



REFORMULATED-REVISED as per MYPA

Reference: Jan-Dec. 2014



REPUBLIC OF THE PHILIPPINES  
 DEPARTMENT OF LABOR AND EMPLOYMENT  
 OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)  
 (Regional Office No. III)

I, **ATTY. ANA C. DIONE**, Regional Director of **Regional Office No.III**, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to December, 2014**. I further commit that the physical and financial reports shall be posted in the Regional Office website under the Transparency seal.

RATING SCALE

4 - Outstanding	- Meeting the success indicators
3 - Very Satisfactory	- 90% to 99% of the success indicators
2 - Satisfactory	- 80% to 89% of the success indicators
1 - Unsatisfactory	- 79% or below the success indicators

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS (as of December 2014) (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
<b>CORE DELIVERABLES</b>							
<b>MFO 2: EMPLOYMENT FACILITATION AND CAPACITY BUILDING SERVICES</b>							
Productivity Toolbox for MSMEs in KEGS	<ul style="list-style-type: none"> <li>Assisted <b>(688)</b> MSMEs (per directive of the Secretary during the 2014 MYPA)</li> </ul>	Budgeted by RTWPB	FOs/TSSD1 for monitoring	<b>528</b> MSMEs (446-training program orientations, 82-Productivity) were given Orientation Courses and <b>135</b> MSMEs (13-ISTIV, 25 ISTIV Plus, 10-Green Productivity, 23-Service Quality, 43-5S of Good Housekeeping & 21-Micro Enterprises under ISTIV Bayanihan) were given Foundation Courses, a total of <b>663</b> MSMEs were given assistance.	<b>96.37 %</b>		As per memo revisions on OPCR dated Sept. 17, 2014, this indicator was added to regional targets in convergence with the RTWPB.  As per YEPA validation, 173 Bayanihan Informal were deducted by the NWPC.
Special Program for Employment of Students (SPES)*	<ul style="list-style-type: none"> <li>Assisted <b>(16,000)</b> youth-beneficiaries*</li> </ul>	44,751 M (grants)	FOs/ TSSD2 for monitoring	<b>18,294</b> youth-beneficiaries were assisted under SPES	<b>114 %</b>		38 beneficiaries from Nueva Ecija backed-out in Dec. 2014
	<ul style="list-style-type: none"> <li>Monitored <b>(200)</b> SPES beneficiaries who graduated/finished tech voc/college</li> </ul>			<b>205</b> SPES beneficiaries graduated/finished tech/voc monitored	<b>103%</b>		
	<ul style="list-style-type: none"> <li>Issued check payments within the prescribed process cycle time</li> </ul>			Check payments were issued to youth-beneficiaries within the	<b>100 %</b>		Processing of SPES check vouchers is one

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				prescribed process cycle time.			<i>of the ISO enrolled processes.</i>
Government Internship Program (GIP)*	<ul style="list-style-type: none"> <li>Assisted <b>1,242</b> youth-beneficiaries*</li> </ul>	40,316,188	FOs/ TSSD2 for monitoring	<b>1,434</b> youth-beneficiaries were assisted under GIP	<b>115%</b>		
Public Employment Service Office (PESO)*	<ul style="list-style-type: none"> <li>Referred <b>(Reformulated: 210,000)</b> qualified jobseekers for placement*</li> </ul>	250,000		519,079 vacancies solicited; 263,196 registered applicants, of which <b>250,071</b> qualified jobseekers referred for placement..	<b>119.08 %</b>		
	<ul style="list-style-type: none"> <li>Placed <b>80%</b> of referred/qualified applicants</li> </ul>			and <b>216,801</b> applicants placed <b>(86.70%)</b>	<b>129.05 %</b>		
National Jobs Fairs	<ul style="list-style-type: none"> <li>Registered <b>100%</b> of applicants during the conduct of Job Fairs</li> </ul>	500,000	FOs/ TSSD2 for monitoring	<b>100%</b> of applicants registered during the conduct of Job Fairs	<b>100%</b>		
	<ul style="list-style-type: none"> <li>Hired-on-the-Spot (HOTS) <b>15%</b> of qualified applicants</li> </ul>			<p>Conducted <b>25 National Job Fairs</b> with 930 employers participated and 133,347 vacancies solicited. There were <b>27,528</b> applicants registered, of which <b>19,182</b> were qualified and <b>24%</b> or <b>4,539</b> were Hired on the Spot.</p> <p>Also RO conducted <b>94 Job Fairs</b> with 2,255 employers participated and 238,552 vacancies solicited. There were <b>43,711</b> applicants registered, of which <b>36,400</b> were qualified and <b>17%</b> or <b>6,191</b> were Hired on the Spot</p> <p>Hired-on-the-Spot (HOTS) <b>20.5%</b> of qualified applicants</p>	<b>136.67%</b>		
	<ul style="list-style-type: none"> <li>Monitored, analyzed and submitted report on placement of national Job Fairs</li> </ul>			Monitored, analyzed and submitted report on placement of national Job Fairs, 90			

