

QUARTERLY PHYSICAL REPORT OF OPERATIONS
as of June 30, 2016

Department: Department of Labor and Employment
Agency: National Wages and Productivity Commission
Operating Unit: Central Office
Organization Code (UACS): 16 006 01 00000

FM- NWPC-PID -06
Revision 0
17 August 2015

| Particulars | UACS CODE | Physical Targets | | | | | Physical Accomplishments | | Remarks/ as of June 2016 |
|---|-----------|--|------------------------------|---|---|---|---|---|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | Total 7 = (3+4+5+6) | 1st Quarter | 2nd Quarter | |
| 1 | 2 | 3 | 4 | 5 | 6 | | 8 | | 9 |
| MFO 1: Technical Advisory Services | 301000000 | | | | | | | | |
| I. Enhanced Productivity of MSMEs | | | | | | | | | |
| Productivity Advisory undertaken | > | 55,400 | 83,100 | 83,100 | 55,400 | > 277,000 productivity assignments undertaken: | > 68,633 productivity assignments undertaken: | > 100,393 productivity assignments undertaken: | > 169,026 (61% of the total target) productivity assignments undertaken: |
| 1. Productivity Toolbox (ISTIV Plus(SIB), ISTIV Bayanihan, Service Quality for H & R Industry, 5S, Green Productivity, Productivity 101 and other orientations) to Improve workers' capacity and enterprise competitiveness | > | 1,950 | 3,850 | 4,150 | 2,230 | 12,000 MSMEs benefitted from productivity trainings/orientations | - 2,554 MSMEs benefitted from productivity trainings/orientations with 5,608 participants benefitted | - 3,671 MSMEs benefitted from productivity trainings/orientations with 8,535 participants benefitted | - 6,225 (56%) MSMEs benefitted from productivity trainings/orientations with 14,143 participants |
| | > | 1,500 | 2,500 | 2,500 | 1,360 | a) 7,680 MSMEs benefitted from productivity orientations | a) 2,012 MSMEs benefitted from productivity orientations with 3,638 participants benefitted | a) 2,071 MSMEs benefitted from productivity orientations with 4,646 participants benefitted | a) 4,083 (53%) MSMEs benefitted from productivity orientations with 8,284 participants |
| | > | 400 | 1,300 | 1,300 | 520 | b) 3,520 MSMEs benefitted from training and consulting services | b) 642 MSMEs benefitted from training and consulting services with 1,970 participants benefitted | b) 1,500 MSMEs benefitted from training and consulting services with 3,889 participants benefitted | b) 2,142 (60%) MSMEs benefitted from training and consulting with 5,859 participants benefitted |
| | > | 340 | 1,160 | 1,160 | 340 | - 3,000 productivity improvement programs/action plans developed and monitored | - 530 productivity improvement programs/action plans developed and monitored | - 1,064 productivity improvement programs/action plans developed and monitored | - 1,594 (53%) productivity improvement programs/action plans developed and monitored |
| | > | | | 80 | 80 | - 160 action plans/terminal reports documented | - 1 terminal report documented | - 2 terminal report documented | - 3 (1.8%) terminal reports documented |
| | > | | | | | - 80 firms awarded with SQ Seal of Recognition | - 4 firms awarded with SQ Seal of Recognition | | - 4 (5%) firms awarded with SQ Seal of Recognition |
| | > | 50 | 50 | 350 | 350 | c) 800 MSMEs provided with technical assistance on designing productivity/performance-based incentive schemes | c) 77 MSMEs provided with technical assistance on designing productivity/performance-based incentive schemes | c) 85 MSMEs provided with technical assistance on designing productivity/performance-based incentive schemes | c) 162 (20%) MSMEs provided with technical assistance on designing productivity/performance-based incentive schemes |
| | > | | | 20 | 60 | - 80 MSMEs awarded with certificate of recognition for implementing TIER 2 | - 43 MSMEs awarded with certificate of recognition for implementing TIER 2 | - 9 MSMEs awarded with certificate of recognition for implementing TIER 2 | - 52 (65%) MSMEs awarded with certificate of recognition for implementing TIER 2 |
