



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



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

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

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
CORE INDICATORS									
ORGANIZATIONAL OUTCOME 1									
Capacity of MSMEs to implement productivity improvement program enhanced									
Enterprise Productivity Improvement Program									
1. Productivity Training Program (Productivity Toolbox - ISTIV-PAP, ISTIV Bayanihan, ISTIV Plus [SIB]Service Quality, 5S,Lean Management, Retail Service, Green Productivity and other orientations) to improve workers' capacity and enterprise competitiveness	<p>➤ 12,000 MSMEs trained/oriented</p> <ul style="list-style-type: none"> 8,320 MSMEs oriented 3,680 MSMEs trained 		RTWPBs	<p>➤ 9,580 SMEs (80%) trained/oriented with 16,553 participants benefitted</p> <ul style="list-style-type: none"> 7,079 MSMEs or 85% benefitted from productivity orientation with 11,788 participants 2,501 MSMEs or 68% provided with training benefitting 4,765 participants 					

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
Convergence Program	<ul style="list-style-type: none"> ✓ 3,680 PIPs/ action plans monitored ✓ 50% of MSMEs trained with PIPs/Action Plans implemented by mid-December 2019 ✓ 160 successfully implemented PIPs/Action plans documented/submitted by mid- December 2019 ➤ 100% of requests under the DLEEP convergence program acted upon/assisted by end of December 2019 ➤ 800 establishments provided with technical assistance on designing/formulation of productivity/ performance based incentives schemes completed by mid-December 2019 ✓ 80 (5/RB) of which resulted from the LMC Convergence Program with NCMB/ RCMBs <ul style="list-style-type: none"> • At least 18% of target or 144 MSMEs assisted with productivity/performance-based incentives schemes (PBIS) installed by mid-December 2019 		<p>NWPC, RTWPBs</p> <p>RTWPBs</p>	<ul style="list-style-type: none"> ✓ 407 or 11% PIPs/ action plans monitored ✓ 259 MSMEs or 14% trained with PIPs/ Action plans implemented ➤ 100% of 76 requests for training under DLEEP convergence program benefitting 175 participants ➤ 582 establishments (73%) provided with technical assistance on designing/ formulation of productivity/ performance base incentives schemes ✓ 72 MSMEs or 90% under the LMC Convergence Program with NCMB / RCMBs <ul style="list-style-type: none"> • 25 or 17% with PBIS installed 					

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
	<ul style="list-style-type: none"> ✓ 32 (2/RB) of which resulted from the LMC convergence with NCMB / RCMBs • 144 productivity /performance-based incentive schemes (PBIS) documented by mid-December 2019 			<ul style="list-style-type: none"> ✓ 10 MSMEs or 31.2% resulted from the LMC convergence with NCMB.RCMBs ➤ 21 MSMEs or 15% with PBIS documented 					
	<ul style="list-style-type: none"> ➤ 100% of clients who accomplished the CSM evaluation form rate technical services as satisfactory or better • Training 		RTWPBs, TTSD	<ul style="list-style-type: none"> • 100% of 4,756 clients rated technical advice as satisfactory or better in terms of course content, materials and trainer with 99.81% response rate 					
	<ul style="list-style-type: none"> • Information and Technical Assistance 		RTWPBs, PID	<ul style="list-style-type: none"> • 100% of 2,584 clients rated information and technical assistance as satisfactory or better with 97.5% response rate (NWPC 100% RTWPBs 95%) 					

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
2. Module Development/ Enhancement	> Developed/upgraded the following training module: <ul style="list-style-type: none"> • ISTIV PAP module submitted by end of June 2019 • Work-Life Balance for Workplace Productivity submitted by end of June 2019 • QC Tools module submitted by end of June 2019 > Others		TTSD	> Module developed/ presented May 10, 23 and June 18, 2019 > Module developed/ presented on April 11 & 15, May 7 & 17, and June 11, 2019 > Module developed/ presented on April 12, May 6, June 7 & 14, 2019 > Spot Audit Report on Productivity Improvement Program submitted on April 8, 2019					
	> Development of the following e-learning modules within the year: <ul style="list-style-type: none"> • 7S • Pricing 								
3. Capacity Building for program implementers	> Capacity Building on QC Tools, Upgraded Training Modules and SLEs conducted end of October 2019		TTSD						

