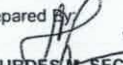



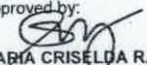

FY 2019 PHYSICAL PLAN

Department: Department of Labor and Employment (DOLE)  
 Agency: National Wages and Productivity Commission  
 Operating Unit: Central Office  
 Organization Code (UACS): 160060100000  
 Report Status: PENDING

Particulars	UACS CODE	Current Year's Accomplishment			Physical Target (Budget Year)				Variance	Remarks	
		Actual	Estimate	Total	Total	1st Quarter	2nd Quarter	3rd Quarter			4th Quarter
		Jan.1-Sept.30	Oct.1-Dec.30	5=3+4	6=7+8+9+10	7	8	9			10
1	2	3	4	5=3+4	6=7+8+9+10	7	8	9	10	11=6-5	12
Part A											
I. Organizational Outcome											
OO : Capacity of MSMEs to implement productivity improvement program enhanced	160060100000										
ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM											
Outcome Indicators											
1. Percentage of trained MSMEs with productivity improvement program/action plan		32.05%	17.95%	50%	50%		10%	25%	15%		
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		1.63%	8.37%	10%	10%		2%	4%	4%		
Output Indicators											
1. Number of MSMEs trained/oriented		14,466			12,000	2,400	3,600	3,600	2,400		
2. Percentage of clients who rated training/technical services as satisfactory or better					100%	100%	100%	100%	100%		
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes		597	203	800	800		100	200	500		
OO : Fair and reasonable minimum wages in accordance with law ensured	160060100000										
WAGE REGULATORY PROGRAM											
Outcome Indicators											
1. Percentage of wage rates above the poverty threshold		100%		100%	100%						
2. Percent of appealed cases on wage orders/ exemption cases resolved within the reglementary period/process cycle time of 60 days		100%		100%	98%						
Output Indicators											
1. Number of clients reached thru advocacy services		317,872		317,872	270,000	54,000	61,000	54,000	81,000		
2. Number of wage orders issued, as necessary					as necessary						
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application		98%		98%	98%						

Prepared by:   
**LOURDES M. SECILLANO**  
 Chief, PID  
 Date: 07/Dec/2018

In coordination with:  
  
**EDITHA M. SAUS**  
 Chief, FMD  
 Date: 07/Dec/2018

Approved by:  
  
**MARIA CRISELDA R. SY**  
 Executive Director IV  
 Date: 07/Dec/2018 

NATIONAL WAGES AND PRODUCTIVITY COMMISSION  
2019 PHYSICAL AND FINANCIAL PLAN

MFO/Strategies/Programs/Projects	Activities	Output / Outcome Indicators	Commitments/Targets					Budget Requirements (000)	Remarks	
			Total	Q1	Q2	Q3	Q4			
<b>ORGANIZATIONAL OUTCOME 1:</b> <b>Capacity of MSMEs to implement productivity improvement program enhanced</b> 1. Productivity Toolbox (ISTIV Plus(SIB), ISTIV Bayanihan, Service Quality for H & R Industry, 5S, Green Productivity, Productivity 101 and other orientations) to improve workers' capacity and enterprise competitiveness  2. Development/ Upgrading of Modules*	> Provision of Productivity Trainings / Orientation Services for MSMEs	> No. of MSMEs trained /oriented	12,000	2,400	3,600	3,600	2,400	25,834		
			750/RB	150/RB	225/RB	225/RB	150/RB			
		a) No. of firms benefited from productivity orientation	8,320	1,664	2,496	2,496	1,664			
			520/RB	104/RB	156/RB	156/RB	104/RB			
		b) No. of firms benefited from training	3,680	736	1,104	1,104	736			
			230/RB	46/RB	69/RB	69/RB	46/RB			
		• Percentage MSMEs trained with PIPs/action plans implemented	50%							
			1,840		720	720	400			
			115/RB		45/RB	45/RB	25/RB			
		• No of terminal reports documented / implemented /submitted	160		48	64	48			
		at least 10/RB		3/RB	4/RB	3/RB				
	> Percentage of clients who rated training/ technical services as satisfactory or better	100%	100%	100%	100%	100%				
	> Technical assistance on designing productivity performance based incentive schemes (TIER 2)	> No. of MSMEs provided with technical assistance on designing productivity/ performance-based incentive schemes	800	80	320	320	80			
			50/RB	5/RB	20/RB	20/RB	5/RB			
		• 18% of MSMEs provided technical assistance installed performance-based incentive schemes	144	16	48	48	32			
			9/RB	1/RB	3/RB	3/RB	2/RB			
		• No. of productivity performance-based incentive schemes documented	144	16	48	48	32			
			9/RB	1/RB	3/RB	3/RB	2/RB			
		> Development/upgrading of three (3) Training/Program modules: 1. ISTIV PAP 2. Work-Life Balance for Workplace Productivity 3. QC Tools	> No. of training modules developed/upgraded	3	x	x				
			> Prepare Concept Note (EO Feb)		x					
> Develop Session Plan & Powerpoint presentation (EO Apr)				x						
> Revise/Finalize modules				x						
> Deploy modules				x						
> Development of four (4) 1-hour sessions: • Six Sigma • Time Management • Total Quality Management • Just in Time	> No of Session plans and ppt presentation developed		4	x	x					

