

**NATIONAL WAGES AND PRODUCTIVITY COMMISSION**  
**PHYSICAL REPORT OF OPERATIONS**  
*as of April 2013*

MFO/Strategies/Programs/Projects	TARGETS			ACCOMPLISHMENTS		% Accompl	As of April 30, 2013
	Whole Year	1st Quarter	2nd Quarter	1st Quarter	April Accomplishments		
<b>MFO 1: Policies/guidelines/ standards formulation on Wages and Productivity</b>  <b>A. Development of Wages and Productivity Policies</b> 1. Comments/Position/ Technical/Papers on Legislative Bills on Wages and Productivity  2. National Policy Conference on Wages and Productivity  <b>B. Minimum Wage Review and Determination</b> 1. Review/monitoring of socio-economic situation in the region  2. Issuance of Wage Orders WOs / Implementing Rules (IRRs) Advisories  3. Two-Tiered Wage System (2TWS) a. Bus Transport Industry	> Comments/position/ technical papers on Legislative Bills on Wages and Productivity (as necessary)  > National Policy Conference on Wages and Productivity conducted  > 64 Regional Wage price situationer reports/ 4 consolidated reports prepared  > WOs/IRRs/Advisories reviewed / issued (as necessary) conducted  > Report prepared > Technical assistance provided	> Comments/position/ technical papers on Legislative Bills on Wages & Productivity (as necessary)  > 16 Regional Wage price situationer reports/1 consolidated report prepared  > LSCC monitored/ consolidated	> Comments/position/ technical papers on Legislative Bills on Wages & Productivity (as necessary)  > National Policy Conference on Wages & Productivity conducted  > 16 Regional Wage price situationer reports/1 consolidated report prepared  > LSCC monitored/ consolidated	> Prepared position papers on the following HB and SB nos.: HB- 6685 HB- 6686 SB - 2921 (tripartism) SB - 2918 (conciliation/mediation)  > Attended the following meeting: - Drafting of IRR of Kasambahay Law (Jan. 24) - Review of the Labor Code (March 6 & 12) - Public hearing in La Trinidad, Benguet on HB 375 (Jan 18) (P125 ATB wage increase)  > 16 Regional wage price situationer/ 1 consolidated report prepared  > 1 WO issued (RB-IV-B) > 7 public hearings/consultations conducted  > Compensation scheme of 7 bus companies in NCR & XI re implementation of DO 118-12 assessed	> Project concept paper prepared and submitted to agency head for approval  > 1 WO issued (RB-XIII) > 5 public hearings/consultations conducted	4 comments/position papers prepared  Policy conference on 2TWS will focus on wages and another conference on productivity is set on Oct. back-to-back with PO's awarding.  2 wage orders issued 12 public hearings/consultations conducted	

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	Whole Year	1st Quarter	2nd Quarter	1st Quarter	April Accomplishments		
4. Facility Evaluation (FE) and Time & Motion Study (TMS) > FE  > TMS	> Guidelines on FE and TMS issued/published  > 100% of applications received from firms with complete supporting documents acted upon  > 100% of applications received from firms with complete supporting documents acted upon			> Poverty threshold and average wage above minimum wage the private establishments for the 2TWS prepared/ updated  > Briefing on 2TWS conducted in Cebu (Feb. 5)  > Guidelines on FE & TMS forwarded to SecLab on March 22 for signature  > 90 applications acted upon - 61 out of 90 or 67% issued orders  > 27 applications acted upon - 10 out of 27 or 37% issued piece rate/production standard orders	> Guidelines on FE & TMS signed (April 1)  > 18 applications acted upon - 13 out of 18 or 72% issued orders  > 5 applications acted upon - 2 out of 4 or 50% issued piece rate/production standard orders (1 application withdrawn)	100%	108 applications acted upon - 74 out of 108 or 68.5% issued orders  30 applications acted upon - 12 out of 30 or 40% issued piece rate/production standard orders
C. Disposition of Wage Exemption Cases 1. Wage Exemption Cases filed with the Regional Boards  2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission	> 98 % Disposition rate > Turn-around time  > 98 % Disposition rate > Turn-around time			> 93% disposition rate achieved (43 out of 46 applications for exemption disposed)  > 50% disposition rate achieved (1 out of 2 appeals for exemption disposed)	> 67% disposition rate achieved (2 out of 3 applications for exemption disposed)  > 67% disposition rate achieved (2 out of 3 appeals for exemption disposed)		98% disposition rate achieved (45 out of 46 applications for exemption disposed)  75% disposition rate achieved (3 out of 4 appeals for exemption disposed)
D. Conduct of Policy Researches  1. Documentation on Gainsharing Scheme Practices in the Philippines  2. National Productivity Framework	> Documentation on Gainsharing practices documented  > Research paper	> Data gathering of establishments with gainsharing  > Research paper entitled: "Towards Increased Productivity and Competitiveness: A Study on Labor Market Efficiency Indicators on Wages	> Best practices on gainsharing consolidated  > Related materials/ documents reviewed	> Draft research abstract prepared > Data gathered/analyzed and interpreted  > Revised concept paper submitted	> Review of the draft research paper on -going	60%  20%	Waiting for the approval/ instructions of the directorates

