

QUARTERLY PHYSICAL REPORT OF OPERATIONS
as of December 31, 2014

Department of Labor and Employment
National Wage and Productivity Commission
Central Office
Organization Code (UACS) 16 008 01 00000

Particulars	UACS CODE	Physical Targets					Physical Accomplishments					Variance of Des.	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
		3	4	5	6	7 = (3+4+5+6)	8	9	10	11	12 = (8+9+10+11)	13	14
PART A MFO 1: Technical Advisory Services Performance Indicator: 1. Number of productivity advisory assignments undertaken	301000000					> 255,000 productivity assignments undertaken - 11,000 productivity trainings/orientations - 244,000 clients thru advocacy services	> 81,438 productivity assignments undertaken: - 1,968 MSMEs benefited from trainings/orientations - 99,471 clients reached thru advocacy information services	> 101,952 productivity assignments undertaken - 4,473 MSMEs benefited from trainings/orientations - 97,478 clients reached thru advocacy information services	> 47,673 productivity assignments undertaken - 3,860 MSMEs benefited from trainings/orientations - 43,813 clients reached thru advocacy information services	> 51,441 productivity assignments undertaken - 1,548 MSMEs benefited from trainings/orientations - 49,893 clients reached thru advocacy information services	> 282,505 productivity advisory assignments undertaken (102% of the annual target) - 11,849 MSMEs benefited from trainings/orientations - 250,656 clients reached thru advocacy information services		
2. Percentage of clients who rate technical advice as satisfactory or better a. Training/Orientation b. Information and Technical Assistance						> 80%	> 97% over all rating on course content, materials and trainer	> 97% over all rating on course content, materials and trainer	> 93.84% over all rating on course content, materials and trainer	> 100% over all rating on course content, materials and trainer	> 97% over all rating on-course content materials and trainer		
3. % of requests for advice acted upon within 15 days of request						> 85%	> 100% of requests for advice acted upon within 15 days of request	> 100% of requests for advice acted upon within 15 days of request	> 100% of requests for advice acted upon within 15 days of request	> 100% of requests for advice acted upon within 15 days of request	> 100% of requests for advice acted upon within 15 days of request		
MFO 2: Wage Regulation Services Performance Indicator: 1. Disposition rate on wage orders/exemption cases within the prescribed period a. Application for wage exemption disposed within 45 days b. Appeal cases on wage orders/exemption disposed within 60 days 2. Percent of wage cases decision on wages appealed to higher court (judicial appeal)	302000000					> 98% disposition rate	> 100% disposition rate for 2013 wage order issuances	> 100% disposition rate (12 out of 12 applications for exemption received/ disposed within 45 days)	> 100% disposition rate (15 out of 15 applications for exemption received/ disposed within 45 days)	> no application for exemption received for the period	> 100% disposition rate (15 out of 15 applications for exemption received/ disposed within 45 days)		
						> 98% disposition rate		> no appeal on wage order/exemption received for the period	> no appeal on wage order/exemption received for the period	> no appeal for wage exemption received for the period	> no appeal on wage order/exemption received for the period		
						> 50%	> 100% affirmation rate of wage case decision on wage appealed to higher court > NWPC won appealed cases and their motion for reconsideration filed with the Court of Appeals and the Supreme Court: - The NWPC & the RTWPB-NCR vs. Alliance of Progressive Labor and the Tunay na Nagkaisang Manggagawa sa Royal (G.R. # 150326) * Decided - March 12, 2014 Resolution on MR June. 25, 2014	> 100% affirmation rate of wage case decision on wage appealed to higher court > NWPC won appealed cases and their motion for reconsideration filed with the Court of Appeals: - Shenberg Blotch vs. NWPC & RTWPB (CA, GR, SP No. 07773) * CA Decided - March 11, 2014 CA - Resolution on MR Aug. 28, 2014	> 100% affirmation rate of wage case decision on wage appealed to higher court > NWPC won appealed cases and their motion for reconsideration filed with the Court of Appeals: - Shenberg Blotch vs. NWPC & RTWPB (CA, GR, SP No. 07773) * CA Decided - March 11, 2014 CA - Resolution on MR Aug. 28, 2014	> 100% affirmation rate of wage case decision on wage appealed to higher court > NWPC won* 3 appealed cases and their motion for reconsideration filed with the Court of Appeals and the Supreme Court: - Court of Appeals (CA) a. Shenberg Blotch vs. NWPC & RTWPB (CA, GR, SP No. 07773) * CA Decided - March 11, 2014 CA - Resolution on MR Aug. 28, 2014 b. Murase Hotel Care Corp. vs NWPC & Samahan Ng Mga Manggagawa sa Murase Hotel Care Corp. * (CA-GR SP No. 124337) CA Decided - October 23, 2013 CA - Resolution on MR Feb. 24, 2014 c. ECOP vs. NWPC & RTWPB-NCR (CA-G.R. SP No. 127823) ECOP Filed to CA March 7, 2013 (submitted for decision, no decision yet) - Supreme Court The NWPC & the RTWPB-NCR vs. Alliance of Progressive Labor and the Tunay na Nagkaisang Manggagawa sa Royal (G.R. # 150326) * Decided - March 12, 2014 Resolution on MR June. 25, 2014			