| | > | | | 20 | 60 | - 80 productivity-based incentive schemes documented | - 58 productivity-based incentive schemes documented | - 10 productivity-based incentive schemes documented | - 68 (85%) productivity-based incentive schemes documented |
| 2. Development of Training Modules | | | | | | | | | |
| a) Upgrading/ revision of training programs - Succeeding In Business - ISTIV Bayanihan | > | Review/upgrading of training programs | > Pilot testing conducted | | | > 2 training modules upgraded/ revised - Succeeding in Business - ISTIV Bayanihan | > Concept note in the development of 1 day module in Succeeding in Business and ISTIV Bayanihan drafted | > 2 modules developed pilot tested > Modules/manuals prepared/ submitted | |
| b) Development of e-Learning modules - Finalization of the following: ✓ 5S ✓ Productivity 101 - Develop the following: ✓ Bookkeeping ✓ Stock Control | > | Draft modules presented to Directorate | > Modules revised | > Modules finalized/uploaded | | > 2 e-Learning modules developed/ uploaded to DOLE e-Learning website | > Animated videos, Knowledge checker, quizzes and other related materials for 5S e-Learning module presented to directorate for final revision > Revised module prepared and submitted for review | > 2 e-learning modules final revision on going | |
| 3. Development of Accreditation System of Productivity Practitioners | | | > Seminar-workshop conducted | > Accreditation system framework/ presented to Commission | > Accreditation system/developed and pilot tested | | > Concept note prepared/ revised > Proposed accreditation system prepared | | |
| II. Intensive Information Campaign | | | | | | | | | |
| 1. Development, Production and Dissemination of IEC Materials | | | | | | | | | |
| a) Tamang Kaalaman sa Kita at Kakayahian (T 3K) | | 53,000 | 79,500 | 79,500 | 53,000 | > 255,000 clients reached thru advocacy information services | > 65,902 clients reached thru advocacy information services on the ff.: - Public information assistance - 4,460 - IEC materials - 27,368 - Wage clinique/seminar/ public fora - 2,234 - Mass media - 31,840 | 96,759 clients reached thru advocacy information services on the ff.: - Public information assistance - 6,595 - IEC materials - 37,098 - Wage clinique/seminar/ public fora - 3,267 - Mass media - 49,799 | 162,661 (61%) clients reached thru advocacy information services on the ff.: - Public information assistance - 11,055 - IEC materials - 64,466 - Wage clinique/seminar/ public fora - 5,501 - Mass media - 81,639 |
| - Press conference/briefings conducted | | | | | | > 12 press conference/briefings conducted | > 2 press briefings conducted (RBs: VI, XIII) | > 2 press briefings conducted (RBs IX, XIII) | |

| Particulars | UACS CODE | Physical Targets | | | | | Physical Accomplishments | | Remarks/ as of June 2016 |
|---|-----------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---|---|---|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | Total | 1st Quarter | 2nd Quarter | |
| - Press/media releases | | 12 | 12 | 12 | 12 | > 48 press releases | > 12 press releases disseminated | > 12 press releases disseminated | > 24 press releases disseminated |
| - Good news reporting | | 9 | 9 | 9 | 9 | > 36 good news reports submitted | > 11 good news reports submitted to LCO | > 9 good news reports submitted to LCO | > 20 good news reports submitted to LCO |
| b. 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 on wages, productivity and labor market-related topics/concerns conducted | > 2 learning sessions conducted benefiting 65 participants (Male- 27, Female 36) from 34 companies | > 5 learning sessions conducted benefiting 184 participants (Male- 40, Female 144) from 118 companies | > 7 learning sessions conducted benefiting 249 participants (male -67, female -182) from 152 companies |