**NATIONAL WAGES AND PRODUCTIVITY COMMISSION  
2019 PHYSICAL AND FINANCIAL PLAN**

MFO/Strategies/Programs/Projects	Activities	Output / Outcome Indicators	Commitments/Targets					Budget Requirements (000)	Remarks
			Total	Q1	Q2	Q3	Q4		
4. Learning Sessions on Wages and Productivity  5. 2019 Productivity Olympics (NPO)	> Development of two (2) e-learning modules: 1. 7S 2. Pricing	> Prepare Concept Note (EO Aug) > Prepare script and develop e-learning module (EO Oct) > Finalize e-learning > Upload in NWPC website	2			x			
	> Conduct of one (1) capacity building program	> No. of capacity building program conducted	1		x	x			
	> Conduct of Learning Sessions	> No. of learning sessions conducted	12	2	4	3	3		
	> Monitoring on the conduct of PO at the Regional level	> Conduct of PO regional level monitored		X	X				
	> Review of PO 219 criteria, mechanics and guidelines	> PO 2019 criteria, mechanics and guidelines reviewed and disseminated		X					
	> Briefing of regional focal persons on the 2019 PO	> Briefing of regional focal persons on the 2019 PO conducted		X					
	> Briefing of NSC and NJP members on the 2019 PO	> Briefing of NSC and NJP members on the 2019 PO			X				
	> NWPC internal evaluators screening (national nominees)	> NWPC internal evaluators screening (national nominees)				X			
	> Selection of national finalists	> National finalists selected				X			
	> Selection of national winners	> National winners selected				X			
> Awarding of national winners	> At least 9 national winners awarded				X				
<b>ORGANIZATIONAL OUTCOME 2 :</b> <i>Fair and reasonable minimum wages in accordance with law ensured</i>							25,629		
<b>A. WAGE REGULATORY PROGRAM</b>									
<b>1. TIER 1</b>									
a) Review/Monitoring of socio-economic situation in the region	> Preparation of monthly regional socio- economic report for Wage Orders	> No. of monthly regional socio-economic report prepared and submitted by RBs to CO	192 12/RB	48 3 / RB	48 3 / RB	48 3 / RB	48 3 / RB		
b) Issuance of Wage Orders (WOs)/ Implementing Rules (IRs)	> Issuance of WOs/IRs	> No. of WOs / IRs issued by RBs and reviewed by CO	16 (1/RB)	as necessary			16		
	> Conduct of wage consultations/ public hearings/board deliberations	> Percentage of wage rates above 2015 Poverty Threshold not exceeding the average wage levels	95%				95%		
	> Conduct of wage consultations/ public hearings/board deliberations	> No. of wage petition(s) processed (if any) No. of wage consultations, public hearings/ board deliberations conducted, as necessary	32 (2 / RB)	as necessary					
<b>2. TIER 2</b>	> Assessment Report on the Implementation of the latest advisory issued	> No of assessment report reviewed and evaluated	16 (1/RB)						
<b>3. Facility Evaluation (FE) / Time and Motion Studies (TMS)</b>	> Conduct of FE/TMS (RBs) > Provision of technical assistance to RBs (CO)	> Percent of requests for technical assistance on FE and TMS with complete supporting documents acted upon within the prescribed process cycle time	100%				100%		

