

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

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

I, **MARIA CRISELDA R. SY**, of **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, 2014.

RATING SCALE

4 – Outstanding	- Meeting the success indicators
3 – Very Satisfactory	- 90% to 99% of the success indicators
2 – Satisfactory	- 80% to 89% of the success indicators
1 – Unsatisfactory	- 79% or below the success indicators

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
<b>MFO 1. Technical Advisory Services</b>							
1. Productivity training programs/ orientations (ISTIV Plus [SIB], ISTIVBayanihan, Service Quality for H&R Industry, 5S, Green Productivity, Productivity 101 and other orientations) to improve workers' capacity and enterprise competitiveness	<p>➤ <b>255,000</b> productivity advisory assignments undertaken</p> <p>a) Benefitted workers in <b>11,000</b> MSMEs benefited through training programs and orientations by end of 4<sup>th</sup> quarter of 2014</p> <p>✓ Orientation - 7,800 firms ✓ Training - 3,200 firms</p> <p>✓ 2,560 MSMEs provided with consulting assistance in the formulation of action plans and/or improvement programs</p>		CO/ RTWPBs	<p>➤ 262,505 productivity advisory assignments undertaken:</p> <p>a) 11,849 MSMEs benefited from productivity trainings/orientations with 26,353 workforce</p> <p>- 8,409 firms with 17,350 workforce</p> <p>- 3,440 firms with 9,003 workforce</p> <p>2,942 trained MSMEs formulated action plans</p>	103%  108%		
2. Development, Production and dissemination of IEC materials.	<p>b) <b>244,000</b> clients reached thru advocacy information services (dissemination of IEC materials, press releases, media interviews, phone-in/written queries) and technical services (legal advice, review of</p>		CO/ RTWPBs	<p>b) 250,656 clients reached</p> <p>- 98,562 on IEC materials disseminated</p> <p>- 102,293 clients</p>	103%		

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31, 2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	compensation schemes, wage clinique, and related topics)			reached thru mass media activities conducted - 40,771 public information assistance provided 9,030 clients on wage clinique			
	<ul style="list-style-type: none"> <li>➤ 90% of clients who rate technical advice as satisfactory or better               <ul style="list-style-type: none"> <li>a) Training /Orientation</li> <li>b) Information and Technical Assistance</li> </ul> </li> <li>➤ 85% of requests for advice acted upon within 5 days of request</li> </ul>		TTSD  PID  RALD	<ul style="list-style-type: none"> <li>➤ Training/ Orientation               <ul style="list-style-type: none"> <li>- 100% over all rating on course content, materials and trainer</li> </ul> </li> <li>➤ Information and Technical assistance               <ul style="list-style-type: none"> <li>- 98% rated satisfactory from information and technical assistance provided</li> </ul> </li> <li>➤ 100% of request for advice acted upon 5 days of request</li> </ul>	100%  100%  100%		
3. Program development/conduct of training	<ul style="list-style-type: none"> <li>➤ Developed/enhanced knowledge and skills on productivity of NWPC/RTWPB, DOLE Productivity Specialists and Owners, Managers/Supervisors and Workers in selected private enterprises:               <ul style="list-style-type: none"> <li>○ Training Program to develop Philippine Productivity Professionals (Singapore)</li> <li>✓ 4<sup>th</sup> program, Productivity Specialists program (Batch 5)</li> </ul> </li> </ul>		TTSD	<ul style="list-style-type: none"> <li>• 18 NWPC/ RTWPBs /DOLE officers/private sectors attended Philippine Productivity professionals program (Feb -March 2014)</li> </ul>	100%		



MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
				activity with DOLE Officials and representatives from TF/NYP conducted			
	<ul style="list-style-type: none"> <li>o Training Program on Innovation and Enterprise Development (Phase 2) (March 2014 – Oct. 2015)</li> <li>✓ Memorandum of Understanding finalized and signed</li> <li>✓ 12 government agencies and partners identified and program requirements coordinated</li> <li>✓ Participation to 7 batches of training coordinated with NYP</li> </ul>		TTSD	<ul style="list-style-type: none"> <li>• MOU finalized and signed (Feb. 10)</li> <li>• 20 Senior Officials from different government offices, labor unions and private sector attended Senior Officials Program on Innovation and Enterprise training in Singapore (March 30-April 5, 2014)</li> <li>• 30 participants from DOLE , strategic and social partners attended training on Innovation and Enterprise Program Manager's course training in Singapore (May 18-31, &amp; Sept 7-20, 2014)</li> <li>• 30 participants from DOLE, strategic and social partners attended the Specialist Program in Singapore (Nov. 9-Dec. 6, 2014)</li> <li>• Administrative requirements of participants coordinated/facilitated</li> </ul>	100%		