| c. Client Satisfaction Rating (CSM) | | | | | | > 100% of clients who rate technical advice as satisfactory or better on the ff.: a) Training/Orientation b) Information and Technical Assistance (walk-in clients/ Learning Session) | > 100% of 1,970 respondents rated course content, materials and trainer as satisfactory or better > 100% of 571 respondents rated satisfactory or better from the information and technical assistance provided | > 100% of 2,210 respondents rated course content, materials and trainer as satisfactory or better 100% of 432 respondents rated satisfactory or better from the information and technical assistance provided | > 100% of 4,182 respondents rated course content, materials and trainer as satisfactory or better > 100% of 1,003 respondents rated satisfactory or better from the information and technical assistance provided |
| d. Updating/ Maintenance of NWPC Website/Intranet | | | | | | > 100% of request for legal advice acted upon within 5 days > Updating/maintenance of NWPC website/intranet conducted | > 100% of 679 requests for legal advice acted with in 5 days > Updating/maintenance of NWPC website/intranet conducted | > 100% of 645 requests for legal advice acted with in 5 days > Updating/maintenance of NWPC website/intranet conducted | > 100% of 1,324 requests for legal advice acted with in 5 days > Updating/maintenance of NWPC website/intranet conducted |
| 2 National Productivity Convention (NPC) | | > Project proposal drafted | > Project proposal prepared | | | > National Productivity Convention conducted | > Concept note prepared/ revised | > Proposed activities/topics/themes for the NPC submitted and presented to the Commission > Presentation on the proposed activities for the 2016 NPC submitted | |
| 3. Capacity Building | | | | | | | | | |
| a. Enhancing Training Management and Documentation of PIPs/ Action Plans | | | | > Training conducted | | | | | > DED instructed to include the proposed changes in the PM on Training and orient the Board on the process later |
| b. Productivity and Performance-Based Pay for MSMEs in the Phils. (in coordination with DAP and APO for funding support) | | | | > Training conducted | | | > Filled-up APO TES form for capacity building on Gainsharing with DAP coordinated > Request for Technical Expert approved by APO per communication received dated 28 March 2016 | > Final indicative program of activities submitted to APO-DAP > Indicative program of activities revised > Activities to be undertaken with DAP coordinated | |
| MFO 2: WAGE REGULATION SERVICES | | | | | | | | | |
| I. More Inclusive Consultation with Stakeholders and Social Partners | | | | | | | | | |
| 1. TIER 1 | | | | | | | | | |
| a) Review/Monitoring of socio-economic situation in the region | | > 1 report report prepared | > 1 report report prepared | > 1 report report prepared | > 1 report report prepared | > 4 reports prepared | > 1st quarter report prepared | > 2nd quarter report prepared | > 2 quarterly reports prepared |
| b) Issuance of Wage Orders (WOs)/ Implementing Rules (IRs) as necessary | | | | | | | | > 4 wage orders issued (NCR, II, IV-A, XII) | > 4 wage orders issued (NCR, II, IV-A, XII) |
| c) Public hearings/consultations conducted (as necessary) | | | | | | > 32 public hearings/consultations conducted (as necessary) | > 6 public hearings/consultations conducted | > 8 public hearings/consultations conducted | > 14 public hearings/consultations conducted |
| 2. TIER 2 | | | | | | | | | |
| a) Issuance of advisories as necessary | | | | | | | > Technical assistance provided to | > Technical assistance provided to | |
| b) Provision of technical assistance | | | | | | | | | |
| 3. Minimum Wage for Domestic Workers (DW) as necessary | | | | | | | > 3 domwork wage orders issued (RBS IV-A, VII, VIII) | | > 3 domwork wage orders issued (RBS: IV-A, VII, VIII) |