Part B MAJOR PROGRAMS & PROJECTS KEY RESULTS AREA: Rapid, Inclusive and Sustained Economic Growth 1. More Inclusive Consultation with Stakeholders and Social Partners 1. Review/Monitoring of socio-economic situation in the region		> 16 Regional wage price situationer reports monitored / 1 consolidated report prepared	> 16 Regional wage price situationer reports monitored / 1 consolidated report prepared	> 16 Regional wage price situationer reports monitored / 1 consolidated report prepared	> 16 Regional wage price situationer reports monitored / 1 consolidated report prepared	64 Regional wage price situation reports/ 4 consolidated reports prepared	> 15 Regional wage price situationer reports monitored / 1 report consolidated > Report on the 10 lowest min. wage rates report requested by the Office of the Cabinet Secretary submitted	> 16 Regional wage price situationer reports monitored / 1 report consolidated > Labor cost of employers and take-home pay of employees for Wage Orders RB-IV-A-16, RB XI-15 prepared	> 16 Regional wage price situationer reports monitored / 1 report consolidated	16 Regional wage price situationer reports monitored / 1 report consolidated	64 Regional wage price situationer reports monitored / 3 reports consolidated		
2. Issuance of Wage Orders (WOs)/ Implementing Rules (IRs)/ Advisories						32 public hearings/wage consultations/deliberations	> 3 public hearings/wage consultations conducted	> 7 public hearings/wage consultations conducted	> 15 public hearings/wage consultations conducted	> 9 public hearings/wage consultation conducted	> 34 public hearings/wage consultations conducted (108% of the annual target)		
						WOs/IRs/reviewed/issued (as necessary)	> 1 wage order issued (RB VII)	> 3 wage orders issued (RBs IV-A, XI, XII)	> 1 wage order issued (III)	> 1 wage order issued (III)	> 10 Wage Orders & IRRs Issued - 3 WOs 2014 Issuance (RBs - III, IV-A, VII, XI, XII) - 5 WOs 2014 Effectivity (RBs : CAR, LII, V, ARMM)		
						14 Productivity Based Pay Scheme advisories Issued	> Comments on wage advisory of RB VI prepared	> 9 advisories in the implementation of productivity based pay schemes issued (RBs CAR, IV-A, V, VI, VII, X, XI, XII & XI)	> 3 advisories in the implementation of productivity based pay schemes issued (RBs I, II, & IX)	2 advisories in the implementation of productivity based pay schemes issued (NCR, IV-B)	> 14 advisories in the implementation of productivity based pay schemes issued (100% of the annual target)		
II. Technical Assistance and Advisory Services 1. Two-Tiered Wage System (TWS)						Consolidated report submitted technical assistance provided	> Comments on advisories of RBs-NCR, II, IV-B, V, VI, X and XII prepared	> Approval letter on publication of Productivity-Based Advisory of RBs IV-B & VI prepared	> Approval letter on the publication of Productivity-Based Advisory of RBs, I, II, IX prepared	> Wage map presented to SectLab (2 Oct. 2014)			




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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter		2nd Quarter	3rd Quarter	4th Quarter	Total			
c. Learning Sessions on Wages and Productivity		> 2 learning sessions conducted	> 4 learning sessions conducted	> 3 learning sessions conducted	> 3 learning sessions conducted	12 Learning sessions conducted	> 1 brochure developed (Merita Event) > 5 brochures/flyers/outourced	> 1 poster developed (Practicality 1 article in <i>Commodities Review</i>) > 2 brochures completed - "PIPs of Private Firms" participated in "Training to Develop Phil. Productivity Professional" - "Company Success Stories"	> 5 brochures for non-union - "Productivity Toolbox" - "Green Ma"	> 2 brochures reprinted/disseminated	> 5 learning sessions conducted benefiting 177 participants from 132 companies	> 16 learning sessions conducted benefiting 501 participants from 336 companies (133% of the annual target)		
d. Development/Review of Communication Plan						Communication plan developed / updated	> Draft ComPlan on 2TWS and Productivity Toolbox for approval > Website Cdn reactivated	> NWPC ComPlan draft on-going	> NWPC ComPlan finalized					
e. Updating/Redesign of NWPC Website						Redesign of website conducted SNPs in updating the website conducted	> Revised website design presented to the Directorate for comments/review	> Soft launch of NWPC website conducted during the DOI - Plan Raising ceremony (June 9)	> Revised NWPC website posted					
f. Migration of Website to GovPhils.						NWPC website hosted by GovPhils	> Coordination with GovPhils conducted > Orientation on AO 39 re government website migration attended > Required reporting forms submitted on time	> IGovPhils services on govmail, NARMS, gov cloud, PNPK coordinated > Orientation on AO 39 re government website migration attended	> Migration of website on-going					
V. Productivity Awards & Recognition														
1. National Productivity Convention (NPC)		> Concept paper prepared	> NPC Committee created	> Administrative / technical activities conducted/prepared	> National Productivity Convention conducted	Concept paper prepared National Productivity Convention conducted	> Draft concept paper revised/ submitted > Office order for NPC submitted	> Technical papers/studies of proposed speakers for the productivity forum identified > Proposal / Concept note for the convention prepared and submitted > Office Order for NPC issued > Meeting on updates and tasks of NPC Committee conducted	> List of invitees updated/reviewed > Convention's theme approved > Draft speech of Secretary Buldoz and Usec. Conterdo for the NPC prepared > Audio-video presentation prepared > Script for the AVP and draft script for the conduct of NPC prepared > Abstract of press quotation for the venue and accommodation of NPC prepared > Certifications (appreciation, receipt, honoraria, appearance) prepared > Letter invitations and venue advisory prepared and sent to invitees	> NPC conducted on Oct. 16, 2014 at The Heritage Hotel, Pasay City. Highlighted by the following segments: 1. Research Forum 2. Kick-off of 216 PO 3. Launching of NWPC Productivity Toolbox for MSMEs 4. Learning Sessions on special concerns, e.g. I IWS, SQ Certification > Prepared/presented the following Audio visual presentations 1. Kick-off of 2015 Productivity Olympics 2. 2016 PO Criteria/mechanics and Past PO winners testimonies 3. Productivity Toolbox for MSMEs				