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	- <b>90 days</b> after the conduct of Jobs Fair for local/overseas placement			days after the conduct of Jobs Fair for local/overseas placement.	<b>100%</b>		
<b>National and Local Jobs Fairs</b>	<ul style="list-style-type: none"> <li>Posted at the RO website and Phil-JobNet website the Calendar of Jobs Fairs (indicating date, venue, employers and vacancies) <b>by end of every quarter</b></li> </ul>	"	FOs/ TSSD2 for monitoring	Posted the RO3 Calendar of Job Fair Activities at RO3 Website and Phil-Jobnet <b>quarterly and monthly.</b>	<b>100%</b>		
<b>Labor Market Information*</b>	<ul style="list-style-type: none"> <li>Reached <b>(235,450)</b> individuals*</li> </ul>	100,000	FOs/ TSSD2 for monitoring	<b>357,145</b> individuals were reached	<b>152%</b>		
	<ul style="list-style-type: none"> <li>Reached <b>(2,120)</b> institutions*</li> </ul>			<b>3,199</b> institutions were reached	<b>150.89%</b>		
	<ul style="list-style-type: none"> <li>Rated the services as satisfactory or better by <b>70%</b> of surveyed beneficiaries</li> </ul>			<b>92%</b> of the surveyed individuals rated the services as satisfactory or better.	<b>131.43%</b>		
<b>Phil-JobNet</b>	<ul style="list-style-type: none"> <li>Posted <b>(59,160)</b> vacancies</li> </ul>		FOs/ TSSD2 for monitoring	<b>113,655</b> job vacancies were registered or posted thru the Phil JobNet System	<b>192.11%</b>		
<b>Skills Registry System (SRS) and DOLE Data Warehouse Sub-system in coordination with PESO</b>	<ul style="list-style-type: none"> <li>Implemented the SRS in <b>(30)</b> LGUs (5<sup>th</sup> wave): <b>Baler, Dingalan, Dipaculao in Aurora; Bagac, Balanga, Orani &amp; Pilar in Bataan; Bustos, Calumpit, Pulilan, San Ildefonso &amp; Sta. Maria in Bulacan; Aliaga, Cabanatuan, San Jose &amp; Science City Muñoz in Nueva Ecija, Arayat, Bacolor, FloridaBlanca, Magalang &amp; Porac in Pampanga; Lapaz, Concepcion, Pura, San Clemente &amp; Victoria in Tarlac; and Cabangan, Castillejos, Palauig &amp; San Felipe in Zambales</b></li> </ul>	1,281,000	FOs/ TSSD2 for monitoring	SRS 5 <sup>TH</sup> Wave implemented in <b>30 LGUs</b> <b>Note:</b> 5 <sup>th</sup> wave was launched on May 30, 2014 in 30 LGUs.  Harddrives were distributed among these 30.	<b>100%</b>		
	<ul style="list-style-type: none"> <li>Monitored <b>monthly</b> updating of NSRS database</li> </ul>			NSRS database monitored and updated <b>monthly.</b>	<b>100%</b>		
<b>Career Guidance Advocacy Program (CGAP)</b>	<ul style="list-style-type: none"> <li>Conducted <b>(2)</b> capacity-building programs/activities for Network of Guidance Counselors and Career Advocates (NGCCAs)</li> </ul>	(250,000)	FOs/ TSSD2 for monitoring	Conducted <b>9</b> Capability Building to 8 CGC networks with <b>467</b> members covered.  Provincial Field Offices also conducted semestral/quarterly	<b>450%</b>		