| 4. Facility Evaluation (FE) / Time and Motion Studies (TMS) | | | | | | | > 100% of 65 FE applications/request from firms with complete documents acted upon - 25 out of 65 or 38.5% issued order > 100% of 24 TMS applications/requests from firms with complete documents acted upon - 7 out of 24 or 29.2% piece rate/ production standards orders issued | > 100% of 90 FE applications/request from firms with complete documents acted upon - 62 out of 90 or 69% issued order > 100% of 33 TMS applications/requests from firms with complete documents acted upon - 19 out of 3 or 55.8% piece rate/ production standards orders issued | > 100% of 115 FE applications/request from firms with complete documents acted upon - 87 out of 115 or 76% issued order > 100% of 41 TMS applications/requests from firms with complete documents acted upon - 26 out of 41 or 63% piece rate/ production standards orders issued |

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|--|-----------|--|----------------------------------|---------------------------|---------------------------|--|---|---|--|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | Total | 1st Quarter | 2nd Quarter | | |
| <p>5. Resolution of wage and exemption cases</p> <p>a) Wage Exemption Cases filed with the Regional Boards</p> <p>b) Appeals on Wage Orders/ Exemption Cases filed with the Commission</p> <p>c) Appealed Wage Case Decisions affirmed by a higher court (Judicial Appeal)</p> | | | | | | <p>> 100% disposition rate</p> <p>> 100% disposition rate</p> <p>> 50% affirmation rate</p> | <p>> No application for exemption for the period</p> <p>> No appeal received for the period</p> | <p>> 48% disposition rate (28 out of 58 application for wage exemption disposed)</p> <p>> No appeal received for the period</p> <p>> ECOP case submitted to Court of Appeals no decision yet</p> <p>> NWPC submitted comments to Supreme Court on the petition for certiorari and Prohibition on June 10, 2016 filed by Ugnayan ng Maralita Laban sa Kahirapan, (UMALAB KA) PARTY LIST, Dr Walden Bello National Federation of Labor (NFL), Solidarity of Independent and General Labor Org (SIGLO), Froilan L. Carathan, Rusty M. Dela Cruz, Emmanuel Flores Cavanas and Sheila S. Baylosi vs. NWPC Exec. Dir. Ma. Criselda R. Sy (G.R. No. 222921)</p> | | |
| <p>II. Strengthen Research and Database to Support Policy Development</p> | | | | | | | | | | |
| <p>1. Conduct of Research</p> | | | | | | | | | | |
| a) Empirical Framework for Evaluating the Impact of Min. Wage | | > Assessment report /background paper prepared | > Concept note prepared | | | | > Discussed project with ILO for services of regional wage experts | | | For further consideration given that there is a priority research on MW setting for nurses/health workers |
| b) Second Round Survey on Productivity Improvement and Gainsharing Scheme | | > MOA with PSA processed | > Survey questionnaire prepared | > Survey by PSA conducted | > Survey results analyzed | > Report prepared | <p>> Concept note prepared/ revised</p> <p>> Proposed survey questionnaire presented to the Directorate and the Commission</p> <p>> Concept note prepared/ revised</p> <p>> Prepared/ submitted the ff:</p> <ul style="list-style-type: none"> - PSA questionnaire - Memo to RTWPs - Letters to Stakeholders - Monitoring status <p>> Coordination with PSA on-going</p> | <p>> Integrated Survey on Labor and Employment (ISLE) Part V Productivity Based Incentive Scheme Questionnaire submitted to PSA</p> <p>> Proposed survey questionnaire and output tables submitted to PSA</p> <p>> Meeting with PSA on the following coordinated/attended:</p> <ul style="list-style-type: none"> - Productivity Based Incentive Schemes questionnaire - Memorandum of Agreement | | |
| c) Impact Assessment of the Implementation of the Productivity Toolbox | | | > Questionnaire for FGD prepared | | | > Report prepared | <p>> Concept note prepared/ revised</p> <p>> Proposed FGD questionnaire prepared</p> | <p>> Scope/coverage of survey identified</p> <p>> Ghant chart prepared</p> <p>> Proposed Focused Group Discussion guide questionnaire submitted</p> | | |
| d) Assessment of the Implementation of the Productivity/Performance and Competency-Based Advisories | | | | | | > Report prepared | <p>> Review of CBAs with productivity provisions prepared</p> <p>> Desk research/literature reviewed</p> <p>> Status of Tier 2 Implementation monitored</p> | <p>> Scope/coverage of survey identified</p> | FGDs to be done parallel to the impact assessment of the toolbox | |