2. Review of PO criteria, guidelines and mechanics		> Creation of TWG for PO	> Meetings with TWG-PO conducted	> Recommendations/ review of guidelines conducted	> Revised criteria finalized	Final /revised criteria, mechanics and guidelines prepared	> Draft concept note on the review of criteria/mechanics of PO prepared > Past PO concerns/ issues reviewed > Draft guidelines for 2015 PO prepared	> Concept paper revised/ finalized > 2016 PO action plan, criteria, mechanics and guidelines prepared/ revised and submitted to Directorate > Comments/inputs of RTWPs from the conduct of 2013 Productivity Olympics consolidated > Division meeting on the inputs/ improvements on the criteria, mechanics and guidelines from RTWPs conducted > Inputs of RTWPs on the Review of Criteria and Mechanics of 2015 PO consolidated and submitted to Directorate	> Executive summary and presentation material on the proposed 2016 PO criteria and mechanics reviewed > Issues from the previous conduct of PO and proposed 2015 PO reviewed > Proposed 2015 PO Criteria and Mechanics presented to the Comm. (Aug. 28) > 2015 PO brochures, poster and flyers prepared > Documentation of 2008-2013 PO national winners prepared > Comparative results on the evaluation on the evaluation of 2013 PO national finalists prepared > RBs comments re proposed 2015 PO criteria and mechanics consolidated	> 2016 PO criteria, guidelines and mechanics finalized > Comparative results on the evaluation/ assessment of 2013 PO national finalists revised/ finalized				
3. Launching of 2016 Productivity Olympics					> 2016 Productivity Olympics launched	AVP presentations for 2015 Productivity Olympics prepared			> Raw video footage of previous PO winners transcribed					
VI. Strengthen Research and Database in Support to Policy Development														
1. Review of the Methodology in Estimating the Family Living Wage (FLW)		> Coordination/meetings w/ NSO/PSA conducted	> Coordination meetings with NSO/PSA > Project document prepared			Report on initial review prepared	> Draft concept note prepared > Initial coordination with key resource persons conducted > Issue definitions of special partners on the existing methodology gathered	> Letter in PSA re FLW prepared > Meeting with PSA to review and initiate the estimates of the FLW coordinated > Comparative presentation of framework on estimating FLW prepared	> TOR forwarded to PSA for review/ comments > Meeting with PSA on the Review of Methodology in Estimating FLW coordinated / attended > FLW Estimates from Oct 2009 to 2012 prepared (methodology based on previous methodology) > TOR with PSA and NWPC drafted for approval	> Impact on the recent recommended minimum and nutrient (RNM) data by the Food and Nutrition Research Institute (FNRI) incorporated > Comparative presentation of framework on estimating FLW prepared > Compared existing methodology on estimating FLW with the ILO methodology (Richard Anker)				
2. Conceptual and Empirical Framework for Determining Minimum Wage for Domestic Workers (DW) > Guidelines on Competency-Based Pay			> Workshop for the finalization of guidelines	> Guidelines issued		Guidelines issued (Commission level)	> Coordinated with Quezon City-PSO, NSO, TESDA re domestic workers' data > Review results of focused focus group discussion conducted in UP Village CC and Region VII processed > Draft memo re Guidelines in determining min wage for domestic workers prepared	> Updated rates of domestic workers in other other countries researched > Guidelines on the determination of minimum wage of domestic workers and guidelines on competency-based pay presented to Sec 14 (April 30) > Quarter report on the progress of the implementation of domestic workers act prepared	> Rules of Procedures on Min. Wage Bdna for Domestic Workers approved (Aug. 28) > Arseny in Competency based pay for DW developed > Workshop for the ILO Proposal to assist in the conduct of the project prepared > Guidelines on the MWF for Denmark presented on the July 14 meeting with government and private agencies	> Advisory on Competency-based pay for domestic workers revised to reflect percentage instead of amount				

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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
a. Bus Transport Industry		> Reports consolidated/monitored > Technical assistance provided	> Reports consolidated/monitored > Technical assistance provided	> Reports consolidated/monitored > Technical assistance provided	> Reports consolidated/monitored > Technical assistance provided	Report consolidated/monitored Technical assistance provided	> Presentation on wage increases during calamities presented to the Commission > Report on the minimum wage or ASEAN member states submitted to DII > Legal opinion on RB VI-21 Resolution No. 5 coordinated with DOLE Legal Service > Lay-out pamphlet for 2TWS prepared > Survey questionnaire for the productivity based pay scheme drafted	> Additional comments to the Productivity Based Advisory of RB IX and XIII prepared > Revised advisories of RBs II, IV-VI, VI & NCR reviewed > RBs issuance, publication of advisories coordinated > Database of RBs II, IVA and X wage advisory prepared > Full Time Wage and Salary Workers receiving below 2012 Poverty Threshold, by Region generated/processed > Table on Number of Min. Wage Earners whose wages has been raised to level above poverty threshold, 2012-2013 prepared	> Simulation of the formula of TTWS for NCR, VII, & XI generated > ASEAN & Phil. Wage Map including the major industries for each country and major economic zones prepared > Status report on the 2nd tier of TTWS prepared	> Status of regional LLCCs issued monitored/consolidated	> Status of regional LLCCs issued monitored/consolidated	> Status of regional LLCCs issued monitored/consolidated	
