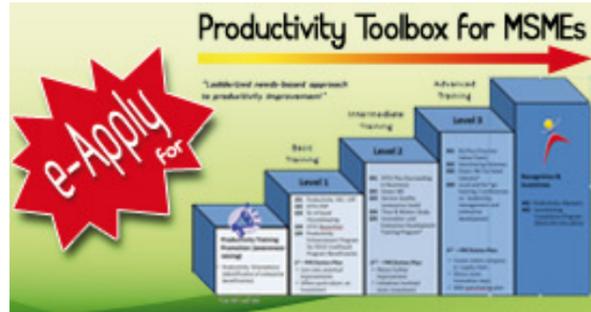




### Productivity Toolbox application goes online



The NWPC recently launched the e-Apply for Productivity Toolbox to enhance the public's access to its productivity training programs.

Interested parties should visit the NWPC website (www.nwpc.dole.gov.ph) and click e-Apply for Productivity Toolbox to avail of any of the training programs currently offered by the RTWPBs.

### APE conducted for NWPC employees

As part of NWPC's health program, the Administrative Division organized its annual physical examination for employees last March 11. This was in coordination with Best Diagnostic Corporation.

#### Summary of Minimum Wage Rates as of April 4, 2016

Region's Wage Order	Highest Minimum wage	Effectivity date
Wage Order No. RB NCR-19	P481.00	April 4, 2015
Wage Order No. RB CAR-17	P285.00	June 29, 2015
Wage Order No. RB I-17	P253.00	July 19, 2015
Wage Order No. RB II-16	P255.00	January 5, 2014
Wage Order No. RB III-18	P357.00	January 1, 2016
Wage Order No. RB IVA-16	P362.50	May 1, 2014
Wage Order No. RB IVB-07	P280.00	July 3, 2015
Wage Order No. RB V-16	P265.00	December 25, 2015
Wage Order No. RB VI-22	P298.50	May 2, 2015
Wage Order No. RB VII-18A	P353.00	October 10, 2015
Wage Order No. RB VIII-18	P262.00	March 30, 2015
Wage Order No. RB IX-18	P280.00	June 10, 2013
Wage Order No. RB X-18	P318.00	July 3, 2015
Wage Order No. RB XI-18	P317.00	June 1, 2014
Wage Order No. RB XII-18	P275.00	August 1, 2014
Wage Order No. RXIII-13	P268.00	February 14, 2015
Wage Order No. ARMM-15	P250.00	February 1, 2014

#### NWPC attains HR Maturity Level II... from page 1

PRIME-HRM, which stands for "Program to Institutionalize Meritocracy and Excellence in Human Resource Management", is program that integrates and enhances the Personnel Management Assessment and Assistance Program (PMAAP) and the CSC Agency Accreditation Program (CSCAAP). The program aims to inculcate meritocracy and excellence in the public service human resource management through a program of reward and recognition, empowerment and continuous development.

Other government agencies which were recognized for having attained the same maturity level included the Commission of Filipino Overseas, Philippine Institute for Development Studies, PHIVOLCS, National Housing Authority, Landbank of the Philippines, DPWH-NCR and Division of City School of Taguig and Pateros.

Meanwhile, the Division of City Schools of Pasay, Marikina and Manila, National Children's Hospital, Senate Electoral Tribunal, Environmental Management Bureau, Philippine Rice Research Institute, Philippine Ports Authority, Philippine National Oil Company, Commission on Higher Education, Philippine Deposit Insurance Corp., and National Mapping and Information Authority, to mention some, were recognized for reaching maturity level in two or more HR systems such as performance management system, rewards and recognition, and learning and development.

In her opening message, Director Chicano revealed that only 23 or seven per cent of the 343 government agencies have succeeded to foster major breakthroughs in their HR systems. This means there still is a lot to be done in terms of encouraging, assisting and transforming government offices/agencies in their continuing journey towards excellence in public service. She noted that nowadays, excellence in the public service is the new normal.

Commissioner Robert Martinez, on the other hand, acknowledged in his message that the 23 government agencies are now part of history being the first batch of agencies to meet the challenge of transforming their HRM system in cognizance of its effects on business outcomes.