N

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
4. 2019 Productivity Olympics	➤ 2019 PO criteria, mechanics and guideline Others reviewed/disseminated to RTWPBs by end of May 2019		PPRD	➤ PO criteria, mechanics and guidelines prepared/disseminated to RBs 20 Feb. 2019					
	➤ 2019 Productivity Olympics conducted by end of October 2019			<ul style="list-style-type: none"> ➤ 149 Regional Winners awarded by the Boards ➤ TWG-PO consensus review conducted 26 -28 June 2019 ➤ NSC & NJP Briefing conducted June 20, 2019 					<p>Awarded on the ff. dates: NCR- July 4, 2019 RB I - June 28, 2019 RB II - June 21, 2019 RB III – June 28, 2019 RB IV-B - May 22, 2019 RB VI- July 1, 2019 RB VII- May 29, 2019 RB VIII- June 10, 2019 RB IX- June 12, 2019 RB X- May 31, 2019 RB XI - June 6, 2019 RB XIII- May 1, 2019</p> <p>To be awarded on the following dates: CAR July 23, 2019 RB IV-A - in Oct. 2019</p>

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
	➤ Others			➤ Messages of ED Sy prepared: <ul style="list-style-type: none"> • During the awarding of the 2019 Regional PO Winners in NCR and Region X on July 4 and May 31, 2019 respectively • Briefing of the NSC and NJP member of the 2019 PO on June 6, 2019 					
ORGANIZATIONAL OUTCOME II Fair and reasonable minimum wages in accordance with law ensured									
Wage Regulatory Program									
1. Review of Existing Rules and Regulations	➤ Review of the following rules and regulations within the year: <ul style="list-style-type: none"> • Rules on minimum wages setting 		NWPC / RTWPBs	➤ Presented to the Commission 26 Feb. 2019 ➤ Consolidation of final comments from the Boards on going					
	<ul style="list-style-type: none"> • Review of rules on exemption from compliance on wage order issued by the RTWPBs 								Pending finalization of the review of rules on min. wage setting

Handwritten mark

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
2. Two-Tiered Wage System (TTWS) ➤ Tier 1	➤ 12 TTWS monthly regional monitoring reports submitted and consolidated /evaluated quarterly		RTWPBs in coordination with WPRD and RALD	➤ Monthly regional reports monitored/consolidated ➤ 1 st quarter report prepared					
	➤ 32 public hearings/consultations conducted, as necessary			➤ 15 public hearings/consultations conducted with 1,889 participants (Male: 652 , Female: 1,237) with the ff. breakdown: - CAR - 2 wage consultations (DW) - RB I – 2 public hearings (Regular & DW) - RB-IV-A 3 public consultations - RB VI- 2 public hearings - RB VIII- 2 public consultations - RB XIII- 4 public hearings					
	➤ Wage Orders /Implementing Rules issued in accordance with the TTWS guidelines, as necessary			➤ 2 wage orders issued (RBs: I & XIII)					
	➤ Percentage of number of minimum wage rates above poverty threshold:			➤ 92 out of 92 rates or 100%					

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
	<ul style="list-style-type: none"> 100% of wage rates above the 2012 poverty threshold 			of wage rates above the 2012 poverty threshold					
	<ul style="list-style-type: none"> 95% of wage rates above the 2015 poverty threshold based on 83 MWRs (as of Dec. 2018) 			<ul style="list-style-type: none"> 80 out of 83 MWRs or 96.4% of wage rates above the 2015 poverty threshold 					
	<ul style="list-style-type: none"> 100% of requests for technical assistance on Facility Evaluation (FE) and Time & Motion Studies (TMS) (Work Improvement and Measurement Study) with complete supporting documents acted upon within the prescribed process cycle time 		RTWPBs	<ul style="list-style-type: none"> 100% of 55 FE applications/requests from firms with complete documents acted upon <ul style="list-style-type: none"> 48 out of 55 or 87.3% of FE orders issued 100% of 27 TMS applications/requests from firms with complete documents acted upon <ul style="list-style-type: none"> 25 out of 27 or 92.6% piece rate/production standard order issued 					
<ul style="list-style-type: none"> Minimum Wage for Domestic Workers 	<ul style="list-style-type: none"> Domestic Wage Order/IR issued, as necessary 		RTWPBs in coordination with WPRD and RALD	<ul style="list-style-type: none"> 3 domestic work wage orders issued (RBs: CAR I & VI) 					
<ul style="list-style-type: none"> TIER 2 	<ul style="list-style-type: none"> Wage Advisory for KEGs issued, as necessary 		RTWPBs in coordination with WPRD and RALD	<ul style="list-style-type: none"> RB I wage advisory presented to Commission, awaiting publication 					
	<ul style="list-style-type: none"> Strengthen advocacy initiatives on 								