b. Facility Evaluation (FE)						100% of applications received from firms with complete supporting documents acted upon	> 65 FE applications handled* from firms with complete supporting documents acted upon - 31 out of 65 or 56.4% issued orders	> 78 FE applications handled* from firms with complete supporting documents acted upon - 31 out of 78 or 65.3% issued orders	> 120 FE applications handled from firms with complete supporting documents acted upon - 76 out of 120 or 83.3% issued orders	> 102 FE applications handled from firms with complete supporting documents acted upon - 78 out of 102 or 76.4% issued orders	> 260 FE applications received from firms with complete supporting documents acted upon - 236 out of 260 or 90.8% issued orders		
c. Time & Motion Studies (TMS)						100% of applications received from firms with complete supporting documents acted upon	> 25 TMS applications handled* with complete supporting documents acted upon - 12 out of 25 or 48% issued piece rate /production standard orders * Handled = Pending + Received	> 28 TMS applications handled* with complete supporting documents acted upon - 12 out of 25 or 48% issued piece rate /production standard orders	> 43 TMS applications handled* with complete supporting documents acted upon - 16 out of 43 or 53.8% issued piece rate /production standard orders	> 39 TMS applications handled* with complete supporting documents acted upon - 21 out of 39 or 53.8% issued piece rate /production standard orders	> 78 TMS applications received from firms with complete supporting documents acted upon - 61 out of 78 or 77.2% issued piece rate / production standard orders		
III. Enhance Productivity of MSMEs Conduct of Productivity Training/Orientation Programs						11,000 firms benefited from productivity trainings and orientations - 7,808 productivity orientations conducted - 3, 200 productivity trainings conducted 2,560 action plans formulated with improvement programs 80 terminal reports prepared 2,560 action plans /productivity improvement programs developed/installed	1,988 firms with 5,658 workforce benefited from trainings/ orientation services - 1,576 firms with 3,688 workforce benefited from productivity orientations conducted - 393 firms with 1,970 workforce benefited from training conducted	4,013 firms with 10,319 workforce benefited from trainings/ orientation services - 2,796 firms with 6,252 workforce benefited from productivity orientations conducted - 1,217 firms with 4,067 workforce benefited from training conducted	3,400 firms with 5,851 workforce benefited from trainings/ orientation services - 2,543 firms with 4,581 workforce benefited from productivity orientations conducted - 857 firms with 2,370 workforce benefited from training conducted	2,488 firms with 3,050 workforce benefited from trainings/ orientation services - 1,426 firms with 1,916 workforce benefited from productivity orientations conducted - 475 firms with 1,134 workforce benefited from training conducted	11,848 firms with 28,353 workforce benefited from trainings/orientations services (105% of the annual target) - 8,409 firms with 17,350 workforce benefited from productivity orientations conducted - 3,440 firms with 9,003 workforce benefited from productivity trainings conducted 2,942 action plans formulated with improvement programs (116% of the annual target) > 125 terminal reports prepared (156% of the annual target)		
IV. Intensive Information Campaign & Showcasing of Success Stories 1. Tamang Kaalaman sa Kita at Kalayahan (T3K) (formerly Ocerasyon Pamilya)						244,000 clients reached	58,471 clients reached	97,479 clients reached	43,813 clients reached	48,993 clients reached	> 250,898 clients reached thru the following: - IEC material - 59,562 - Public Information - 40,771 Assistance - Mass media - 102,293 - Wage Clinic/public fora - 9,030 (103% of the annual target)		
a. Dissemination and provision of information and technical assistance to clients		> 9 mass releases disseminated	> 9 mass releases disseminated	> 9 mass releases disseminated	> 9 mass releases disseminated	36 mass releases	> 6 press conferences/ briefings conducted on Wage Orders issued by NCR, I, II, V and VI > 9 press releases disseminated (WOCs of CAR, I, II, V and VII, NWPC [4])	> 24 press conferences/briefings conducted > 34 press releases disseminated - Media Event (12) - NWPC (12) - RBs WOCs and updates (10) (CAR, I, II, IV-A, V, VII, IX, X, XI, XIII)	> 39 press releases disseminated - NWPC (24) - RBs WOCs and updates (15)	> 82 press releases disseminated			
b. Development and dissemination of IFC materials		> 3 News Bulletin issued	> 3 News Bulletin issued	> 3 News Bulletin issued	> 3 News Bulletin issued	12 NWPC News Bulletin issued 50 copies of 2013 Annual Reports prepared/ disseminated 70 copies of Compendium disseminated	> 6 radio/ TV questing/interviews conducted (RBs) - CAR (DZWT, DZRK -WO #16) - RB I (Bombo Radyo -Negosyo at Empleo) - RB II (ABS-CBN - WO #16) - RB VII (DYAB -COLA Implementation) - RB X (ABS-CBN -Wage Reform) - RB XIII (Bombo Radyo- TTWS) > 1 radio/ TV questing at DZMM DTI's Konsumer ATBP (NWPC)	> 1 TV questing on Global News Net work (GNN) General Assignments hosted by Miquil Gil (NWPC)	> 1 radio/ tv questing/interviews conducted (RBs) - IX (Radyo ng Bayan - TTWS Admsory 3 radio / tv questing / interviews conducted (RBs) - CAR (DZWT) - Advisory 02-14) - VII (DYAB, DYRD) - COLA Integration) - XIII (DXBC -RMN) Wage Increase Update	> 12 radio /TV questing/ interviews participated			