| 2. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity | | | | | | > Comments/position/technical papers on legislative | > Draft EO relative to the rationalization of holidays reviewed | > DOLE Statement on the Comprehensive Nursino Law drafted | | |
| 3. Maintenance/review of wages and productivity databases | | | | | | > Updated/maintained Philippine Competitiveness scorecard/landscape | > Sponsorship speech on Green Jobs for Sen. Angara drafted | | | |
| > Philippine Competitiveness Index | | | | | | <ul style="list-style-type: none"> - IMW-World Competitiveness Yearbook/Index - World Economic Forum- Global Competitiveness Index | > World Bank Ease of Doing Business report prepared/ revised | | | |
| 4. Capacity Building | | | | | | | > Concept paper prepared | > Proposal to DLSU submitted | | |
| a) TIER 2 / Performance-Based Pay Scheme | | > List of Speakers prepared | > Capacity building conducted | | | | > Resource persons for capacity building researched/coordinated | > Inputs/course outline to TCD per inclusion in the DAP project submitted | Proposed to be merged with the Gainsharing capacity building workshop sponsored by DAP | |

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|---|-----------|--|--|--|--|--|---|--|-----------------------------|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | Total | 1st Quarter | 2nd Quarter | |
| INSTITUTIONAL SUPPORT | | | | | | | | | |
| 1. NEDA-PDP | | | as the need arises | as the need arises | | | | | |
| 2. DOLE Incentivizing Compliance (ICP) | | | | | | | | | |
| 3. Integrity Development Program | | > Reports submitted | > Reports submitted | > Reports submitted | > Reports submitted | > 4 reports submitted | > 1st quarter report submitted to DOLE-LS | > 2nd quarter report submitted to DOLE-LS | |
| 4. Green Management System Green Our DOLE Program (GODP) | | > 5S program implemented > Waste segregation implemented/maintained | > 5S program implemented > Waste segregation implemented/maintained | > 5S program implemented > Waste segregation implemented/maintained | > 5S program implemented > Waste segregation implemented/maintained | | > Continuing 5S implementation > Waste segregation maintained > 2016 GODP Plan submitted to DOLE-AS 4 Feb. 2016 > 1st quarter accomplishment report submitted to AS 1 April 2016 | > Continuing 5S implementation > Waste segregation maintained > 2nd quarter accomplishment report submitted to AS | |
| 5. Gender and Development Plan | | > GAD programs and projects implemented | > GAD programs and projects implemented | > GAD programs and projects implemented | > GAD programs and projects implemented | | > 2016 GAD activities sponsored by PCW participated by 3 participants (Male - 2, Female 1) > BWSC sponsored inspirational talk on women empowerment attended by 5 participants (Male - 1, Female -4) | > 1st semester accomplishment submitted to DOLE-PS/ BWSC > Gender Sensitivity training conducted (13 May) | |
| GENERAL ADMINISTRATION AND SUPPORT | | | | | | | | | |
| 1. Quality Management Systems (OMS) aligned with ISO Standards or continue ISO certification of Process/es and system/s | | | | | | | | | |
| a) On Sustaining ISO Certification | | | | | | > Complied with internal and external/ surveillance audit findings and recommendations | > Confirmation of ISO Certification under ISO 9001:2015 received on 17 March 2015 > Detailed action plan for the implementation of NWPC-OMS prepared and approved > Internal audit conducted 2-3 March 2016 | > Internal Quality Audit conducted for Central Office and RBs: NCR, III, IV-A on May 26 -June 02 for Central Office and RBs: NCR, III, IV-A on May 26 -June 02 | |