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
	the Tier 2 of the Two-Tiered Wage System through networking and convergence with the NCMB								
3. Resolution of Exemption Cases									
➤ Application for Exemption Case	➤ Achieved 98% disposition rate on application for exemption filed with RBs within the 45-day reglementary period		RTWPBs	➤ 100% disposition rate (20 out of 20 application for exemption disposed within 45-day reglementary period)					
➤ Appeals on Wage Orders and Exemption Cases	➤ Achieved 98% disposition rate on appeal on wage orders and exemption cases within the 60-day reglementary period upon receipt of the appeal from the RTWPBs		RALD	➤ 1 application on appeals on exemption/ WO for presentation to the Commission on July 12 (received on May 16, 2019, still within the 60-day reglementary period)					
	➤ Submitted monthly report on status of exemption cases to NCMB every end of the month		RALD	➤ Submitted monthly SENA reports to NCMB on the following dates: Jan 25, 2019 Feb 25, 2019 March 25, 2019 April 25, 2019 May 24, 2019 June 25, 2019					
4. Advocacy and Information Services – Tamang Kaalaman sa Kita at Kakayahan (T3K)	➤ 270,000 clients reached thru advocacy and information services by end of November 2019		RTWPBs, PID, PRS	➤ 203,605 (75%) clients reached thru advocacy and information services					

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISIONS/ ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
	<ul style="list-style-type: none"> Public information assistance provided to clients 			<ul style="list-style-type: none"> 12,611 public information assistance provided 					
	<ul style="list-style-type: none"> IEC materials developed and disseminated Wage Clinique/ Seminars/Learning Sessions Wage Clinique/Seminars/LS Mass media campaigns <p>➤ 100% of requests for legal advice acted upon within 5 days from receipt of request</p> <p>➤ Others</p>		RALD	<ul style="list-style-type: none"> 69,364 IEC materials developed and disseminated 9,843 clients on wage Clinique/seminars/ public fora 111,787 clients reached thru mass media activities <p>➤ 100% of 131 request for legal advice acted upon within 5 days from receipt of request</p> <p>➤ Orientation on wage and productivity programs for Coca Cola Beverages Phils. Inc. Union Presidents Regional meeting conducted June 6, 2019 in Makati</p>					
5. Learning Sessions	<p>➤ Monthly (12) learning sessions on wages, productivity and labor market-related topics/concerns conducted</p>	Self-funded project	PID	<p>➤ 10 Learning Sessions (LS) conducted with 473 participants (Male: 99 Female:374) from 246 companies</p> <p>➤ 100% of 437 respondents</p>					

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
				rated LS as satisfactory or better with response rate of 92 %					
6. Research studies/technical papers/reports on wages and productivity as bases for sound policy formulation/ recommendation	➤ Conducted/completed the following research studies/technical papers/reports on wages and productivity within the year								
	<ul style="list-style-type: none"> Empirical Framework for Setting Minimum Wages for Domestic Workers (Rider Survey Questionnaire only) 		WPRD	<ul style="list-style-type: none"> ➤ Prepared/submitted the ff.: <ul style="list-style-type: none"> Comparative survey questionnaire matrix (versions 1-4) and domwork status of activities TOR with PSRTI signed in March 2019 Final version of the survey questionnaire for PSA lay-out Enumerators' Manual prepared in April 2019 MOU for NWPC and PSA endorsed to PSA in April 2019 ILO project proposal on Domwork endorsed to ILO in May 2019 					
	<ul style="list-style-type: none"> Inputs to the Assessment of Minimum Wage Policy by EO 		WPRD	<ul style="list-style-type: none"> ➤ Data sets provided to the experts 					

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
	September			<ul style="list-style-type: none"> ➤ Mr. Daniel Kostzer & Mr. Emmanuel Esguera identified as experts ➤ Meetings with experts conducted ➤ Contracts and TOR developed and signed on 27 June 2019 ➤ Concept/design of the stakeholder's consultation prepared 					
	<ul style="list-style-type: none"> • Evaluation on the Implementation of Tier 2 		WPRD	<ul style="list-style-type: none"> ➤ Enhanced FGD guide prepared ➤ FGDs conducted in NCR, II and IV-A ➤ Highlights of the FGDs presented to the Directorate 					
	<ul style="list-style-type: none"> • Process Evaluation of the Productivity Toolbox and Survey Beneficiaries by EO October 		PPRD	<ul style="list-style-type: none"> ➤ Research report submitted to ED Sy 28 March 2019 ➤ Analyzed, prepared and submitted statistical tables and graphs ➤ Survey results validated ➤ Key informant/interview/ focus group discussions conducted in the ff: <ul style="list-style-type: none"> • NCR -10 Jan. 2019 					