							> 3 news bulletin issued (Jan, Feb & March issues)	> 3 news bulletin issued (April, May & June issues)	> 3 news bulletin issued (July, Aug & Sept issues)	> 3 news bulletin issued (Oct, Nov & Dec issues)	> 12 news bulletin issued (100% of the annual target) > 2013 Annual Report disseminated/posted in the website (100% of the annual target) > 70 copies of Compendium of WOCs / IRs Vol.11, 2013 disseminated (100% of the annual target)		

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3. An Assessment of the Implementation and Effectiveness of Minimum Wages in Selected Regions (RBs I, IV-A and XI)		> Project document prepared > Data gathered	> Coordination with concerned RBs > Data gathered			Report prepared/completed	> Draft competency-based pay scheme for domestic workers prepared > RBs and social partners' comments on the draft guidelines circulated > RBs and social partners' consolidated comments presented to the Commission > Concept note on-going > Related literature on wage structures reviewed	> Report on ongoing initiatives and future activities on domestic workers prepared > Competency-based pay scale prepared > Draft advisory on domestic workers' Competency-based pay scale prepared > Framework for the Research Framework: Evaluation of the Effectiveness of the Implementation of Min. Wage developed > Sampling plan and design finalized	> Rules of Procedures on Min. Wages Finalized for Domestic Workers (drafted on Phil. Daily Inquirer - Sept 19) > Revised NC III computations as part of the advisory for Domestic Workers prepared > Coordinated with ILO-Geneva for comments and assistance on the research				
4. Refresher Course on Industry Studies Focusing on Productivity Performance in Selected Priority Industries (Manufacturing, Agribusiness, Tourism)		> Concept paper prepared > TOR prepared		> Refresher course on industry analysis conducted		Refresher course on Industry Analysis conducted	> Concept paper prepared > TOR submitted > List of industry experts from PIDS and UA&P prepared > Refresher course on industry analysis coordinated > Meeting with Assoc. Aldaba of DTI conducted (Jan. 13) > Meeting with Dr. Fernando Aldaba of Ateneo de Manila conducted (March 27) > Draft course outline prepared > List of identified industries per region submitted to experts	> Concept paper and TOR prepared/finalized > Consultation with Dr. F. Aldaba on the course outline of the workshop conducted/coordinated (May 9) > Resource persons per topic identified > Highlights of the May 9 meeting/ Consultation with Dr. F. Aldaba prepared/submit to Directorate > Matrix re academic profile of participants and copy of advisory of RB XI prepared/forwarded to Dr. Aldaba > Administrative arrangements for the seminar workshop coordinated > Revised contract of consultant submitted to the Directorate	> Three-day seminar-workshop on Industry Value-chain Analysis and other Methodologies Research Determination and Research Methodologies conducted > Draft terminal report prepared > Post assessment/evaluation of the seminar-workshop conducted (Aug. 18) > Seminar-workshop on Research Methodologies conducted (Aug. 15)			> Seminar-Workshop documentation prepared	
5. Review of Productivity Incentives Act of 1990 (RA 6971)		> Proposed amendments submitted/monitored				Proposed amendments prepared/submitted and monitored	> Letter request to DOLE-LLOO for endorsement on the proposed amendments to Senate submitted > Proposed amendments of RA 6971 Incorporation agreements during the Congress 2nd committee hearing prepared/submitted (Feb 9)	> Technical assistance and administrative arrangements on the proposed amendment of RA 6971 to Congress ComSec on Labor and Employment and DOLE-LLOO re committee hearings received > Position paper for SB 2193 and SB 950 prepared and submitted to Congress ComSec on Labor and Employment and DOLE-LLOO > Senate/Congress hearings attended > Proposed amendments presented to DOLE-ADB's Regulatory Impact Assessment	> Position paper for the first deliberation regarding the substitute bill related to RA 6971 of the House Committee on Ways and Means at the House of Representatives prepared > Participated during the deliberation with the House Committee on Ways and Means at the House of Representative			> Salient features and Q & A of RA 6971 submitted to ComSec De Castro	
6. Creation of Productivity Committee (PC)						Productivity Committee created	> Proposed agenda in the PC with sectoral partners coordinated > Follow-up letter with the concerned stake holders on proposed agenda drafted > Draft resolution on the creation of Productivity Committee prepared/presented to the Commission	> Letter to Social Partners re: request for additional details on their proposed priority agenda for the Productivity Committee prepared/coordinated > Inputs from APL and TUCP-KMP followed-up > Joint meeting with DAP representatives (Mr. C. Sison and Ms. Andoyon) on their proposed agenda for the PC organized/conducted (May 22) > Briefing for LU Sy and DEL Homilla on the joint meeting with DAP prepared > Letter invitations/ memo AD for speakers, guests and other VIPs prepared	> Updates on SB 2193 (Act Strengthening the Productivity Incentives Act of 1990) coordinated with the office of Senator Jhonny Estrada			Plans/ activities for this program are upon the instructions / directives of the Commission	