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
				with DOLE and NYP 5 pre-departure briefings conducted (1 Senior; 2 Managers; 2 Specialists (Manila and Regional participants			
	<ul style="list-style-type: none"> <li>o Development and pilot implementation of ILO-GBA/Green ME Training Program <ul style="list-style-type: none"> <li>✓ Terms of Reference with ILO finalized and signed</li> <li>✓ Training program developed/deployed to RBs by end of 2<sup>nd</sup> quarter of 2014</li> </ul> </li>   <li>✓ 12 pilot enterprises trained/monitored/evaluated by the end of 4<sup>th</sup> quarter of 2014</li> </ul>		TTSD	<ul style="list-style-type: none"> <li>• TOR and MOU with ILO-GBA finalized and signed (May 6, 2014)</li> <li>• ILO-GBA Trainers' Training conducted (May 6-9, 2014)</li>   <li>• Roll-out of the ILO-GBA program to identified (54) MSMEs conducted in the following: <ul style="list-style-type: none"> <li>Palawan - 16</li> <li>Tagaytay - 24</li> <li>Bohol - 14</li> </ul> </li> <li>• Terminal reports on the roll-out of the program prepared/submitted</li> <li>• Monitoring of companies conducted Sharing session and culminating activities conducted in Coron, Palawan (Nov. 14, 2014)</li> <li>• Trainers' Training cum Recalibration Workshop on Green Productivity Training</li> </ul>	100%		

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
				Program in coordination with ILO-GBA conducted in Vigan, Ilocos Sur with 39 participants (Dec. 17-20)			
	<ul style="list-style-type: none"> <li>o Development of Productivity training module for DOLE livelihood</li> <li>o DOLE Convergence Program on Productivity</li> <li>o Implementation of "Let's Talk Productivity" (15 Productivity improvement sharing sessions)</li> <li>o Conduct of Basic Trainers' Training for selected CO and RB Staff beneficiaries</li> </ul>		TTSD	<ul style="list-style-type: none"> <li>• Training module for the DOLE-DOST convergence program on Productivity Enhancement Program for DOLE Livelihood Program Beneficiaries</li> <li>• 623 MSMEs with LMCs provided with productivity improvement trainings/orientations attended by 1,722 participants</li> <li>• 17 productivity sharing sessions during the DOLE Flag Raising conducted</li> <li>• Proposal submitted/approved by ILO for possible co-sharing arrangement back to back with the evaluation of ILO-GBA NWPC-Green Me program</li> </ul>	100%		

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
				<ul style="list-style-type: none"> <li>Trainers' Training cum Recalibration Workshop on Green Productivity conducted in Vigan, Ilocos Sur with 39 participants (Dec. 17-20, 2014)</li> </ul>			
4. Awareness-raising campaign on Wages and Productivity	<ul style="list-style-type: none"> <li>Conducted National Productivity Convention by end of October 2014</li> </ul>		PRS, TS	<ul style="list-style-type: none"> <li>NPC conducted on October 16, 2014 at The Heritage Hotel, Pasay City</li> <li>Highlighted by the following segments:               <ol style="list-style-type: none"> <li>Research Forum;</li> <li>Kick-off of 2015 PO;</li> <li>Launching of NWPC Productivity Toolbox for MSMEs</li> <li>Learning Sessions on special concerns, e.g. TTWS, SQ Certification</li> </ol> </li> <li>Prepared and presented the following audio visual presentations:               <ol style="list-style-type: none"> <li>Kick-off of 2015 Productivity Olympics (PO);</li> <li>2015 PO Criteria/ mechanics and Past PO winners testimonials;</li> </ol> </li> </ul>	100%		