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				meeting/special meetings.					
DOLE Integrated Livelihood and Emergency Employment Program (DILEEP)*	<ul style="list-style-type: none"> <li>▪ Provided livelihood assistance to <b>(13,024)</b> beneficiaries* <ul style="list-style-type: none"> <li>▪ DILP : <b>6012</b> beneficiaries</li> <li>▪ TUPAD (under special project) : <b>7012</b> beneficiaries</li> </ul> </li> <li>- Provided livelihood assistance to <b>(1,056)</b> parents of child laborers</li> </ul>	42.5 M (30 M Grants)	FOs/ TSSD2 for monitoring	<ul style="list-style-type: none"> <li>▪ Provided livelihood assistance to <b>(18,421)</b> beneficiaries* <b>8,510</b> beneficiaries were given livelihood assistance (includes CED, DOLE-AMP, WIN-AP, YES&amp; TUPAD-regular )</li> <li><b>9,911</b> beneficiaries were given assistance under TUPAD Special Project.</li> <li><b>100 % or 1056</b> parents of child laborers were given assistance</li> </ul>	<b>141.44%</b>		<b>8,510</b> beneficiaries under regular DILEEP w/c includes regular TUPAD  11,286 TUPAD breakdown: 700 regular(includes in 8510) 7487 special 2424 tupad party lists 675 AMP( includes in AMP)		
	<ul style="list-style-type: none"> <li>▪ Established <b>(2811)</b> livelihood projects</li> </ul>				<b>4,609</b> livelihood projects established			<b>164%</b>	
	<ul style="list-style-type: none"> <li>▪ Increased income of <b>10%</b> of the beneficiaries during the 1<sup>st</sup> year of implementation</li> </ul>			Monitoring of the livelihood beneficiaries are being continued.	<b>100%</b>				Still waiting for the final tool for survey/evaluation release by the BWSC.
	<ul style="list-style-type: none"> <li>▪ Rated the services as satisfactory or better by <b>70%</b> of surveyed beneficiaries</li> </ul>			<b>98%</b> of the surveyed individuals rated the services as satisfactory or better.	<b>140%</b>				
<b>MFO 3: LABOR FORCE WELFARE SERVICES</b>									
Tripartism*	<ul style="list-style-type: none"> <li>▪ Established (<b>Reformulated: 6</b>) Industry Tripartite Councils (ITCs) in Key Employment Generators (KEGs), adopted and operationalized the Voluntary Codes of Good Practices (VCGPs)*</li> </ul>	500,000	FOs/ TSSD1 for monitoring	Established <b>6</b> ITCs; 1 Education in Pampanga, 3 Hospital and Medical ITC in Bataan, Bulacan and in Zambales; and Rice Mill in Nueva Ecija.	<b>100%</b>				

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				Facilitated the adoption of <b>6</b> Industry Voluntary Codes of Good Practices			
Workers Organization and Development (WODP)	<ul style="list-style-type: none"> <li>▪ Extended <b>(Reformulated: 4)</b> training grants to <b>(100)</b> officers/members from <b>(4)</b> unions/associations</li> </ul>	896,000	FOs/ TSSD1 for monitoring	<b>4</b> training grants were extended to <b>122</b> officers/members from <b>4</b> unions/associations <ol style="list-style-type: none"> <li>1. Coalition of Labor Unions in Bataan <b>(20)</b></li> <li>2. Holcim Phil. Employees Assoc. <b>(42)</b></li> <li>3. San Miguel Corp. Employees Union <b>(45)</b></li> <li>4. International Electric Wiring Employees Union <b>(15)</b></li> </ol>	<b>100%</b>		
	<ul style="list-style-type: none"> <li>▪ Extended <b>(2)</b> scholarship grants to <b>(2)</b> members and or dependents from <b>(2)</b> unions/organizations</li> </ul>			Extended two <b>(2)</b> WODP scholarship grants to dependents of union officer.	<b>100%</b>		
Labor and Employment Education Program	<ul style="list-style-type: none"> <li>▪ Labor Relations, Human Relations and Productivity (LHP)</li> </ul>	500,000	FOs/ TSSD1 for monitoring				
	– Conducted <b>(154)</b> LHP Seminars			Conducted <b>159</b> LHP Seminars	<b>103%</b>		
	– Trained <b>(1,155)</b> employers, and/or employers' representatives			Trained <b>1,347</b> employers, and/or employers' representatives	<b>117%</b>		
	– Trained <b>(2,695)</b> workers and/or workers' representatives			Trained <b>4,127</b> workers and/or workers' representatives	<b>153%</b>		
	– Covered <b>(154)</b> establishments			Covered <b>166</b> establishments	<b>108%</b>		
	<ul style="list-style-type: none"> <li>▪ Continuing Labor Education Seminars (CLES) /Special Topics</li> </ul>		FOs/ TSSD1 for monitoring				
	– Conducted <b>(586)</b> CLES			Conducted <b>917</b> CLES Seminars	<b>156%</b>		
	– Trained <b>(Reformulated: 4,320)</b> employers, and/or employers' representatives			Trained <b>5,303</b> employers, and/or employers' representatives	<b>123%</b>		
– Trained <b>(Reformulated: 10,080)</b> workers and/or workers' representatives			Trained <b>12,363</b> workers and/or workers' representatives	<b>123%</b>			