7. Comparative Analysis on Selected Asian Labor Productivity		> Research/ data gathered	> Research/ data gathered			Comparative study completed	> Drafting of concept note drafted > Desk research conducted	> Concept paper revised/finalized > Asian countries with data on labor productivity gathered and identified > Initial statistical data of selected Asian countries presented to the division for comments and suggestions > Selected Asian countries to be part of the study identified/selected (Singapore, Malaysia, Thailand, Indonesia, Cambodia, Vietnam, Brunei, Hongkong, Korea, Mongolia, Philippines) > Current labor productivity of selected Asian countries computed	> Labor Productivity at current and constant based on World Bank (GDP) and ADB (total employment) data re-computed > Data collection revised > Productivity measurements drafted > Initial analysis and result of the study presented to the directorate (Sept. 9) > Statistical graphs and tables prepared			> Revised research paper submitted to Directorate > Revised the following (as agreed during the initial presentation with directorate) - Results and analysis of the study - Statistical graphs and tables - Methodology, results and analysis > Labor Productivity in the ASEAN Regions data re-computed using different denominators	
8. Survey of Productivity Improvement Programs and Gainsharing Schemes of SMEs (rider to BLES Bits)		> Survey instrument prepared	> Survey conducted (c/o BLES)			Survey conducted		> Administrative arrangements and technical assistance on the revision of BITS rider questionnaire and MOA rendered > Questionnaire for the BITS rider prepared/revised/finalized > MOA on the conduct of survey (ISLES) revised and endorsed to PSA-BLES > Guidelines of ISLE questionnaire and endorsement letter prepared > NWPC training programs brochure for the conduct of actual survey provided to BLES	> National survey conducted (BLES-PSA) (100% of the annual target)				
9. Comments/position/ technical papers on Legislative Bills on Wages and Productivity (as per request of DOLB/ Congress/OP)						Comments/position/ technical papers on legislative bills on wages and productivity prepared/submitted (as necessary / requested)	> Comments/position papers on the 11 bills prepared/submitted: a. Senate Bill Nos. (SB) - 1372 & 1378 (Benefits of Drivers and Conductors in the HUB Industry) - 463, 265, 462, 1838, 1213, 1356, 163 and 267 (Bills on Exemption from Taxable Income) b. House Bill Nos. (HB) - 2295, 2307, 3400 (Bills on the Proposed Magna Carta of Workers in the Informal Sector/economy	> Green jobs bill drafted and submitted to the House of Representatives, authored/sponsored by Cong. Nograles (Sept 2, 2014) > Position paper on green jobs related bill prepared and submitted to DOLB > First public hearing on green jobs attended (21 Oct. 2014) > Comments/position papers on the 11 bills prepared/submitted: a. House Bill Nos. (HB) - 253 (12b A) Salary rates of employees and workers in the private sector - 338 / Act Respealing RA 672 / - 498 / Green Jobs Act position paper - 4333 (Rural Employment Assistance Program b. House Resolution (HR) - 51b Resolution on the investigation of SSS planned increase on the premium payment - 28 / Act of legislation on DOLB's			as per request of DOLB/ Congress/OP > Comments/position papers on 20 bills prepared/submitted		

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e. Upgrading of Training Modules						Modules updated	> Training module for the DOLE-DOST convergence program on Technology Driven Resource-Based & Sustainable Livelihood redesigned > Draft concept note on the certification of SQ certified/trained establishments prepared > Draft MOA with DOT on upgraded SQ prepared/revised			> Report on the pilot roll in Bohol prepared > Terminal reports of the pilot roll out in Regions I-V-A, IV-B & VII prepared				
f. Basic Trainers' Training for CO and RB staff						Basic Trainers' Training for the CO and RB staff conducted			> Draft project proposal submitted to ILO for funding	> Proposal submitted/approved by ILO for possible co-sharing arrangement back to back with the evaluation of ILO-CBA NWPC-Green Mo program > Trainer's Training cum Recalibration Workshop on Green Productivity in coordination with ILO-CBA conducted in Vigan, Ilocos Sur with 39 participants (Dec. 17-20)				
g. Implementation of "Let's Talk Productivity"		> 4 productivity sharing sessions conducted	> 4 productivity sharing sessions conducted	> 5 productivity sharing sessions conducted	> 2 productivity sharing sessions conducted	15 Productivity Improvements sharing conducted	> 4 productivity sharing sessions during the DOLE Flag Raising conducted	> 6 productivity sharing sessions during the DOLE Flag Raising conducted	> 6 productivity sharing sessions during the DOLE Flag Raising conducted	> 1 productivity sharing session during the DOLE Flag Raising conducted	> 17 productivity sharing sessions during the DOLE Flag Raising conducted/presented (87%)			
h. DOLE Convergence Program on Productivity						Convergence program with concerned DOLE agencies coordinated/training conducted	> Acted as resource speakers on productivity (Feb. 16 & March 18) > List of establishments of potential clients for LMC installation submitted to NCMB	> 324 MSMEs with LMCs provided with productivity improvement trainings/orientations attended by 656 participants	> 4 MSMEs with LMCs provided with productivity improvement trainings/orientations attended by 361 participants	> 269 MSMEs with LMCs provided with productivity improvement trainings/orientations attended by 653 participants	> 623 MSMEs with LMCs provided with productivity improvement trainings/orientations attended by 1,722 participants > Training module for the DOLE-DOST convergence program on Productivity Enhancement Program for DOLE Livelihood Program Beneficiaries			