N

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
				<ul style="list-style-type: none"> • IV-A- 30 Jan. 2019 • III- 7-8 Feb. 2019 					
	<ul style="list-style-type: none"> • Productivity Improvement Programs and Gainsharing Schemes Survey (ISLE Rider Survey) study paper completed 2 months after receipt of data from PSA 		PPRD	<ul style="list-style-type: none"> ➤ Monitored status of survey conducted by PSA 					
	<ul style="list-style-type: none"> • Development of Productivity Module focus on Collective Bargaining Agreement developed 		PPRD	<ul style="list-style-type: none"> ➤ Revised module submitted for comment of the Directors 					
Others:	<ul style="list-style-type: none"> ➤ Comments/position/technical papers on legislative bills/news articles/policy reforms on wages, incomes and productivity, as requested/required ➤ Speeches/Technical Paper 		PRS	<ul style="list-style-type: none"> ➤ Provided technical comments/data to Senate Bill 2205 – Rationalization of Wage Levels as a National of Industrial Basis ➤ Report on the Highlights of the Philippine Quality Award for Public Sector submitted to Sec. Bello 12 April 2019 ➤ Speech of Sec. Bello to the 2019 Regional Convention of Quality Circles in Cagayan de Oro City on July 18-19, 2019 prepared 					

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
NON CORE INDICATORS									
1. Communication Program	➤ Submitted to IPS a copy of approved Communication Program of the NWPC to IPS for January to December 2019 by 31 March 2019		PID, RTWPBs, Directorate	➤ 2019 Communication submitted to IPS on 25 March 2019					
	➤ Submitted to IPS at least three (3) Good News Stories at the end of the month		PID	➤ 25 Good News submitted to IPS					
	➤ Disseminated three (3) press releases by end of each month in quad-media		PID, RTWPBs	➤ 24 press releases disseminated					
	➤ Attended to 100% of request for TV appearance/radio guesting		Directorate, PID, RTWPBs	➤ 100% of the 68 TV/appearance/radio guestings attended					
	➤ Conducted at least four (4) press briefings within the year		PID, RTWPBs	➤ 14 press briefings conducted					
	➤ Submitted to IPS at least one (1) AVP on documenting success stories of DOLE implemented programs on or before 30 October 2019		PID	➤ Concept note approved on May 07, 2019 ➤ Gathering of script materials on going ➤ Drafting of script on-going					
2. Statistical Performance Reporting System (SPRS)	➤ Submitted to PS the SPRS monthly report through DPX within 7 working days after the reference month		PID	➤ Monthly SPRS reports submitted/emailed to PS on the following dates: Jan – 31 Jan. 2019 Feb – 7 March 2019					

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
				March – 2 April 2019 April – 3 May 2019 May – 6 June 2019 June – 4 July 2019					
3. Gender and Development Plan (GAD)	➤ Submitted to PS the 2019 GAD Annual Report not later than 05 January 2020		PID/AD						
4. Implementation of Quality Management System (QMS) aligned with International for Standardization (ISO) standards or continuing ISO Certification of Process/es and System/s	➤ Sustained and enhanced the ISO 9001-2015 QMS and submitted status reports continual improvement activities and initiatives to FMS on or before the 15th day of the month following the reference quarter		QMS Committee and Program Managers	<ul style="list-style-type: none"> ➤ Received the ISO 9001:2015 recertification effective March 9, 2019 to March 18, 2022 ➤ Corrective Action Planning Workshop conducted on March 20, 2019 ➤ ISO 9001:2015 recertification audit by TUVR conducted on March 4-5, 2019 					
5. NWPC Citizen Charter/Anti Red Tape Act (ARTA) Implementation	➤ Achieved at least 75% of client satisfaction rating of at least Very Satisfactory on Quality Service and Quality Facilities and submitted reports to FMS before the 15th day of the month following the reference quarter		AD, PID	<ul style="list-style-type: none"> ➤ Quarterly Report submitted to FMS on the following dates <ul style="list-style-type: none"> ○ 1st qtr- 12 April 2019 ○ 2nd qtr. – 9 July 2019 					