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3. Review of Productivity Incentives Act (RA 6971)	> Proposed amendments to RA 6971 for the DOLE Legislative Agenda prepared/submitted to DLLO for sponsorship to	and Productivity"		> Proposed amendments submitted to the Office of Asec. Aragon (Feb.6)	> Senate Bills and House Bills related to RA 6971 reviewed > Status of the proposed amendments monitored	80%	(SB nos. 1370,1753, 1865, 933, 1481, HB nos.1680 & 350)
4. Assessment of Initial Implementation of of DO 118-12	> Report prepared		> Assessment conducted	> Review of initial issuances of Labor Standard Compliance Certificates (LSCCs)	> Memo to RBs re submission of assessment sent	30%	Report on 3rd quarter
5. Assesment of Initial Implementation of 2TWS	> 2012 WOs reviewed > Report/recommendation prepared	> 2012 Wage Orders reviewed	> Report/recommendation prepared	> Initial assessment conducted	> Draft report prepared		
6. Conceptual & Empirical Framework for Determining Minimum Wage for Domestic Workers	> Guidelines issued		> Framework prepared	> Draft guidelines prepared for consultation with RBs	> Focus Group Discussion on skills/competency-based wages for Domestic workers attended	50%	
7. Maintenance/Review of Wages and Productivity Databases	> Database updated/maintained	> Database updated/maintained	> Database updated/maintained	> Database updated/maintained	> Database updated/maintained		
<b>MFO 2: Technical Assistance and Awareness-Raising/ Capability Building Services</b>							
<b>A. Program Development/ Conduct of Training</b>							
a. Training for Philippine Productivity Professionals (Singapore)	> Management of Philippine Productivity Professionals Training Program > Action plans monitored/evaluated	> Activities coordinated for 1st batch of training	> Activities coordinated for 2nd batch of training	> Selected companies in RBs NCR, III, IV-A, VII, X and XI evaluated/ validated for Singapore training  > Schedule of batches and list of participants prepared  > Administrative requirements coordinated/facilitated	> Administrative assistance to Phil. Productivity Professionals (Singapore) rendered  > 35 NWPC/DOLE officers/private sector (CEOs, Managers/Supervisors) attended Productivity Professionals Training in Singapore: - April 1-5 - Sr. Officials Program (20 pax) - April 15-26 - Program Managers (15 pax)  > 35 project proposals on productivity improvement programs prepared		