B. Technical Assistance on Productivity						Technical assistance rendered (as necessary)	> Productivity training for LLCO conducted (Feb. 14 & March 19)	> Resource speaker on the Philamcap Speakers Bureau Training in Tagaytay (June 27, 2014) > Resource speaker on the 9th Regional Convention on LMC in Calamba City, Laguna (June 27, 2014)						
VIII. Planning and Management Information Services						Complan/MYPA conducted	> Reports for the DOLE cluster documents prepared/submitted > Complan conducted (Feb. 5-6) > Planning tool prepared and submitted to DOLE > Redefined organizational outcomes and performance indicator submitted to DOLE and DBM > Training workshop on outcomes based performance informed b budget attended	> Planning tool on ZIWS and Productivity toolbox revised/submitted to DOLE-PS (June) > Organizational outcomes and Performance Indicators approved by DBM > SONA inputs on productivity prepared/submitted to DOLE-PS (June)	> Reformulated Revised 2014 OPRK submitted to PS (July 8 and Sept. 24)					
1. Planning, Evaluation and Monitoring of Commission Regional Boards						Complan/MYPA reports prepared / completed								
2. Formulation of NWPC ISSP 2015-2017		> ISSP draft budget for 2015 reviewed				NWPC ISSP 2015 Budget formulated/ approved	> 1st draft ISSP 2015 submitted and presented to directorate > ISSP 2015 submitted to ICIO for review and comments	> ISSP 2015 submitted to ICIO/DBM for evaluation > 1st draft of ICIO's evaluation report submitted > ISSP 2015 submitted to ICIO/DBM for 2nd review						Subject for review / evaluation and approval by ICIO
a. Hardware / software						II Inventory report prepared/ submitted	> Physical II Inventory with NWPC Auditor conducted							
b. Application Systems						Project Monitoring and Evaluation System deployment facilitated	> Information Communication Technology (ICT) Technical assistance provided > CJ and HR user's training for Wage IS conducted (Jan. 22-23 & HRs on Jan. 28) > Comments/review of users' training submitted to developer for revision	> Information Communication Technology (ICT) Technical assistance provided > System status coordinated						
c. Provision of IT Related Technical Services						Wage Information System deployment facilitated	> Technical assistance provided	> Technical assistance provided	> Technical assistance provided					
d. Maintenance of NWPC Network (LAN and Internet Connections)						Network & internet connections maintained	> Network and internet connections maintained	> Network and internet connections maintained	> Network and internet connections maintained					
GENERAL ADMINISTRATION AND SUPPORT TO OPERATIONS														
A. Human Resource Development						Capacity building programs implemented	> 14 local seminars/ training / orientations attended by 325 employees > 6 vacant positions filled up with approved authority	> 11 local seminars/ training / orientations attended by 15 employees > 5 vacant positions filled up with approved authority	> 12 local seminars/ training / orientations attended by 132 employees > 2 foreign trainings (Malaysia) attended by 2 officers (Oct-13-14 and Dec. 8-9, 2014) > 21 vacant positions filled-up with approved authority	> 49 local & internal seminars/trainings/orientations attended by 670 employees > 2 foreign trainings (Malaysia) attended by 2 officers (Oct-13-14 and Dec. 8-9, 2014) > 38 vacant positions filled-up with approved authority	> 49 local & internal seminars/trainings/orientations attended by 670 employees > 2 foreign trainings (Malaysia) attended by 2 officers (Oct-13-14 and Dec. 8-9, 2014) > 38 vacant positions filled-up with approved authority		compounding tally with 1 coun/person/ seminar	
Staff Development Program														
NWPC Praise						NWPC PRAISE prepared/ circulated	> NWPC PRAISE prepared and submitted to CSC (Feb 16)							
B. NWPC Health and Welfare Programs						APE Conducted	> APE of all regular employees in NWPC and NCR conducted (March 2014)							
Annual Physical Examination (APE)														
Vaccinations						Flu and Pneumonia vaccinations conducted		> Pneumonia vaccination conducted (23 April) > Influenza vaccination conducted (July 25)						

Particulars	JACS CODE	Physical Targets				Total	Physical Accomplishments				Total	Variance as of Dec.	Remarks	
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter				
<ul style="list-style-type: none"> > Stress Management > Moral Recovery Program > Team-Building Exercise > Tree-Planting Activity > Employee Handbook > Document Management System 					<ul style="list-style-type: none"> Monthly Film Showings conducted Seminar on MRP organized Team-Building exercise conducted Tree-Planting activity conducted Handbook approved and disseminated Document Management System institutionalized/operationalized 	<ul style="list-style-type: none"> > 3 Film showings conducted > Seminar on MRP organized (Feb) > Outreach program in Virtual Foundation conducted (March) > Team-building conducted (June) > Draft handbook crafted > Office Order #29 s.2014 issued 	<ul style="list-style-type: none"> > 3 Film showings conducted > Tree-Planting activity conducted (CENRO- Taguig, Aug.) > For approval of ED 	<ul style="list-style-type: none"> > 2 Film showings conducted 						