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<ul style="list-style-type: none"> <li>➤ Implemented revised/updated Communication Plan on 2TWS</li> <li>➤ Completed the following IEC materials for dissemination:               <ul style="list-style-type: none"> <li>○ Compendium of 2013 Wage Order and Implementing Rules by end of 4<sup>th</sup> quarter of 2014</li> <li>○ 2013 Annual Report by end of July 2014</li> <li>○ NWPC News Bulletin</li> <li>○ Advocacy materials on wages and productivity developed by end of the 4<sup>th</sup> quarter</li> </ul> </li> </ul>		<p>CO and RTWPBs</p> <p>PID, RTWPBs</p>	<p>3. Productivity Toolbox for MSMEs</p> <ul style="list-style-type: none"> <li>➤ NWPC ComPlan finalized/implemented</li> <li>➤ 70 copies disseminated</li> <li>➤ 2013 Annual Report disseminated /posted in the NWPC website</li> <li>➤ 50 copies disseminated</li> <li>➤ 12 issues published/disseminated</li> <li>➤ 5 Posters developed and reproduced</li> <li>➤ 4 brochures pamphlets/flyers developedreproduced(N PC, Green ME, Best Productivity Practices, Productivity Toolbox)</li> <li>➤ Brochure on Wage Updates prepared/disseminated</li> </ul>	<p>100%</p> <p>100%</p>		
	<ul style="list-style-type: none"> <li>➤ Conducted monthly (12) learning sessions on wages, productivity and labor market-related topics/concerns as indicated in the Learning Session Calendar of Events and upon request of clients.</li> </ul>	Self-funded project	PID	<ul style="list-style-type: none"> <li>➤ 16 learning sessions conducted benefiting 500 participants from 308companies</li> </ul>	133%		



MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
<b>MFO 2. WAGE REGULATION SERVICES</b>							
1. Exemption Cases  a. Appeals on Wage Orders (WO)	<ul style="list-style-type: none"> <li>➤ <b>199 wage cases received and acted upon</b> (Alternate indicator: achieved a 98% disposition rate within the reglamentary period)</li> <li>➤ <b>50% of wage consideration case decisions overturned by a higher authority</b></li> <li>➤ <b>95 % of wage cases resolved within 40 days</b></li> <li>➤ Achieved 98% disposition rate within the reglamentary period</li> <li>➤ Achieved 50% of wage consideration case decisions affirmed by a higher court (Judicial Appeal)</li> </ul>		RALD/ RTWPBs	<ul style="list-style-type: none"> <li>• No appeals received</li> <li>• 100% affirmation rate of wage case decision on wage appealed to higher court</li> </ul> <p>NWPC won 3 appealed cases and their motion for reconsideration filed with the Court of Appeals (CA) and the Supreme Court (SC):</p> <p>- <b>Court of Appeals (CA):</b></p> <ol style="list-style-type: none"> <li>1. Shemberg Biotech vs. NWCP &amp; RTWPB (CA-GR SP #07773) CA Decided –March 11, 2014 CA Resolution on MR Aug.28, 2014)*</li> <li>2. Murase Hotel Care Corp, vs. NWPC Samahan Ng MgaManggagawa Hotel Care Corp (CA-GP SP # 124337)</li> </ol>	100%		GAA Performance Indicators (Depends on the number of cases received from clients)

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
b. Exemption Case Resolution	<ul style="list-style-type: none"> <li>➤ Achieved 98% disposition rate within the reglamentary period</li> </ul>			<p>CA Decided – Oct. 28, 2014 CA Resolution on MR Feb. 24,2014*</p> <p>3. ECOP vs. NWPC &amp; RTWPC-NCR CA –GR SP # 127856 (submitted for decision, no decision yet)</p> <p>- <b>Supreme Court (SC)</b> The NWPC &amp; the RTWPB –NCR vs.The Alliance of Progressive Labor (APL) and the Trunay Na NagkakaisangMangga gawa Sa Royal (TNMR-APL) (GR # 150326) Decided –March 12, 2014*</p> <ul style="list-style-type: none"> <li>• 100% disposition rate (15 out of 15 applications for exemptions disposed)</li> </ul>			
2. Two-Tiered Wage System (2TWS) a. First Tier	<ul style="list-style-type: none"> <li>➤ Conducted 32 public hearings/consultations, nationwide</li> </ul>		WPRD/ RTWPBs	<ul style="list-style-type: none"> <li>• 34 public hearings/consultations conducted</li> </ul>	106%		