**NATIONAL WAGES AND PRODUCTIVITY COMMISSION  
2019 PHYSICAL AND FINANCIAL PLAN**

MFO/Strategies/Programs/Projects	Activities	Output / Outcome Indicators	Commitments/Targets					Budget Requirements (000)	Remarks
			Total	Q1	Q2	Q3	Q4		
4. Resolution of Wage and Exemption Cases									
a) Cases resolved within 45 days upon receipt of application for exemption filed with the Regional Boards	> Disposition of Applications for exemption by the Regional Boards	> Percent of application for exemption processed within the 45-day reglementary period	98%				98%		
b) Appeals on Wage Orders/Exemption Cases filed with the Commission	> Disposition of Appeals on Wage Orders / Exemption Cases by Commission	> Percent of appealed cases on wage orders/ exemption cases resolved within the 60-day reglementary period	98%				98%		
5 Tamang Kaalaman sa Kita at Kakayahan (T3K )	> Conduct of awareness-raising projects/ activities thru dissemination of IEC materials, mass media activities (press, conference/releases, media interviews) labor education seminars, reply to queries	> No. of clients reached thru advocacy services	270,000	54,000	81,000	81,000	54,000		
> Development, Production and Dissemination of IEC Materials	a. Press Conference/Briefing	> No. of press conference/briefings conducted	16	4	4	4	4		
	b. Press/Media Releases	> No. of press releases per month from CO/RBs	48	12	12	12	12		
	c. Radio/TV Guestings/Interviews	> Percent of requests attended	100%	x	x	x	x		
	d. Good News Reporting	> Number of good news reports submitted	36	9	9	9	9		
	e. IEC Materials	> No. of issues/copies developed/designed/ disseminated:							
	• NWPC Bulletin/News Letter	a) No. of NWPC News Bulletin	12	3	3	3	3		
	• 2018 Annual Report	b) No. of copies of 2018 Annual Report	100		100				
	• 2018 Compendium of WOs/ IRs	c) 2018 Compendium of WOs/IRRs posted in the website			x				
	• Corporate give away	d) No. of Corporate giveaways developed	3				3		
	• AVPs	e) No. of AVPs developed	1				1		
	> Client Satisfaction Rating (CSM)	> Percent of clients who rated the services provided as satisfactory or better with at least 80% of clients accomplishd the CSM evaluation form	100%						
		a) Training							
		b) Information and Technical Assistance							
		> Percent of requests for legal advice acted upon within 5 days of request	100%						

RBs T3K target  
60,000 - CO  
15,000 @ - NCR, III, IV-A, VII  
13,500 @ - I, V, VI, X, XI  
& XII  
11,500 @ - CAR, II, IVB, VIII,  
IX, XIII

RBs contribution : 1 good news  
per RB / month

RBs contribution : 1  
press/media release / month / RB

NATIONAL WAGES AND PRODUCTIVITY COMMISSION  
2019 PHYSICAL AND FINANCIAL PLAN

MFO/Strategies/Programs/Projects	Activities	Output / Outcome Indicators	Commitments/Targets					Budget Requirements (000)	Remarks
			Total	Q1	Q2	Q3	Q4		
<b>STRENGTHEN RESEARCH AND DATABASE TO SUPPORT POLICY DEVELOPMENT</b>									
Conduct of Research									
1 Process Evaluation of the Productivity Toolbox and Survey Beneficiaries	Key informant interviews with beneficiaries from NCR, Region 3 and Region 4A	> Documentation of key informant interviews		X					
	Data analysis and report writing	> No. of Research report	1	X					
2 Productivity Improvement Programs and Gain-sharing Schemes Survey (ISLE Rider Survey)	Receipt of output tables (initial results) from PSA	> Output tables						X	
	Analysis of survey results and output report	> Research report and infographics						X	
	Presentation of results to directorate	> Approved research report and infographics						X	
3. Productivity Briefs	Conduct of desk research	> Productivity Briefs developed							
	Preparation of brief								
	Presentation for approval of Directorate								
	Submission of final report/brief								
4 Assessment of the Minimum Wage Policy	Development of TOR	> Research proposal finalized	1	X					
	Coordination and discussion of TOR with ILO for technical and financial assistance	> Technical and financial assistance solicited							
	Engagement of Experts								
	Implementation of TOR	> TOR implemented							
	a. Preparation of statistical tables/data sets	> Number of statistical tables/data sets prepared		X					
	b. Consultation with NWPC/RTWPBs								
	c. Data gathering including sectoral views /insights on current minimum wage system			X					
	d. Drafting of preliminary report			X	X				
	e. Presentation of initial results to the Commission (to be chaired by DOLE Secretary and Cluster Head)				X				
	f. Validation workshops - Management -Workers - Government	> Number of validation workshops organized/conducted				X	X		
g. Finalization of report	> No. of research report submitted	1				X			
h. Submission of report to the Secretary and Congress							X		
5 Evaluation of the Implementation of Tier 2	Preparation of Concept Note	> No. of concept note approved	1	X					
	Formulation of Focused Group Discussion (FGD) Guide	> No. of FGD Guide approved	1	X					
	Coordination with Regional Boards (RBs) for the Site Visits and FGDs								

