. 3, 2012	

In: 2012 physical reports