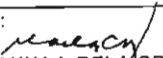
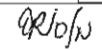
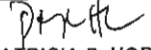
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b. DOLE Convergence Program on Productivity	> Modules developed > Trainings conducted			> Concept note finalized > Meetings with concerned DOLE agencies on redesigned modules incorporating LMC attended/coordinated > Memo re conduct of Trainers' Training prepared	> Trainers' Training conducted > Firms for immersion activity in NCR, III and IV-A coordinated	40%	
c. Capacity building for LLCOs				> Redesigned training program for LLCO prepared			
B. Conduct of Productivity Training/Orientation Programs	> 9,600 firms benefited from Productivity Trainings and Orientations  - 2,800 - productivity training  - 6,800 - productivity orientation  > 2,000 action plans/productivity improvement programs developed/installed			> 1,305 firms benefited from productivity trainings and orientations with 3,566 workforce  - 558 firms benefited from productivity trainings with 1,408 workforce  - 747 firms benefited from productivity orientations with 2,158 workforce	> 556 firms benefited from productivity trainings and orientations with 1,206 workforce  - 120 firms benefited from productivity trainings with 462 workforce  - 436 firms benefited from productivity orientations with 744 workforce  > 155 actions plans / PIPs developed/ installed	19%	1,861 firms benefited from productivity trainings and orientations with 4,772 workforce  - 678 firms benefited from productivity trainings with 1,870 workforce  - 1,183 firms benefited from productivity orientations with 2,902 workforce  155 actions plans /PIPs developed/ installed
C. Technical Assistance	> Technical Assistance rendered			> 5S training at Rizal Technological University conducted (January 4)	> 3 batches of 5S trainings at BCDA conducted (Apr. 11, 19 & 25)		
D. Awareness-Raising Programs/Projects							
1 Productivity Olympics (PO) 2013	> 2013 PO conducted		> Guidelines reviewed/ finalized	> Office Order and Memo re conduct of PO 2013 with different committee and tasking/activities prepared	> Preparations for the PO on going	40%	
2 Learning Sessions on Wages and Productivity	> 12 Learning sessions conducted	> 4 Learning sessions conducted	> 4 Learning sessions conducted	> 6 Learning sessions conducted benefiting 336 participants from from 209 companies	> 1 Learning session conducted benefiting 56 participants from from 31 companies	58%	7 Learning sessions conducted benefiting 392 participants from from 240 companies
3 Wages and Productivity Information Campaign	> 225,500 clients reached			> 41,708 clients reached	> 24,468 clients reached	29%	66,176 clients reached
<b>Institutional Support</b>							
1. Integrity Development Program	> 4 quarterly reports on the	> 1 report submitted	> 1 report submitted	> 1 quarterly report submitted to HRDS		18.50%	

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2. Rationalization Plan	status of cases filed against > 12 reports (36 forms) submitted to NCMB on regional disposition of cases > Rationalization Plan approved and implemented	> 3 reports submitted	> 3 reports submitted	> 3 consolidated reports (9 forms) submitted  > Rationalization Plan approved and implemented	> 3 forms submitted		3 consolidated reports (12 forms) submitted
3. Communication Program (Press conference/briefings)	> One presscon/briefing per month conducted > One TV/radio appearance per month  > 36 press releases disseminated /posted			> 3 media interviews responded to re Kasambahay bill and Holidays (GMA 7, ANC-Charnel 11, PTV-5)  > 7 press releases disseminated/ posted to LCO, PIA, tri-media and NWPC website	> Rendered technical assistance/ secretariatship to the press conference on "The Phil. Productivity Professionals" held at Bayleaf Hotel (April 24)  > 5 media interviews with Solar News, PTV 4, Business World Online, PTV 5 (2)	25%	Interviews with ED Lagunzad and Dir. Hornilla (Jan. 9,24 & 25)  7 press releases and 5 media interviews
4. Good News Reporting	> 3 entries per month submitted to DOLE-LCO			> 11 entries on Good News submitted	> 4 entries on Good News submitted		
5. Financial Management	> 100% Fund utilization  > Cash utilization  > Monthly SAOB submitted to FMS every 5th day of the following month report submitted to FMS  > Monthly status of accounts submitted to FMS every 1st working day of the following month  > Quarterly status of actions taken on COA annual audit reports submitted to FMS within the month following the reference quarter			> Allotment utilized PS - 34 % MOOE - 19 % CO - 100 %  > 91% cash utilization based on cash program	> Allotment utilized (As of April 2013) PS - 39 % MOOE - 25 % CO - 100 %  > 89% cash utilization based on cash program	25%	89% cash utilization based on cash program
6. Human Resource Development Interventions	> Capacity building programs implemented			> Monthly SAOB report submitted to DOLE-FMS (April 3)  > Monthly status of accounts submitted to DOLE-FMS  > 2011 Consolidated AAR submitted to DOLE-FMS  > One (1) internal capacity building program conducted by NWPC benefiting 36 participants from	> Monthly SAOB report submitted to DOLE-FMS (May 3)  > Monthly status of accounts submitted to DOLE-FMS  > Quarterly report on Consolidated AAR submitter to DOLE-FMS  > 3 NWPC employees attended Supervisory Development Course Tracks 2 and 3		