In closing, Commissioner Nieves Osorio expressed optimism that PRIME HRM will be instrumental in making the Philippines as Asia's finest bureaucracy given the initial positive outcomes in the HR systems of government agencies.

## DomWorkers in Eastern Visayas receive wage increase

The Regional Tripartite Wages and Productivity Board-VIII issued Wage Order No. RB VIII-01 granting a P500.00 monthly wage increase to domestic workers in the region starting March 23, 2016.

Domestic workers in Eastern Visayas will have a new monthly minimum wage rate of P2,500 for those working in chartered cities and first class municipalities and P2,000 for those employed in other municipalities.

Wage Order No. RB VIII-01 shall apply to all domestic workers, whether on a live-in or live-out arrangement. Excluded from coverage are service providers, family drivers, children under foster family arrangement, and persons performing work occasionally and not on an occupational basis.

The order was published in Leyte Samar Daily Express last March 8, 2016.

### NWPC is ISO 9001:2015 certified



The NWPC received its ISO certificate from its certifying body TÜV Rheinland last March 17 after meeting the requirements of ISO 9001:2015.

The ISO certification covers the implementation of policies and programs on setting minimum wages and promoting productivity improvement and gain-sharing. It also includes sub-certificates to RTWPB NCR, III, and IVA.

The certificate is valid until March 16, 2019 after which the NWPC will have to apply for the renewal of its certificate.

The rest of the Boards will be certified by end of 2016.

### NWPC attains HR Maturity Level 2 of CSC's PRIME-HRM



The National Wages and Productivity Commission became the first DOLE agency to be recognized as having attained HR Maturity Level 2 of the Civil Service Commission's PRIME-HRM in the awarding ceremony held at Luxent Hotel last March 7, 2016. CSC Commissioners Robert Martinez and Nieves Osorio and CSC NCR Director Judith Chicano led the first awarding ceremony under the program in which 22 other government agencies and offices were also recognized for their accomplishments.

OIC-Executive Director Alex V. Avila and Deputy Executive Director Jeanette T. Damo received the certificate recognizing the NWPC for obtaining Maturity Level 2 in Recruitment, Selection and Placement.

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## NWPC conducts training on FE, TMS



NWPC conducted training on Facility Evaluation (FE) and Time and Motion Studies (TMS) for its technical staff, with Director Jamie-Lyn Jamias-Garcia and Rose-marie P. Villaplaza as speakers last March 9-10.

In his message, OIC-Executive Director Alex V. Avila emphasized the need to expand the pool of NWPC officers and staff who can assist the Regional Boards in the conduct of FE and TMS. This will allow NWPC and the Boards to more effectively respond to requests for TMS and FE from enterprises nationwide.

Prior to this, the NWPC conducted the same training for the RTPWB III and DOLE RO III personnel last February 29-March 1.

## NWPC assists in re-orientation of LLCOs



Director Jamie-Lyn Jamias-Garcia and Director Elvira P. Jota discussed the Two-Tiered Wage System, Facility Evaluation, Time and Motion Studies, Productivity Toolbox, and #EMA during the re-orientation of DOLE NCR's Labor Laws Compliance Officers (LLCOs) last February 22.

In his message, OIC-Regional Director Nelson D. Hornilla said the reorientation aims to establish a common understanding among the LLCOs of the various programs and services being offered by the DOLE.

## RTWPB NCR conducts productivity orientation for KaEntrep

RTWPB NCR conducted an orientation on the Productivity Toolbox to the 55 members of KaEntrep at the NWPC Conference Room last February 22, 2016.

KaEntrep, headed by Engr. Doy Tabilog, is an association of MSMEs in NCR and has been a long-time partner of the Regional Board in its productivity advocacy.

Board Secretary Aida Andres spearheaded the activity and discussed the benefits of productivity to both enterprises and employees.