Third party assessment, funding and technical assistance c/o International Labor Organization NWPC counterpart. Supplies and Commissioners' per diem RB Counterpart Board Members' Commissioners' per diem  
NWPC to provide technical assistance to the expert

NATIONAL WAGES AND PRODUCTIVITY COMMISSION  
2019 PHYSICAL AND FINANCIAL PLAN

MFC/Strategies/Programs/Projects	Activities	Output / Outcome Indicators	Commitments/Targets					Budget Requirements (000)	Remarks	
			Total	Q1	Q2	Q3	Q4			
6. Empirical Framework for Setting Minimum Wages for Domestic Workers	> Conduct of Site Visits and FGDs (NCR, III, IV-A)	> Number of site visits/FGDs conducted	3	x						
	> Writing of the Research Report	> No. of research report prepared	1		x					
	> Coordination with PSA and PSRTI	> Number of coordination meetings conducted		x	x	x				
	> Preparation of Terms of Reference (PSTI ILO)	> No. of TOR prepared	2	x						
	> Enhancement of survey questionnaire based on comments/additional items of inquiry	> No. of survey questionnaire enhanced	1	x					with PSRTI	
	> Finalization of survey questionnaire for pre-testing during the April 2019 LFS	> No. of survey questionnaire finalized for pre-testing	1	x					with PSRTI PSA	
	> Pre-testing of survey questionnaire	> No. of survey questionnaire pre-tested	1*		x				c/o PSA	
	> Finalization of survey questionnaire for inclusion in the October 2019 Labor Force Survey (LFS)	> No. of survey questionnaire finalized for inclusion in the October 2019 LFS	1*						c/o PSA	
	> Integration of the survey questionnaire in the Oct. 2019 LFS Module	> October 2019 LFS Module with Kasambahay profile integrated	1*						c/o PSA	
	> Conduct of October 2019 LFS Survey	> No. of LFS Survey conducted	1*					x	c/o PSA	
> Release of Oct. 2019 LFS Survey	> No. of report on the survey results	1*						1st Quarter of 2020 c/o PSA		
> Development/Finalization of the Empirical Framework	> No. of empirical framework developed/finalized	1*						1st Quarter of 2020 c/o PSRTI		
> Presentation of the Empirical Framework to the Commission	> No. of empirical framework presented	1*						1st Quarter of 2020 c/o PSRTI		
7 Wages and Productivity Briefs	> Preparation of Wage and Productivity Briefs	> Number of wage and productivity briefs prepared	4	1	1	1	1			
8 Reports/Presentations that may be assigned by Commission/Directorate	> Preparation of reports that may be assigned by the Commission/Directorate	> Number of reports assigned by the Commission / Directorate prepared	DD	as necessary / as requested						
9 Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity	> Preparation of comments/position/technical papers on legislative bills on wages and productivity, upon request	> Number of technical/position papers and or policies on legislative bills on wages and productivity prepared and submitted	DD	as necessary / as requested						
10 Maintenance/review of wages and productivity databases	> Updating of National and Regional Infographics	> Number of National and Regional Infographics updated	68	17	17	17	17			
	> Updating of Monographs on Existing Industry Compensation	> Number of Monographs updated	6			6				
	> Development of Monographs on New Industry Compensation	> Number of Monographs developed	6			6				
	> Updating/maintenance of database - Philippine labor productivity - ASEAN labor productivity	> Database updated/maintained		X	X	X	X			
	> Philippine competitiveness landscape	> Philippine competitiveness landscape updated			X		X			
> Cue cards on Productivity	> Cue cards on Productivity prepared/updated		as necessary / as requested							
<b>INSTITUTIONAL SUPPORT</b>										
1 Integrity Development Program	> Submission of quarterly reports submitted on the cases filed against officials and employees	> No. of reports submitted	4	1	1	1	1			
	> Submission of SENA reports on regional disposition of case	> No. of consolidated reports submitted to NCMB	12	3	3	3	3			
2 Gender and Development Plan	> Conduct/facilitate GAD programs and projects	> GAD programs and projects conducted/facilitated		x	x	x	x			
<b>GENERAL ADMINISTRATION AND SUPPORT</b>										
1. Quality Management Systems (QMS) Implementation	> Implementation of NWPC and RTWPBs QMS	> QMS implemented		x	x	x	x			
		> ISO certification maintained		x			x			