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
b. Second Tier	<ul style="list-style-type: none"> <li>➤ Issued Wage Orders /Implementing Rules (as necessary)</li> <li>➤ Issued 14 advisories on productivity based incentives schemes in accordance with guidelines on the 2TWS</li> </ul>		RALD, WPRD, RTWPBs  WPRD, RTWPBs	<ul style="list-style-type: none"> <li>• 10 WOs and IRRs issued (RBs-CAR, I, II,III, IV-A,V, VII, XI, XII &amp; ARMM)</li> <li>• 14 advisories in the implementation of productivity based pay schemes issued (RBs- NCR,CAR, I,II, IV-A, IV-B, V, VI,VII, IX, X, XI, XII &amp; XIII)</li> </ul>	100%		
	<ul style="list-style-type: none"> <li>➤ Implemented and monitored/evaluated regional action plans to comply with the 2TWS framework by 2016</li> <li>➤ Acted on 100% of requests for technical assistance on Facility Evaluation (FE) and Time &amp; Motion Studies (TMS) (Work Improvement and Measurement Study)with complete supporting documents, within the prescribed process cycle time.</li> </ul>			<ul style="list-style-type: none"> <li>Regional 2TWS action plans implemented/ monitored</li> <li>• 260 FE applications received from firms with complete supporting documents acted upon -236 out of 260 or 90.8% issued orders</li> <li>• 79 TMS applications received from firms with complete supporting documents acted upon -61 out of 79 or 77.2 % issued piece rate/production standard orders</li> </ul>	100%  100%		
3. Policy development	<ul style="list-style-type: none"> <li>➤ Guidelines in Determining Minimum Wage of Kasambahay formulated within 2014</li> </ul>		WPRD	<ul style="list-style-type: none"> <li>• Rules of Procedure on Min. Wage fixing for Domestic Workers approved/signed (Aug. 28)</li> </ul>	100%		



MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
				<ul style="list-style-type: none"> <li>framework on estimation FLW prepared</li> <li>➤ 2009, 2010, 2011 and 2012 estimates based on previous models computed</li> <li>➤ Compared existing methodology on estimating FWL with the ILO methodology (Richard Anker)</li> <li>➤ Meeting with PSA coordinated/conducted TOR with PSA and NWPC drafted for approval</li> </ul>			generation of data-sets and estimates ( Oct. 2014)
	<ul style="list-style-type: none"> <li>○ Comparative Analysis on Selected Asian Labor Productivity (LP)</li> </ul>		PPRD	<ul style="list-style-type: none"> <li>➤ Revised research paper submitted to Directorate</li> <li>➤ Concept paper prepared</li> <li>➤ Asian countries to be part of the study selected / identified (Singapore, Malaysia, Thailand, Indonesia, Cambodia, Vietnam, Brunei, Hongkong, Korea, Mongolia, Philippines)</li> <li>➤ Statistical graphs and tables on selected Asian countries prepared</li> <li>➤ LP at current and constant based on World Bank (GDP) and ADB (total employment data recomputed)</li> <li>➤ Revised the following:               <ul style="list-style-type: none"> <li>- Results and analysis of</li> </ul> </li> </ul>	100%		



MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
				<ul style="list-style-type: none"> <li>➤ Rider questionnaire and guidelines prepared &amp; submitted to BLES</li> </ul>			
	<ul style="list-style-type: none"> <li>○ Comments/position/technical papers on legislative bills/news articles/policy reforms on wages, incomes and productivity, as requested/required</li> </ul>		WPRDD/PPRD	<ul style="list-style-type: none"> <li>➤ Drafted Green Jobs Bill in coordination with the Office of Congressman Nograles, ILS &amp; BLE</li> <li>➤ Position Papers on Proposed Amendments of RA 6971 prepared/ submitted</li> <li>➤ Comments/position papers on the 20 bills prepared/submitted; namely:               <ul style="list-style-type: none"> <li>a. Senate Bill Nos.                   <ul style="list-style-type: none"> <li>-1372 &amp; 1378 (Benefits of Drivers and Conductors in the PUB Industry)</li> <li>-453, 256, 452, 1838, 1213, 1356, 163 and 257 (Bills on Exemption from Taxable Income)</li> </ul> </li> <li>b. House Bill Nos.                   <ul style="list-style-type: none"> <li>- 2295, 2307, 3400, (Bills on the Proposed Magna Carta of Workers in the Informal Sector/Economy)</li> <li>- 3387 An Act Repealing RA 6727</li> <li>- 4333 (Rural</li> </ul> </li> </ul> </li> </ul>	100%		