Ka-Entrep Micro and Small Entrepreneurs Organization of the Philippines, Inc. (Ka-Entrep) is a non-stock, non-profit organization established last November 2007. The organization aims to alleviate poverty in our country by helping micro and small entrepreneurs grow and strengthen their enterprises through character and leadership trainings, entrepreneurial events, networking and advocacy.

## NWPC hosts meeting on Service Quality for Tourism Value Chain

OIC-Executive Director Alex V. Avila and Deputy Executive Director Jeanette T. Damo convened a meeting on Service Quality for Tourism Value Chain with the Department of Agriculture (DA), Department of Interior and Local Government (DILG), Department of Transportation and Communication (DOTC), Technical Education and Skills Development Authority (TESDA), Philippine Ports Authority (PPA), and Civil Aviation Authority of the Philippines (CAAP) at the NWPC Conference Room last March 8.

The purpose of the meeting was to discuss the memorandum of agreement that will roll out the Service Quality Training Program in partnership with these agencies.

During the meeting, CAAP, DA, DILG, DOTC, and TESDA already identified Batanes, Laoag, Busuanga, Albay, Bohol, Negros Oriental, Camiguin, and Samal Island as tourism value chain areas where their respective regional offices and NWPC/RTWPBs can conduct SQ training programs.



## NWPC joins DOLE, PCW in celebrating the National Women's Month



The NWPC participated in the DOLE's celebration of National Women's Month at the Labor Governance and Learning Center (LGLC), DOLE Building, Intramuros, Manila last March 11.

This year's theme, "*Kapakanan ni Juana, Isama sa Agenda*", calls for gender-balanced leadership and decision making positions both in private and government sector. It also advocates for the inclusion of women's concerns in leadership platforms and in the government's development agenda, and capacitating and preparing women and girls to reach their ambitions.

Secretary Rosalinda Dimapilis-Baldoz highlighted in her opening message the role and status of women in leadership. Television and film actress Jodi Sta. Maria served as guest speaker during the event. She emphasized that while women are still underprivileged, they now have the platform to voice and act for their rights.

### "Sama-samang Pagsulong sa mga Agenda ni Juana"

The NWPC also participated in the PCW's activity entitled "*Sama-samang Pagsulong sa mga Agenda ni Juana*" held at Burnham Ground, Luneta Park, Manila. Together with other government agencies, civil society groups, state universities and colleges, the NWPC joined the national poll for the inclusion of women's concerns in leadership platforms and the government's development agenda.

PCW Executive Director Emmeline L. Verzosa opened the activity by presenting the agenda of the event. PCW Chairperson Remedios I. Rikken introduced the Keynote Speaker Professor Solita C. Monsod. Prof. Monsod's message focused on the significant role of Filipino women in the international and

local arena of politics, governance, and business. She emphasized that the country's performance in gender equality remains to be a model in the Asia-Pacific region as the Philippines ranked 7th in the recent World Economic Forum's Gender Gap Index.

Being a veteran women's right advocate, Prof. Monsod also cited the historical, sociological, and political roles of women in the Philippines. She said that while the country's overall performance on gender equality is comparable to developed countries in Europe, much is still needed to improve women's participation in politics and share in income. Prof. Monsod called for a need to measure the invisible contribution of women in the household, considering the amount of effort and time exerted by women for their families.

She encouraged the participants to be vigilant in electing the next leaders of the country by choosing those who will carry the agenda of Filipino women.

Spearheaded by the PCW, the month-long celebration for Filipino women also conducted online advocacy and fora.

## NWPC conducts Trainers' Training on Productivity in La Union

The NWPC conducted a trainers' training on productivity to 18 participants from DOLE Regional Field Offices and RTWPB-I at Hotel Airana, Bauang La Union last March 17-18.

Director Elvira P. Jota oriented the LLCOs and field officers on Project #EMA and the two-tiered wage system. Ms. Sylvia P. Piano, Ms. Amelia A. Kakazu, and Ms. Rosanna dela Cruz, meanwhile, discussed the different training principles, processes and methodologies, and productivity concepts, measures, tools, and techniques.

As part of their re-entry projects, the participants were tasked to train MSMEs engaged in hospitality, retail, and manufacturing industries using the learned team approach.