| b) On Expanding ISO Certification | | | | | | > Enrolled/document additional work processes; or units/offices in the coverage of QMS | > Proposal to expand the scope of NWPC QMS to 13 RTWPBs prepared and approved by ED Avila on 9 Feb. 2016 > Bidding process for the consultancy services conducted > Contract finalized and detailed action plan prepared/approved on March 8, 2016 > QMS Training/Workshop scheduled on March 30 - 2 April and 5-7 April 2016 > 1st quarter OMS monitoring report submitted to FMS on 31 March 2016 | > Workshop on Root Cause Analysis conducted (24 June 2016) > Internal Quality Audit Training for 13 RBs conducted on May 18 - 20, 2016 > QMS Training/Workshop conducted on March 30 - April 1-2 and April 5- 7, 2016 | |
| 2. Planning and Management Information Service | | | | | | | | | |
| a) Planning, Evaluation and Monitoring of programs and projects Implementation of NWPC ISSP | | > Corporate Planning Exercises conducted > Performance reports consolidated/submitted to DOLE/DBM | > Performance reports consolidated/submitted to DOLE/DBM | > Performance reports consolidated/submitted to DOLE/DBM | > Performance reports consolidated/submitted to DOLE/DBM | | > NWPC Corplan exercises conducted in the ff.: - CO at Bayleaf Hotel, Manila Jan. 5-6 - CO-RB at La Carmela de Boracay, Aklan Jan 14-15, 2016 > Corplan outputs prepared/submitted to DOLE-PS > Performance reports consolidated/ submitted to DOLE/DBM | > 1st quarter reports finalized/submitted to DOLE-PS: - 1st Qtr. OPCR Accomp Report (5 Apr) - Performance Accomp. Report (PAR) (5 Apr) > 1st Qtr. Physical Report of Operations submitted to DOLE-FMS (8 Apr) > Monthly SPRS submitted on-line | |
| b) Implementation of NWPC ISSP 2015-2017 | | | | | | | | | |
| > Development of e-Productivity Toolbox | | > Project proposal developed | > Activities coordinated | > User's training conducted > System reviewed | > System implemented | | > Project proposal re Consultancy services approved > Proposal for IT bidding requirements approved > JRs prepared and approved/ coordinated with BAC | | |
| > Document Tracking System | | > Doc Trak monitored | > Doc Trak monitored | > Doc Trak monitored | > Doc Trak monitored | | > Doc Tracking system monitored | > Doc Tracking system monitored | |

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|---|-----------|--|--|--|--|-------------------------|---|---|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | Total | 1st Quarter | 2nd Quarter | |
| > Library Information System | | > Library information system implemented | > Library information system implemented | > Library information system implemented | > Library information system implemented | | > Encoding of books on-going | > Encoding of books on-going | |
| c) Provision of IT Related Technical Services | | | | | | | | | |
| > NWPC Website and Intranet | | > Technical services on updating maintenance provided | > Technical services on updating maintenance provided | > Technical services on updating maintenance provided | > Technical services on updating maintenance provided | | > NWPC network maintained > 15 items uploaded in the Website | > NWPC network maintained > 15 items uploaded in the Website | |
| > Application Systems | | > Technical assistance provided | > Technical assistance provided | > Technical assistance provided | > Technical assistance provided | | > Technical assistance provided | > Technical assistance provided | |
| > NWPC Network System (LAN and internet Connection) | | > Network connection maintained | > Network connection maintained | > Network connection maintained | > Network connection maintained | | | | |
| > Repair and Preventive Maintenance of IT Resources | | > Computer repair and preventive maintenance undertaken | > Computer repair and preventive maintenance undertaken | > Computer repair and preventive maintenance undertaken | > Computer repair and preventive maintenance undertaken | | > Technical assistance provided (23 requests: 10 technical assistance, 13 repair) | > Technical assistance provided (40 requests: 15 technical assistance, 25 repair) | > Technical assistance provided (63 requests; 25 technical assistance, 38 repairs) |