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31, 2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
				<p>Employment Assistance Program)</p> <p>c. House Resolution Nos. 515 and 287 (Legislation on DOLE's Implementation of TTWS</p> <p>d. H.B. 4969 Green Jobs Act Position paper prepared and submitted to DLLO</p> <p>e. Comments re increasing night shift differential from 10% to 15% drafted</p> <p>f. NWPC position paper on ATB P 125 (HB 253) prepared</p> <p>g. Letter to Senate Committee on Labor, Employment and Human Resources Dev't on SB # 22 prepared</p> <p>h. News articles comments on:  - Wage Policy and Labor Regulations Produced an Army of Poor and Low Productivity Workers (Phil. Star, Gerardo Sicat)  - Too Many Laws</p>			



MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
				<p>(Malaya, Armando Macasaet)</p> <ul style="list-style-type: none"> <li>- Phil Wages Highest in ASEAN (Business Mirror)</li> <li>- Min. Wage in NCR (Phil. Daily Inquirer)</li> <li>- Agri Workers Among Lowest paid ( Phil. Star)</li> </ul> <p>i. Comments on Policy</p> <ol style="list-style-type: none"> <li>1) US Embassy- 2014 Country Report on Human Rights Practices in the Phils.</li> <li>2) ILO Geneva - Convention on Equal Remuneration (Convention 100) and Domestic Workers Convention (Convention 189 )</li> <li>3) Human Resource Development Working Group- Asia Pacific Economic Conference (HRDWG-APEC) - Benchmarking on the Implementation of Min. Wage</li> <li>4) Verite South East Asia Questionnaire on Wages</li> <li>5) Phil. Institute for Development</li> </ol>			

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
				Studies Labor Analysis for Jobs Expansion and Development 6) NEDA- P125 Across- the – Board 7) IBON Foundation - Family Living Wage 8) ILO Bangkok -Min. Wage Practices in Asia			
<b>Institutional Support</b>							
1. Support to Policy Development	<ul style="list-style-type: none"> <li>➤ Submitted LEP Progress Report to ILS not later than 15<sup>th</sup> day of May (covers accomplishment in the previous year)</li> <li>➤ Submitted Arangkada Assessment Report to ILS not later than 15<sup>th</sup> day of May (covers accomplishment in the previous year)</li> <li>➤ Submitted research agenda to ILS not later than 15<sup>th</sup> day of May (covers the current year)</li> </ul>		PID, PPRD,WPRDD  WPRD  PRS	<ul style="list-style-type: none"> <li>➤ LEP progress report submitted to ILS May 5</li> <li>➤ Arangkada annual report submitted to ILS March 27</li> </ul>	100%  100%		Discussion with ILS on- going
2. Communication Program	<ul style="list-style-type: none"> <li>➤ Developed/disseminated/published 3 press releases on a monthly basis</li> <li>➤ Attended to 100% of request for TV appearance/radio guesting</li> </ul>		PID, RTWPBs, Directorate  Directorate/ PID/PPRD/RTW PBs	<ul style="list-style-type: none"> <li>➤ 66 press releases Disseminated                -Media Event (12)                -NWPC (30)                -RBs WOs and Updates (24)</li> <li>➤ Two (2) radio/TV guesting's/interviews coordinated/participated:                1. DZMM- DTI's</li> </ul>	183%  100%		

