



## Facility Evaluation and Time and Motion Study

### Description:

- **Facility Evaluation (FE)** is a form of evaluation conducted to determine the fair and reasonable value of facilities furnished by an employer to his/her employees.
- **Time and Motion Study (TMS)** is the systematic determination of work methods and time standards using various tools and technologies.

### Legal Basis:

- Articles 97 and 101 of the Labor Code govern the conduct of FE and TMS.
- Executive Order No. 366, Series of 2004 and Administrative Order No. 357, Series of 2010 mandated the National Wages and Productivity Commission to review and/or formulate guidelines, conduct capacity building, provide technical assistance, and conduct information awareness campaigns on FE and TMS.
- Department Order Nos. 126-13 and 125-13 issued in April 2013 guide the actual conduct of FE and TMS by the Regional Tripartite Wages and Productivity Boards.

### Target Beneficiaries

Workers of micro, small and medium enterprises

In the case of TMS, a large establishment's application is only limited to the validation of its existing piece rate/s.

### Availment Mechanics:

Interested MSMEs may send their application with the necessary documentary requirements to the RTWPB which has jurisdiction over their area.

### Time Frame:

The conduct of FE and TMS, from receipt of application to the issuance of the corresponding Order, is governed by a 35-day process cycle time.

Any party aggrieved by the Orders issued may, within 10 days from receipt of such Orders, file an appeal with the NWPC.