H

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
GENERAL ADMINISTRATIVE AND SUPPORT SERVICES									
6. Integrity Development Program	<ul style="list-style-type: none"> ➤ Submitted the latest status of complaints and cases (administrative, civil and criminal), against the officials and employees of the office filed or pending before the DOLE offices, regular courts and other quasi-judicial bodies to LS using the prescribed forms with complete data/information not later than 5th day of the month after the end of reference quarter 		RALD	<ul style="list-style-type: none"> ➤ Quarterly reports submitted on the following dates: 1st qtr. - 3 April 2019 2nd qtr. – 3 July 2019 					
7. Strategic Performance Management System (SPMS) in partnership with the DOLE-HRDS	<ol style="list-style-type: none"> 1. Submitted to PS the 2019 OPCR within 10 working days from receipt of the approved template for endorsement to the Secretary thru Cluster Head 2. Submitted to PS the 2019 Reformulated OPCR within 10 working days from receipt of the approved Indicators for template for endorsement to the Secretary thru the Cluster Head 3. Submitted to PS through DPX or PS official email the PDF copy of signed OPCR with accomplishments as of 1st semester within 15 days after the reference period 		PID in coordination with all Division	<ul style="list-style-type: none"> ➤ 2019 OPCR submitted to PS 15 April 2019 ➤ 2019 OPCR accomplishment prepared 					


20

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)												
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)													
	4. Submitted to PS through DPX or PS official email the PDF copy of signed annual OPCR with accomplishments within 15 days after the reference period																				
	5. Submitted to HRDS summary of IPCR ratings within 30 calendar days upon receipt or approved OPCR ratings (covers accomplishment in the previous year)		AD	➤ 2018 IPCR ratings for validation by the PVT/PMT																	
8. Financial Management	➤ Fund Utilization (Budget Utilization Rate) <table border="1" data-bbox="506 890 952 1149"> <thead> <tr> <th></th> <th>Obligation Rate</th> <th>Semestral Rate</th> </tr> </thead> <tbody> <tr> <td>Q1</td> <td>20%</td> <td rowspan="2">50%</td> </tr> <tr> <td>Q2</td> <td>30%</td> </tr> <tr> <td>Q3</td> <td>25%</td> <td rowspan="2">50%</td> </tr> <tr> <td>Q4</td> <td>25%</td> </tr> </tbody> </table> <p><i>Obligation Rate = Obligation / Allotment</i></p>		Obligation Rate	Semestral Rate	Q1	20%	50%	Q2	30%	Q3	25%	50%	Q4	25%		FMD	➤ Fund Utilization (BUR) 1 st quarter – 84% 2 nd quarter – 40 %				Utilization rate for the 1 st qtr. was based on the 25% of 2018 allotment as per obligation authority issued by DBM
	Obligation Rate	Semestral Rate																			
Q1	20%	50%																			
Q2	30%																				
Q3	25%	50%																			
Q4	25%																				
	➤ Others			➤ Received eNGAS/ eBudget System Gallantry Award from COA on June 19, 2019																	

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
9. Financial Accountability of Selected Accounts	<ul style="list-style-type: none"> ➤ Submitted to IAS status of cash advances with 100% settlement rate within prescribed period not later than the 10th day of the month following the reference quarter except for the 4th quarter which is due not later than 22nd of January: (1) Advances to Officers and Employees (2) Advances for Operating Expenses (if applicable) (3) Advances to Special Disbursing Officers (if applicable) (4) Advances for Payroll 		FMD in coordination with all Divisions	<ul style="list-style-type: none"> ➤ Quarter IAS status of cash advances submitted on the following dates 1st qtr. – April 5, 2019 2nd qtr. – July 10, 2019 					
10. Compliance to COA Observations	<ul style="list-style-type: none"> ➤ Submitted quarterly Report of Actions Taken on 100% Compliance to COA Recommendations to IAS not later than the 10th day of the month following the reference quarter 		FMD	<ul style="list-style-type: none"> ➤ Quarter report of actions taken submitted to COA on the following dates 1st qtr. – April 10, 2019 2nd qtr. - July 10, 2019 					
11. Audit Opinion	<ul style="list-style-type: none"> ➤ Received unqualified audit opinion or maintained prior year opinion but not lower than qualified opinion. 		FMD/All Divisions/RBs						
12. Reporting of Key Frontline Services Accomplishments of DOLE-CO, ROS, POLOs and Attached Agencies	<ul style="list-style-type: none"> ➤ Submitted accomplishment report in the delivery of the Key Frontline aligned with RA 11032 Process Cycle Time (PCT) - not later 		PID	<ul style="list-style-type: none"> ➤ Key Frontline services accomplishment report submitted on the ff. dates Jan. - Feb.1, 2019 					