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<ul style="list-style-type: none"> <li>➤ Conducted press briefings at least once a month</li> <li>➤ Enhanced NWPC website</li> </ul>		<p>PID/ RTWPBs</p> <p>PID</p>	<p>KonsyumerAtbp. (Mar. 1)</p> <ul style="list-style-type: none"> <li>➤ Coordinated the participation of past PO winners and assisted the Directorate during the actual program</li> </ul> <p>2. Global News Network (GNN) General Assignment</p> <ul style="list-style-type: none"> <li>➤ 29 press conference/briefings conducted</li> <li>➤ Soft launch of NWPC website conducted during the June 9, 2014 DOLE-Flag Ceremony</li> </ul>			
3. Performance Accountability Reports	<ul style="list-style-type: none"> <li>➤ Submitted monthly performance monitoring report every 5<sup>th</sup> working day after the reference month (OPCR-MFO Indicators)</li> <li>➤ Submitted quarterly assessment report on Planning Tool enrolled programs to PS every 10<sup>th</sup> day of the month following the reference quarter</li> </ul>		PID	<ul style="list-style-type: none"> <li>➤ Reports required by PS submitted <ul style="list-style-type: none"> <li>- Planning Tool</li> <li>- Physical Report of Operations (1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> Qtrs-as of Nov.2014.)</li> </ul> </li> </ul>	100%		
4. Gender and Development (GAD)	<ul style="list-style-type: none"> <li>➤ Submitted to PS 2014 GAD Plan as reviewed and endorsed by the Philippine Commission on Women (PCW)</li> <li>➤ Submitted to PS/ PCW 2015 GAD Plan and Budget by end of March 2014</li> </ul>		PID/AD	<ul style="list-style-type: none"> <li>➤ PCW reviewed and endorsed NWPC 2014 GAD Plan submitted to PS (July 2013)</li> <li>➤ 2015 GAD Plan &amp; Budget submitted to PS/PCW (Dec. 27, 2013)</li> </ul>	100%	100%	

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31, 2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<ul style="list-style-type: none"> <li>➤ Submitted to BWSC Reformulated 2014 &amp; 2015 GAD Plan not later than June 30, 2014 (per memo of Sec. dated 3 July 2014)</li> <li>➤ Submitted to BWSC 2014 GAD annual accomplishment report by 1<sup>st</sup> week December 2014</li> <li>➤ Submitted 2016 GAD Plan to BWSC not later than 30<sup>th</sup> day of October of the current year</li> </ul>			<ul style="list-style-type: none"> <li>➤ Reformulated 2015 GAD Plan &amp; Budget submitted June 25, 2014</li> <li>➤ 2014 GAD annual accomplishment report to BWSC, PS &amp; PCW (Dec. 4, 2014)</li> <li>➤ 2016 GAD Plan &amp; Budget submitted to BWSC (Oct. 31)</li> </ul>	100%		
5. Establishment of a Quality Management System (QMS) aligned with International for Standardization (ISO) standards	<ul style="list-style-type: none"> <li>➤ Implemented 1enrolled procedure (Appeal on Exemption) in accordance with ISO 9000:2008 and submitted reports to FMS not later than the 30<sup>th</sup> day following the reference semester</li> <li>➤ Documented and enrolled process/es for ISO certification into Procedure Manual/s(and Work Instructions Manual/s, as may be applicable) and submitted to FMS not later than the 5<sup>th</sup> working day after the scheduled conduct of final walkthrough review in QMS meeting/s held for the purpose</li> <li>➤ Reviewed and updated existing QMS documents in compliance to ISO 9000:2008 requirements</li> </ul>		ISO Committee, concerned divisions	<ul style="list-style-type: none"> <li>➤ QMS Committee reconstituted</li> <li>➤ Monthly progress report on QMS documentation submitted to FMS</li> <li>➤ QMS documentation review on-going</li> <li>➤ 2 enrolled processes submitted to FMS</li> </ul>	100%		
6. NWPC Citizen Charter/Anti Red Tape Act (ARTA) Implementation	<ul style="list-style-type: none"> <li>➤ Implemented/adopted a citizens' feedback system/mechanism on the enrolled frontline services by the end of December 2014</li> <li>➤ Submitted results on citizens feedback on the enrolled frontline services in the Citizen's Charter to FMS not later than the 30<sup>th</sup> day following the reference semester</li> </ul>		Citizen's Charter Team (CCT), concerned divisions	<ul style="list-style-type: none"> <li>➤ Implementation on-going</li> <li>➤ Results on feedback as of August on the enrolled frontline services consolidated and submitted to FMS</li> </ul>	100%		



MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31, 2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
8. Strategic Performance Management System in partnership with the DOLE-HRDS	<ul style="list-style-type: none"> <li>➤ Implemented 100% of the program and submitted the following reports within the specified deadline               <ul style="list-style-type: none"> <li>○ Reformulated 2014 OPCR to PS not later than August 30 2014</li> <li>○ 2014 OPCR Accomplishment Report as of November 30, 2014 to PS not later than 05 December 2014</li> <li>○ Complied 100% with the preparation and submission of CO and RBs 2014 Individual Performance Commitment Ratings (IPCR) within one month after the approval of the reformulated 2014 OPCR</li> <li>○ Submitted to HRDS summary of IPCR ratings sixty days after the end of each rating period or upon receipt of the OPCR rating whichever come earlier</li> </ul> </li> </ul>		<p>PID, AD</p> <p>All Divisions , RTWPBs</p> <p>PID, AD</p>	<ul style="list-style-type: none"> <li>➤ Reformulated OPCR submitted to PS (July 14)</li> <li>➤ 2014 OPCR Accomplishment report as of Nov. 30 submitted to PS Dec. 4, 2014</li> </ul>	<p>100%</p> <p>100%</p>		
9. Financial Management a. Funds Utilization	<ul style="list-style-type: none"> <li>➤ Utilized 25% of the allotted funds every quarter for priority programs/projects/activities (P/P/A) and commitments of the Department under the PLEP (2011-2016)</li> <li>➤ Obligations BUR (ratio of total obligations to total releases) = Obligation/Allotment</li> <li>➤ Utilized 100% of the NCA for priority programs/activities/projects (P/A/Ps) and commitments of the Department under the PLEP (2011-2016)</li> <li>➤ Disbursement BUR (ratio of total disbursement to cash)</li> <li>➤ Submitted monthly Statement of Allotment,</li> </ul>		FMD	<ul style="list-style-type: none"> <li>➤ Allotment utilized :               <ul style="list-style-type: none"> <li>- PS - 103%</li> <li>- MOOE -89%</li> <li>- CO -99%</li> <li>Total - 98%</li> </ul> </li> <li>➤ Monthly statement of Allotment, Obligations</li> </ul>	<p>100%</p>		

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<ul style="list-style-type: none"> <li>Obligations and Balances (SAOB) report to FMS not later than the 5<sup>th</sup> day of the following month</li> <li>➤ Submitted quarterly FAR to FMS not later than 10<sup>th</sup> working day after the reference quarter</li> </ul>			and Balances submitted to FMS			
b. Funds Accountability	<ul style="list-style-type: none"> <li>➤ Liquidated/settled cash advances within the corresponding rate per selected account and within the prescribed period for the following accounts: <ul style="list-style-type: none"> <li>○ Account 148 (<i>Cash advances to officials and employees</i>) by 80% for prior and current years</li> <li>○ Account 104 (<i>Petty Cash Fund</i>) by 100%</li> </ul> </li> <li>➤ Submitted monthly report on the status of accounts to FMS not later than 1<sup>st</sup> working day following the reference month</li> <li>➤ Submitted monthly report of actual income not later than the 1<sup>st</sup> working day after the reference month</li> </ul>			<ul style="list-style-type: none"> <li>➤ Cash advances liquidated/settled within the prescribed period</li> <li>➤ Monthly status of accounts submitted</li> <li>➤ Monthly Actual income reports submitted to FMS</li> </ul>	100%		
	<ul style="list-style-type: none"> <li>➤ Complied/replied 100% with COA recommendations and submitted quarterly status of actions taken on COA annual audit reports to IAS not later than 15 days after the reference quarter</li> </ul>		FMD	Reports on consolidated AAR submitted to DOLE FMS	100%		
10. Human Resource Development Interventions							
a. Recruitment and Selection	<ul style="list-style-type: none"> <li>➤ Filled-up 80% of vacant positions as of March 30, 2014 by end of June 2014 and as of September 30, 2014 by end of December 2014 respectively and submitted to HRDS report on semestral filling-up of vacancies (Jul 7, 2014 and January 6, 2015) (memo dated Feb. 21, 2014)</li> <li>➤ Complied 100% with recruitment and selection process and documentary requirements as provided in the ESPS where applicable</li> </ul>		AD	<ul style="list-style-type: none"> <li>➤ Vacancy reports submitted to HRDS (3 July 2014)</li> <li>➤ Recruitment and Selection process complied with CSC</li> </ul>	100%		