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	Whole Year	1st Quarter	2nd Quarter	1st Quarter	April Accomplishments		
8. Green our DOLE Program (GODP)	> 20% of officers/staff sent to training  > Vacant positions (w/ DBM authority to hire) filled up > GODP implemented			CO and RBs > Four (4) local seminars/training attended by 6 employees > CSC review class for NWPC/RTWPB employees conducted  > 31 vacant positions filled up with approved authority > Waste management system implemented > 5S Day implemented every Friday > Film entitled "The Impossible Dream" on the damage of natural calamity in Thailand shown	> One division chief attended ILO Forum on Decent Work for Domestic Workers on April 24-26, Bangkok  > 1 vacant position filled up with approved authority (Comelec) > Waste management system implemented > 5S Day implemented every Friday > Preparations for the Tree Planting activity and proposed visit on the seedlings planted last year on-going		continuing
9. Gender and Development (GAD)	> 2014 GAD Plan & Budget prepared and submitted  > 2013 approved GAD Plan Plan implemented			> 2014 GAD Plan and Budget Proposal submitted to DOLE-PS (March 1) > Film showing and dance work out exercise conducted in celebration of the Women's Month			
10. Development/Implementation of the Application Systems	> Project Monitoring Evaluation System (PMES) and Wage Information > Administrative, Management & Information System and Financial Management System implemented			> Prototype version of the system reviewed > On-line testing conducted reviews, comments submitted to the consultant for revision > Attendance monitoring and personnel management system implemented > eNGAS and payroll system maintained	> Revision/Test on-going		
11. Acquisition of IT resources	> ISSP implemented			> IT resources delivered IT inventory on-going		100%	
12. Maintenance of NWPC Network (LAN and Internet Connections)	> Network connection maintained			> Services of network specialist commissioned > Network and internet connections maintained	> Network and internet connections maintained	100%	
Prepared by:  ROSANNA L. DELACRUZ Senior LEO	Noted by:  ELVIRA P. JOTA Director II		Approved by:  PATRICIA P. HORNILLA Officer-in-Charge				09 May 2013

fn: 2013 physical reports-april

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as of March 31, 2013

Receiving  
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Training Service  
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draft

MFO/Strategies/Programs/Projects	Year 2013 TARGETS	1st Quarter Accomplishments	% Accomp.	Remarks
<b>MFO 1: Policies/guidelines/ standards formulation on Wages and Productivity</b>				
<b>A. Development of Wages and Productivity Policies</b>				
1. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity	> Comments/position/technical papers on Legislative Bills on Wages and Productivity (as necessary)	> Prepared position papers on HB 6685/SB 2921 (on tripartism) and HB 6686/SB2918 (conciliation/mediation) > Attended the following meeting: - Drafting of IRR of Kasambahay Law (Jan 24) - Review on the Labor Code (March 6,12) - Public hearing In La Trinidad, Benguet on HB 375 (Jan 18) (P125 atb wage increase)	100%	
2. National Policy Conference on Wages and Productivity	> National Policy Conference on Wages and Productivity conducted	> Conference venue canvassed		scheduled on 2nd quarter
<b>B. Minimum Wage Review &amp; Determination</b>				
1. Review/monitoring of socio-economic situation in the region	> 64 Regional Wage price situationerreports/ 4 consolidated reports prepared	> 16 Regional wage price situationer/ 1 consolidated report prepared		
2. Issuance of Wage Orders (WOs)/ Implementing Rules (IRRs)/Advisories	> WOs/IRRs/Advisories reviewed/issued (as necessary)  > 32 public hearings/consultations conducted	> 1 WO issued (RB-IV-B)  > 7 public hearings/consultations conducted	21%	
3. Two-Tiered Wage System (2TWS)	> Regional briefing conducted > Guidelines finalized > Database prepared/finalized > Pilot Implementation conducted	> Briefing on TTWS conducted in Cebu (Feb 5) > Poverty threshold and average wage above minimum wage in the private establishments for the 2TWS prepared/updated		
> Bus Transport Industry		> Compensation scheme of 7 bus companies in NCR & XI re implementation of DO 118-12 assessed		
4. Facility Evaluation (FE) and Time and Motion Study (TMS)	> Guidelines on FE and TMS issued/ published	> Guidelines on FE and TMS forwarded to SecLab on March 22 for signature	95%	
> FE	> 100% of applications received from firms with complete supporting documents acted upon	> 90 applications acted upon - 61 out of 90 or 67% issued orders		