<ul style="list-style-type: none"> C. Financial Management Services > Financial Reports 					<ul style="list-style-type: none"> 100% fund utilization 100% Cash utilization Monthly SAOB submitted to FMS every 5th day of the following month Monthly status of accounts submitted to FMS every 25th working day of the following month Request filed with URM 	<ul style="list-style-type: none"> > Allotment utilized PS - 24% MCOLE - 24% COJ - 52% Total - 26% > 95% cash utilization base on cash program > Monthly SAOB report submitted to DOLE-FMS (2 April) > Monthly status of accounts submitted to FMS (24 March) > Action Plan for the preparation of ISO compliant/ certification developed > Initial orientation on the general requirements of ISO 9001:2008 conducted by Ms. Edith Saus & Ms. Lailan Lanan participated by the QMS Committee members 	<ul style="list-style-type: none"> > Allotment utilized PS - 51% MCOLE - 50% COJ - 98% Total - 52% > 97% cash utilization base on cash program > Monthly SAOB report submitted to DOLE-FMS (July 3) > Monthly status of accounts submitted to FMS (July 3) > Request filed with URM for issuance of NCA for the refund of insurance premium of motor vehicles from GISIS > QMS Committee reconstituted > Monthly progress report on QMS documentation submitted to DOLE-FMS > QMS documentation review on going 	<ul style="list-style-type: none"> > Allotment utilized PS - 74% MCOLE - 88% COJ - 98% Total - 93% > 96% cash utilization base on cash program > Monthly SAOB report submitted to DOLE-FMS > Monthly status of accounts submitted to FMS (Sept. 24) > 2 enrolled processes submitted to DOLE FMS 	<ul style="list-style-type: none"> > Allotment utilized PS - 103% MCOLE - 88% COJ - 98% Total - 98% > 93% cash utilization base on cash program > Monthly SAOB report submitted to DOLE-FMS > December status of accounts submitted to FMS (Jan 13, 2015) 					
<ul style="list-style-type: none"> Compliance to ISO for Continual Improvement of Processes and Procedures 					<ul style="list-style-type: none"> QMS documentation prepared Internal audit conducted 	<ul style="list-style-type: none"> > EID Plan submitted (March) > Semestral report submitted (July) > Forum on Efficiency and Integrity attended (Sept. 30) 								
<ul style="list-style-type: none"> C. Institutional Support > Integrity Development Program > Good News Reporting > DOLE Incentivizing Compliance (ICP) > NEDA -PDP > Green Management System Green Our DOLE Program (GODP) > Gender and Development Plan 					<ul style="list-style-type: none"> Reports submitted 38 Goodnews submitted in POC (F.I.C) Technical and administrative assistance to ICP and Commit provided Inputs of 2016 PDP Chapter 3 "Competitive Industry and Service Sector" provided Waste segregation implemented/maintained Regular 5S Day implemented CSM feedback implemented GAD programs and projects conducted/facilitated 	<ul style="list-style-type: none"> > EID Plan submitted (March) > Semestral report submitted (July) > Forum on Efficiency and Integrity attended (Sept. 30) > 17 entries on Good news submitted > ICP meeting attended (Feb 14) > Report of meeting prepared > List of 2011 & 2013 PO winners submitted to BWC for DOLE-ICP > Letter to DBM Dir. Laura on labor productivity targets indicated in the updated PDP results matrix prepared > Labor Productivity targeting agreements with BLES, ILS and NEDA coordinated > Waste segregation implemented/ maintained > Regular 5S day implemented > 60 clients' feedbacks received > Conducted the following in celebration of the Women's Month: <ul style="list-style-type: none"> - 8 staff (male -3, female 5) participated in the celebration held in Luneta (March 8) - 3 women related issues and concerns films shown and participated by 69 male and 118 female employees > Seminar on Responsible Parenthood conducted 	<ul style="list-style-type: none"> > Semestral report submitted (July) > Forum on Efficiency and Integrity attended (Sept. 30) > 21 entries on Good news submitted > Youth Development seminar conducted (Aug. 15) > National GAD Planning and Budgeting Conference attended by Ms. Secillano & Ms. Saus (May 28-30, 2014, Baguio City) 	<ul style="list-style-type: none"> > Forum on Efficiency and Integrity attended (Sept. 30) > 13 clients' feedbacks received > 2 women related issues and concerns films shown participated by 55 male and 106 female employees > Youth Development seminar conducted (Aug. 15) > National GAD Planning and Budgeting Conference attended by Ms. Secillano & Ms. Saus (May 28-30, 2014, Baguio City) 	<ul style="list-style-type: none"> > 36 entries on Good News submitted (100%) > 79 clients' feedback received 					
<ul style="list-style-type: none"> Other Initiatives : > Regional Performance Audit > NAWPC Job Competency > DOLE Anniversary Celebration 					<ul style="list-style-type: none"> Report prepared Audit conducted 	<ul style="list-style-type: none"> > Draft audit instrument prepared > Commission of audit teams and schedule of audit prepared/revised 	<ul style="list-style-type: none"> > Assessment forms distributed to Regional Offices for accomplishment > 10 out of 18 accomplished assessment forms submitted in Central Office 	<ul style="list-style-type: none"> 4 Regional Performance audit conducted (RR: NCR - ILA VI IX) NAWPC Employee Handbook for printing NAWPC Job Competency submitted to DepEd and HRDS (Nov. 20, 2014) Implemented 3rd place in the Search for Secretary's Best Documentary Award 						
<ul style="list-style-type: none"> * Completed means ready for publication or dissemination 														
Prepared by:		In coordination with:				Approved by:								Date:
 LOURDES M. SECILLANO Chief, PJO		 EDITH M. SAUS OIC-Chief, FMO				 MARIA CRISELDA R. SY Executive Director IV								Jan.27, 2015