NATIONAL WAGES AND PRODUCTIVITY COMMISSION  
2019 PHYSICAL AND FINANCIAL PLAN

MFO/Strategies/Programs/Projects	Activities	Output / Outcome Indicators	Commitments/Targets					Budget Requirements (000)	Remarks
			Total	Q1	Q2	Q3	Q4		
2. Planning and Management Information Service									
a) Planning, Evaluation and Monitoring of programs and projects	> Corporate Planning/MYPA > Agency Performance Reports	> Activities for Corplan/MYPA prepared > Corplan/MYPA conducted > Agency performance reports prepared/ consolidated/submitted to DOLE/DBM	2	x x x	x x	x x	x x		
b) Implementation of 2019 NWPC ISSP	> Preparation of Procurement recommendation of ICT per approved 2019 ISSP funds > Preparation of detailed specifications/bidding documents > Canvassing and scouting of providers conducted > Monitoring of procurement/delivery	> Recommendation on the procurement of ICT prepared > Detailed specification/bidding documents on the ff. prepared: - Software - Hardware - Application System > Canvassing and scouting of providers conducted > Procurement/delivery monitored		x x					
c) Provision of IT Related d) Management Information Services	> Updating/ Maintenance of NWPC Website/Intranet	> Technical services on updating maintenance provided		x	x	x	x		
> Application Systems	> Posting of news articles/update of tables and information > Application Systems / Database management	> NWPC website/intranet maintained/updated (at least 3 updates posted per month) > Technical assistance on the following implementation of existing systems provided > Enhancement of the ff. - Wage IS (in coordination with WPRD) - D-tracks Quarterly Monitoring	DD	x x	x x	x x	x x		
> NWPC Network System (LAN and internet Connection) > Repair and Preventive Maintenance of IT Resources	> Maintenance of NWPC Network > Conduct of preventive and repair services	> Network connection maintained > Computer repair and preventive maintenance undertaken		x x	x x	x x	x x		
3. Administrative Services									
a) Human Resource Development									
> Staff Development Program	> Staff sent to trainings/seminars/scholarship • internal training  • external training (thru PDC)	> Number of staff sent to internally arranged/ managed training/seminars  > Number of staff sent to external training/seminars/ scholarship (1) seminar per employee		x x	x x	x x	x x		
> Health, Safety and Welfare Program	> Conduct of Annual Physical Exam and Vaccinations conducted	> Annual physical exam, Flu vaccination conducted		x		x			
> Employees Benefits/Awards/ Incentives	> Processing of awards/ incentives/ benefits of employees	> Loyalty award, rewards/ incentives processed > DOLE PRAISE implemented		x	x	x	x		

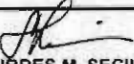
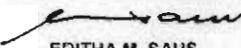