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
	than the 10 th day of the month			Feb. - March 6, 2019 March - April 5, 2019 April - May 7, 2019 May - June 7, 2019 June - July 2, 2019					
13. Human Resource Development Interventions a. Recruitment and Selection	<ul style="list-style-type: none"> ➤ Submitted to HRDS monthly report on Personnel Complement two (2) working days after the reference month: <ul style="list-style-type: none"> • Regular and Non-Regular Positions 		AD	<ul style="list-style-type: none"> ➤ Monthly report on personnel complement submitted on the ff. dates: Jan. - Jan. 31, 2019 Feb. - Feb. 27, 2019 March - March 28, 2019 April - April 29, 2019 May - May 29, 2019 June - July 2, 2019 					
b. Capacity Building of Staff	<ul style="list-style-type: none"> ➤ 100% of the actual number of employees provided with trainings and other learning opportunities (mentoring, coaching, learning sessions) including Professional and Career Development Programs (CPD) / MSP Career Development Programs (CPD)/MSP within 2019 end of November 2019 		AD	<ul style="list-style-type: none"> ➤ 69 out of 79 or 94 % of NWPC employees provided with training and other learning opportunities including coaching and mentoring 					
	<ul style="list-style-type: none"> ➤ Submitted to HRDS Annual Training Plan which reflect the title, brief description, target participants, duration/date, focal office, estimated copy per pax by 1st week of January within the reference year 		AD	<ul style="list-style-type: none"> ➤ 2019 NWPC Annual Training Plan submitted to HRDS on Nov. 27, 2018 					

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
	(for employees in the Central Offices, and Attached Agencies)								
14. Transparency Seal Compliance	<p>➤ 100% compliance with Transparency Seal requirements in accordance with General Appropriations Act (GAA), IATF Memorandum Circular 2018-1, and other Joint Circulars and Memorandum Circulars that may be issued by the agencies in authority (for updating, waiting for the 2019 GAA) with the following schedule:</p> <ul style="list-style-type: none"> • Q1 - April 15, 2019 • Q2 - July 15, 2019 • Q3 - September 25, 2019 • Q4 – March 15, 2020 <p><i>*For PBB Requirements Compliance, the usual schedule of validation by the oversight validating office (DBM/OCI) is October 1 of the year.</i></p>		AD, FMD, PID in coordination with concerned program managers	➤ 100% Transparency seal based on GAA 2018 and IATF MC 2018-1 requirements posted in the NWPC website					
Others: 1. NWPC 30 th Founding Anniversary				➤ Preparation activities completed: <ul style="list-style-type: none"> • AVPs for the awardees (Usec. Ciriaco A. Lagunzad III, Ms. Carmelita M. Pineda and Mr. Juan A. Quintos) • Administrative/ logistics preparation 					

OUTCOME /PAP (1)	SUCCESS INDICATORS (Targets + Measures) (2)	Allotted Budget (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS As of June 30, 2019 (5)	RATING (6)				REMARKS (for Validation Purposes) (10)
					Q ¹ (6)	Q ² (7)	T ³ (8)	A ⁴ (9)	
				<ul style="list-style-type: none"> ➤ Speech/Message of Sec. Bello and Exec.Dir. Sy for the NWPC 30th Founding Anniversary at PICC prepared 5 July 2019 prepared ➤ NWPC 30th Founding Anniversary conducted on July 5, 2019 at PICC, Manila 					
Submitted by:			Date						Date
 MARIA CRISELDA R. SY Executive Director VI			July 12, 2019						

AVERAGE RATING

Category	Program		Rating			
Core Indicators						
Non-Core Indicators						
Total Overall Rating						
Final Average Rating						
Adjectival Rating						

Assessed by:			Final Rating by:		
	Date		Date		Date
DIRECTOR ADELINE T. DE CASTRO Planning Service		UNDERSECRETARY CIRIACO A. LAGUNZAD III PMT-CHAIRPERSON		SILVESTRE H. BELLO III Secretary	

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