Date  
Time

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**draft**

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> TMS	> 100% of applications received from firms with complete supporting documents acted upon	> 27 applications acted upon -10 out of 27 or 37% issued piece rate/production standard orders		
C. Disposition of Wage Exemption Cases				
1. Wage Exemption Cases filed with the Regional Boards	> 98 % Disposition rate > Turn-around time	> 93% disposition rate achieved (43 out of 46 applications for exemption disposed)	93%	
2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission	> 98 % Disposition rate > Turn-around time	> 50% disposition rate achieved (1 out of 2 appeals for exemption disposed)	50%	The case was presented to the Com on March 21, however it was deferred for further study
D. Conduct of Policy Researches				
1. Methodology for Estimating Labor Productivity (LP)	> Official measurement of Labor Productivity prepared and presented to IACLPS	> Status of the proposed Labor Productivity measurement coordinated with NSCB/IACLPS	10%	IACLPS is planning to set a meeting (schedule to be determined)
2. Documentation on Gainsharing Scheme Practices in the Philippines	> Gainsharing practices documented	> Draft research abstract prepared > Data gathered/analyzed and interpreted	60%	
3. NWPC Productivity and Competitiveness Strategies (Towards Increased Productivity and Competitiveness: A Study on Labor Market Efficiency Indicators on Wages & Productivity)	> Research paper	> Revised concept paper submitted	20%	
4. Review of Productivity Incentives Act (RA 6971)	> Proposed amendments to RA 6971 for the DOLE Legislative Agenda prepared/ submitted to DLO for sponsorship to Congress	> Proposed amendments submitted to the Office of Asec. Aragon (Feb. 6, 2013)	70%	
5. Assessment of Initial Implementation of DO 118-12	> Report prepared	> Review of initial issuances of Labor Standard Compliance Certificates (LSCCs)	30%	Report on 3rd quarter
6. Evaluation of Initial Implementation of the 2TWS	> 2012 WOs reviewed > Report/recommendation prepared	> Initial assessment conducted	70%	
7. Conceptual & Empirical Framework	> Guidelines issued	> Draft guidelines prepared for consultation with RBs	50%	



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for Determining Minimum Wage for Domestic Workers 8 Maintenance/Review of Wages and Productivity Databases	> Database updated/maintained	> Database updated/maintained		
<b>MFO 2: Technical Assistance and Awareness-Raising/Capability Building Services</b>				
a. Program Development/Conduct of Training a. Training for Philippine Productivity Professionals (Singapore)	> Training program conducted/coordinated	> Selected companies in RBs NCR, III, IV-A, VII X and XI evaluated/validated for Singapore training > Schedule of batches and list of participants prepared > Administrative requirements coordinated/facilitated	20%	
b. DOLE Convergence Program on Productivity	> Modules developed > Trainings conducted	> Concept note finalized > Meetings attended/coordinated with concerned DOLE agencies > Drafted memo re conduct of Trainers' Training	40%	
Conduct of Productivity Training/Orientation Programs	> 9,600 firms benefited from Productivity Trainings and Orientations - 2,800 - productivity training - 6,800 - productivity orientation	> 1,305 firms benefited from productivity trainings and orientations with 3,566 workforce - 558 firms benefited from productivity trainings with 1,400 workforce - 747 firms benefited from productivity orientations with 2,158 workforce	13.5%	
Technical Assistance	> 1,800 action plans formulated/implemented > Technical Assistance rendered	> 5S training at Rizal Technological University conducted (January 4)		
Awareness-Raising Programs/Projects Productivity Olympics (PO) 2013	> 2013 PO conducted	> Office Order and Memo re conduct of PO 2013 with different committee and tasking /activities prepared > PO 2013 guidelines prepared	30%	
Learning Sessions on Wages and Productivity	> 12 Learning sessions conducted	> 6 Learning session conducted benefiting 336 participants from 209 companies	50%	