| > Inventory of Hardware / software | | > Inventory report prepared | > Audit report prepared > IT acquisition proposal prepared | > Technical assistance to procurement process provided | > Technical assistance to procurement process provided | | | | |
| > Maintenance of NWPC Intranet | | > NWPC intranet maintained | > NWPC intranet maintained | > NWPC intranet maintained | > NWPC intranet maintained | | > NWPC intranet maintained | > NWPC intranet maintained | |
| 3. Administrative Services | | | | | | | | | |
| a) Human Resource Development | | | | | | | | | |
| > Staff Development Program | | > Trainings/seminars facilitated/conducted | > Trainings/seminars facilitated/conducted | > Trainings/seminars facilitated/conducted | > Trainings/seminars facilitated/conducted | | > 16 local trainings availed and/or organized at Central Office - 10 internal trainings conducted/organized benefitting (367 participants (Male-122, Female- 245) - 6 external trainings with 6 participants (Male- 1, Female - 5) | > 13 local trainings availed and /or organized at Central Office: - 8 internal trainings conducted/organized benefitting 211 participants (Male-58, Female -153) - 5 external trainings with 11 participants (Male 5, Female - 6) > 4 foreign trainings/conference availed/participated benefitting 4 participants: - Italy 2 female participants - Vietnam - 1 male participant - Japan 1 female participant | > 29 local trainings availed and /or organized at Central Office: - 18 internal trainings conducted/organized benefitting 578 participants (Male 180 , Female 398) - 11 external trainings with 17 participants (Male 4, Female - 8) > 4 foreign trainings/conference availed/participated benefitting 4 participants |
| > Health, Safety and Welfare Program | | | > Annual physical examination facilitated | > Vaccinations conducted | > Vaccinations conducted | | > Annual Physical Exam conducted 11 March 2016 > Dengue seminar conducted (24 Feb) | > Flu vaccine immunization conducted (May 31) | |
| > Employees Benefits/Awards/ Incentives | | > Loyalty award/rewards incentives processed | > Loyalty award, rewards/incentives processed | > Loyalty award, rewards/incentives processed | > Loyalty award, rewards/incentives processed | | > Loyalty awards processed | | |
| b) Personnel Management Services | | > Hiring/recruitment selection, promotion and retirement facilitated | > Hiring/recruitment selection, promotion and retirement facilitated | > Hiring/recruitment selection, promotion and retirement facilitated | > Hiring/recruitment selection, promotion and retirement facilitated | | > 6 appointments processed/issued | > 9 appointments processed/issued | 15 appointments processed/ issued |
| 4. Financial Management | | | | | | | | | |
| a) Financial Workshop | | > Financial workshop conducted | | | | | > Financial workshop on closing of books conducted Jan 21-22, 2016 | | |
| b) Allotment Utilization | | > 20% | > 30% | > 25% | > 25% | > 100% fund utilization | > Allotment utilized PS- 21% MOOE - 21% CO - 3% Total - 20% | > Allotment utilized as of June 2016 PS - 46 MOOE - 42 CO - 40 Total - 44 | |
| c) Cash Utilization | | > 100% of NCA for the quarter > Reports submitted | > 100% of NCA for the quarter > Reports submitted | > 100% of NCA for the quarter > Reports submitted | > 100% of NCA for the quarter > Reports submitted | > 100% cash utilization | > 91% cash utilization base on cash program > Monthly SAOB reports submitted to DOLE-FMS > Monthly status of accounts submitted to DOLE-FMS > Consultations conducted > Setoral HRD roadmaps and briefer conducted /completed | > 87% cash utilization base on cash program > Monthly SADB reports submitted to DOLE-FMS > Monthly status of accounts submitted to DOLE-FMS | |
| > HRD Roadmap for the Ceramic Tile and Furniture Industry | | | | | | | | | |
| > Decent Work Country Diagnostics (DWCD) | | | | | | | | > Participated In the Decent work country diagnostics inception workshop and handholding sessions organized by ILO and DOLE-Planning Service | |

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