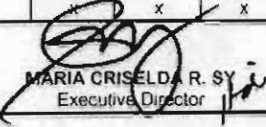
JN

NATIONAL WAGES AND PRODUCTIVITY COMMISSION  
2019 PHYSICAL AND FINANCIAL PLAN

MFO/Strategies/Programs/Projects	Activities	Output / Outcome Indicators	Commitments/Targets					Budget Requirements (000)	Remarks
			Total	Q1	Q2	Q3	Q4		
b) Personnel Management Services	> Staffing (Hiring, Recruitment, Selection, Promotion and Retirement)  > Personnel Services	> Vacant positions filled-up		x	x	x	x		
		> Retiree's documents facilitated		x	x	x	x		
		> MSPP implemented		x	x	x	x		
		> NOSA/NOSI issued		x	x	x	x		
		> PSIPOF accomplished/submitted to DBM		x					
		> ROPA prepared/submitted to CSC-FO	12	3	3	3	3		
		> SMRA/DTR processed		x	x	x	x		
		> Leave applications/PLS processed		x	x	x	x		
		> Request for personnel certification/ service record processed		x	x	x	x		
		> Job Competency Program							
	- Conduct of Assessment of staff competencies	> Assessment conducted		x					
	- Monitoring of Re entry plans/commitments of trained officers and staff	> Re entry plans/commitments monitored		x	x	x	x		
c) Property, Plant, Equipment and Supply Management	> Preparation/Implementation of Annual Procurement Plan (APP)	> 2018 APP approved/implemented		x	x	x	x		
		> 2019 PMPP consolidated					x		
		> Conduct of bidding (supplies, IEC materials, Security/Janitorial services, IT Resources)	> Public biddings conducted and reports prepared		x	x	x	x	
		> Physical Inventory of supplies	> Semestral inventory of supplies conducted			x		x	
	> Physical Inventory of PPE	> Inventory of PPE conducted/report prepared					x		
	> Disposal of unserviceable PPE/IT	> Disposal approved/implemented				x			
d) Cash Management	> Cash Management	> Required reports/payroll prepared/ reproduced (RCI, ROD, ROC, NTA)		x	x	x	x		
e) Records Management	> Records Safekeeping/Maintenance	> Records maintained/controlled		x	x	x	x		
f) General Admin Services	> Maintenance of building facilities in coordination with building administrator/ owner	> Building facilities maintained		x	x	x	x		
		> Messengerial Services	> Messengerial services managed/coordinated		x	x	x	x	
		> Janitorial and Security Services	> Janitorial and security services / managed/ coordinated		x	x	x	x	
		> Transport Services	> Transport services provided		x	x	x	x	
		> Repair and Maintenance of Vehicle and Equipment	> Repair and maintenance of vehicle facilitated /coordinated		x	x	x	x	
4. Financial Management	a) Financial Report	> Preparation of CY 2018 Financial Reports	> CO-RB Financial workshop conducted		x				
		> Consolidation of Financial Report of Operation	> Consolidated CY 2018 Financial Report of Operations submitted NLT Feb 14, 2019		x				
		> Preparation of Financial Reports	> No. of reports submitted to DBM/DOLE/COA						



**NATIONAL WAGES AND PRODUCTIVITY COMMISSION  
2019 PHYSICAL AND FINANCIAL PLAN**

MFO/Strategies/Programs/Projects	Activities	Output / Outcome Indicators	Commitments/Targets					Budget Requirements (000)	Remarks
			Total	Q1	Q2	Q3	Q4		
b) Provision of Financial Management Services	> Processing of Obligations/Disbursements	on or before the deadline							
		- Monthly Reports	12	3	3	3	3		
		- Quarterly Reports	4	1	1	1	1		
		> No. of financial transactions processed	DD	x	x	x	x		
		> No. of reports prepared/updating the actions taken on the CAAR	DD	x	x	x	x		
		> Technical assistance on financial management services provided	OD	x	x	x	x		
		> Remitted premiums and monthly amortization	12	3	3	3	3		
		> 2018 Personnel Tax on Compensation submitted to BIR	1	x					
		> 2018 Suppliers Summary of Taxes submitted to BIR	1	x					
		c) FY 2020 Budget Proposal	> Consolidated FY 2020 Budget Proposal	> Consolidated proposal prepared/ revised/submitted on time			x	x	
> Percent of budget hearing notice attended	100%			x	x	x	x		
> Required budget hearing materials prepared						x	x		
> Preparation to Budget Hearings									
Prepared by:  LOURDES M. SECILLANO Chief, PID	 EDITHA M. SAUS Chief, FMD	Noted by:  ELVIRA P. JOTA Director II, TS	Approved by:  MARIA CRISELDA R. SY Executive Director	Date: 28 Feb 2019					

\* c/o other agencies, not NWPC  
In: planning / 2019 physical and financial plan