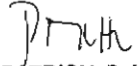
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3 Wages and Productivity Information Campaign	> 225,500 clients reached thru various mass media activities	> 41,708 clients reached	18.5%	
<b>Institutional Support</b>				
1. Integrity Development Program	> 4 quarterly reports on the status of cases filed against officials & employees submitted to HRDS > 12 reports (36 forms) submitted to NCMB on regional disposition of cases for purposes of SENA	> 1 quarterly report submitted > 3 consolidated reports submitted	100%  25%	
2. Rationalization Plan	> Rationalization Plan approved and implemented	> Rationalization Plan approved and implemented		
3. Communication Program (Press conference/briefings)	> One presscon/briefing per month conducted > One TV/radio appearance per month > 36 press releases disseminated/posted	> 3 media interviews responded to re Kasambahay bill and Holidays (GMA 7, ANC- Channel 11, PTV- 5) > 7 press releases disseminated/posted to LCO, PIA, tri-media and NWPC website	19%	Interviews with ED Lagunza and Dir. Homilla (Jan. 9, 24 & 25)
4. Good News Reporting	> 3 entries per month submitted to DOLE-LCO	> 11 entries on Good News submitted		
5. Financial Management	> 100% Fund utilization  > Cash utilization > Monthly SAOB submitted to FMS every 5th day of the following month report submitted to FMS > Monthly status of accounts submitted to FMS every 1st working day of the following month > Quarterly status of actions taken on COA annual audit reports submitted to FMS within the month following the reference qtr	> Allotment utilized PS - 34 % MOOE - 19 % CO - 100 %  > 91% cash utilization based on cash program > Monthly SAOB report submitted to DOLE-FMS (April 3) > Monthly status of accounts submitted to DOLE- FMS  > 2011 Consolidated Annual Audit Reports submitted DOLE-FMS	31%	
6. Human Resource Development Interventions	> Capability building programs implemented > 20% of officers/staff sent to training	> One (1) internal capacity building program conducted by NWPC benefiting 36 participants from CO & RBs		

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8. Green our DOLE Program (GODP)	<ul style="list-style-type: none"> <li>&gt; Vacant positions (with DBM authority to hire) filled up</li> <li>&gt; GODP implemented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Four (4) local seminars/training attended by 6 employees</li> <li>&gt; CSC review class for NWPC sub -professional conducted</li> <li>&gt; 31 vacant positions filled up with approved authority</li> <li>&gt; Waste management system implemented</li> <li>&gt; 5S Day being implemented every Friday</li> <li>&gt; Film entitled "The Imposable Dream" on the damage of natural calamity in Thailand shown</li> <li>&gt; Preparations on the Tree Planting activity visit on the seedlings planted last year on-going</li> </ul>		continuing
9. Gender and Development (GAD)	<ul style="list-style-type: none"> <li>&gt; 2014 GAD Plan and Budget prepared and submitted</li> <li>&gt; 2013 approved GAD Plan implemented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 2014 GAD Plan and Budget Proposal submitted to DOLE-PS (March 1, 2013)</li> <li>&gt; Film showing and dance work out exercise conducted in celebration of the Women's Month</li> </ul>		
10. Development/implementation of the Application Systems	<ul style="list-style-type: none"> <li>&gt; Project Monitoring and Evaluation System (PMES) and Wage Information System (WageIS) developed/implemented</li> <li>&gt; Administrative, Management &amp; Information System and Financial Management System implemented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Prototype version of the system reviewed</li> <li>&gt; On-line testing conducted/reviews/comments submitted to the consultant for revision</li> <li>&gt; Attendance monitoring and personnel management system implemented</li> <li>&gt; eNGAS and payroll system maintained</li> </ul>		
11 Acquisition of IT resources	<ul style="list-style-type: none"> <li>&gt; ISSP implemented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; IT resources delivered</li> <li>&gt; IT inventory on-going</li> </ul>	100%	
12 Maintenance of NWPC Network (LAN and Internet Connections)	<ul style="list-style-type: none"> <li>&gt; Network connection maintained</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Services of network specialist commissioned</li> <li>&gt; Network and internet connections maintained</li> </ul>	100%	
Prepared by:   <b>ROSANNA L. DELA CRUZ</b> Senior LEO	Noted by:   <b>ROMEO E. OPIS</b> Chief, PID	Approved by:   <b>PATRICIA P. HORNILLA</b> OIC- Executive Director		Date:  April 8, 2013

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