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<ul style="list-style-type: none"> <li>➤ Implemented 100% the HRDS recommended interventions under the Management Succession Program as scheduled</li> </ul>			approved NWPC Merit Selection and Promotion Plan (MSPP)			
b. Capacity Building of Staff	<ul style="list-style-type: none"> <li>➤ Trained/provided training opportunities to 80% of staff as indicated in the Annual Training Plan and submitted semestral report to HRDS on the trainings attended by staff by EO of June and December 2014</li> <li>➤ Submitted to HRDS semestral Office/Agency Plan involving Regional Office personnel participation <ul style="list-style-type: none"> <li>* 1<sup>st</sup> Semester – on or before Feb. 5, 2014 (memo dated March 30, 2014)</li> <li>2<sup>nd</sup> Semester – on or before May 30, 2014 (memo dated May 13, 2014)</li> <li>○ Capacity Building on Innovation and Enterprise Phase 2 (March 2014 – April 2015)</li> <li>○ 2014 National Productivity Convention (October 2014)</li> <li>○ Area Based Consultation on Wages and Productivity (as necessary)</li> </ul> </li> </ul>		AD  Concerned Program Managers	<ul style="list-style-type: none"> <li>➤ Semestral report submitted to HRDS 9 July 2014</li> <li>➤ Capacity Building on Innovation and Enterprise Phase 2 (Singapore) participants submitted /coordinated with HRDS</li> </ul>	100%  100%		No Area Based Consultation conducted
11. Green our DOLE Program (GODP)	<ul style="list-style-type: none"> <li>➤ Submitted to AS GODP Plan 2014 by end of February 2014</li> <li>➤ Submitted to AS Annual Accomplishment Report on GODP Plan implementation every on or before end of Nov. 2014 (per DOLE AO # 414 s. 2014 dated 22 Aug. 2014)</li> </ul>		AD	<ul style="list-style-type: none"> <li>➤ NWPC GODP Plan 2014 submitted to AS 5 March 2014</li> <li>➤ Submitted GODP monthly accomplishments reports on the ff. dates: Jan – 5 Feb Feb – 7 March March- 2 April April – 5 May May -02 June June - 2 July</li> </ul>	100%		



MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31,2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
				July – 01 Aug. Aug. - 01 Sept Sept – 01 Oct Oct – 04 Nov. > 2014 Annual Accomplishment report submitted Nov.27, 2014  > Prepared draft AO on GODP criteria and weights for the Best GODP Agency Implementor (AO 596 s.2014)			
12. Transparency Seal Compliance	> Posted in the agency's website all the Transparency Seal requirements pursuant to 2014 General Appropriations Act (GAA)		PID, concerned Divisions	> Agency's Transparency Seal requirements pursuant to 2014 GAA posted and maintained in the NWPC website	100%		
<b>AGENCY INITIATIVES (this should be included in the submission of the monthly OPCR accomplishment</b>  > 1)Compensation Scheme in the Shipping , Manufacturing and BPO Industry  2) Amendments to NWPC Guidelines on Exemption			WPRD	> Report prepared and submitted to Directorate (Dec. 9, 2014)  > Guidelines published May 19, 2014 (PDI)			

MFO (1)	Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments as of December 31, 2014	Self- Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
<ul style="list-style-type: none"> <li>➤ NWPC SPMS</li> <li>➤ PRAISE</li> <li>➤ Document Management System (DMS)</li> <li>➤ NWPC Employee Handbook</li> <li>➤ NWPC Job Competency</li> <li>➤ Regional Performance Audit</li> <li>➤ Moral Recovery Program (MRP)</li> <li>➤ Tree Planting Activity</li> </ul>	<ul style="list-style-type: none"> <li>➤ Audit instrument prepared</li> <li>➤ Regional Audit performed/conducted</li> </ul>		<p>Admin.</p> <p>RALD. AD</p>	<ul style="list-style-type: none"> <li>➤ SPMS Office Order No. 50 dated August 4, 2014 issued</li> <li>➤ NWPC-PRAISE submitted to CSC (Feb. 18, 2014)</li> <li>➤ Office Order No. 29 dated April 22, 2014 issued</li> <li>➤ NWPC Employee Handbook developed and printed ( for delivery in Jan 2015)</li> <li>➤ NWPC Job competency submitted to Osec and HRDS Nov. 20, 2014</li> <li>➤ Composition of audit teams and schedule of audit prepared/revised</li> <li>➤ 4 Regional audit performed (RBs: NCR, IV-A, VI, IX)</li> <li>➤ MRP Level 2 seminar conducted (4 Feb. 2014)</li> <li>➤ Tree planting in coordination with DENR – CENTRO - Taguig conducted (June 2014)</li> </ul>			