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	<ul style="list-style-type: none"> <li>- Covered <b>(1,799)</b> establishments</li> </ul>			Covered <b>(3,378)</b> establishments	<b>188%</b>		
	<ul style="list-style-type: none"> <li>▪ Labor Education for Graduating Students (LEGS)</li> </ul>		FOs/ TSSD1 for monitoring				
	<ul style="list-style-type: none"> <li>- Oriented <b>3,068 or 5%</b> graduating students (State Universities and Colleges/private schools/institutions)</li> </ul>			Oriented <b>24,954 graduating students</b> in State Universities <b>(13,075)</b> and Colleges/Private schools and institutions <b>(11,879)</b>	<b>813.36%</b>		
	<ul style="list-style-type: none"> <li>- Rated the services as satisfactory or better by <b>70%</b> of surveyed beneficiaries</li> </ul>			<b>94%</b> of the surveyed individuals rated the services as satisfactory or better.	<b>134.29%</b>		
<b>DOLE Integrated Livelihood and Emergency Employment Program (DILEEP)</b>	<ul style="list-style-type: none"> <li>▪ Facilitated enrolment of <b>(5,137)</b> informal sector (IS) workers to government's various social security schemes</li> </ul>	1M	FOs/ TSSD2 for monitoring	Facilitated enrolment of <b>(14,046)</b> informal sector (IS) workers to government's various social security schemes	<b>246%</b>		
<b>Child Labor Prevention and Elimination Program (CLPEP)</b>	<ul style="list-style-type: none"> <li>▪ Certified <b>(Reformulated: 2)</b> low-hanging (LH) barangays as child labor-free: (1) <b>Pulong Buhangin, Sta. Maria, Bulacan &amp; (2) Pandacaqui, Mexico, Pampanga</b></li> </ul>	500K	FOs/ TSSD2 for monitoring	<b>2</b> Low hanging barangays: (1) Pulong Buhangin, Sta. Maria, Bulacan & (2) Pandacaqui, Mexico, Pampanga were certified as child labor free	<b>100%</b>		<i>Self-rating based on checklist provided by BWSC (No definite and signed guideline as of November 30, 2014)</i>
	<ul style="list-style-type: none"> <li>▪ Certified <b>(Reformulated: 5)</b> continuing low-hanging (C-LH) barangays as child labor-free: (1) <b>San Jose, Maria, Aurora</b>, (2) <b>Pacar Orani, Bataan</b> (3) <b>Sisiman, Mariveles, Bataan</b> (4) <b>Langka, Palayan City</b>, (5) <b>Ligtasan, Tarlac City</b></li> </ul>			<b>5</b> continuing low-hanging (C-LH) barangays (1) San Jose, Maria, Aurora, (2) East Daan Bago, Samal, Bataan (3) Sisiman, Mariveles, Bataan (4) Siksikang Matanda, NE (5) Ligtasan, Tarlac City were certified as child labor free	<b>100%</b>		<i>-Langka Palayan City was replaced by Siksikang Matanda. -Pacar Orani Bataan was replaced by East Daan Bago Samal, Bataan.</i>
	<ul style="list-style-type: none"> <li>▪ Certified <b>(Reformulated: 10)</b> new-frontiers continuing (NF-C) barangays as child labor-free: (1) <b>Nonong Senior, San Luis, Aurora</b> (2) <b>Santa Elena, Orion Bataan</b> (3) <b>Taal, Baliuag, Bulacan</b> (4) <b>Siksikang Matanda Talavera</b>, (5) <b>Marawa, Jaen, Nueva Ecija</b>, (6) <b>Bulac, Minalin, Pampanga</b>, (7) <b>Matatalaib, Tarlac City</b>, (8) <b>San Vicente, Tarlac City</b>, (9) <b>Burgos San Marcelino Zambales</b> (10) <b>Rabanes, San Marcelino, Zambales</b></li> </ul>			<b>10</b> new-frontiers continuing (NF-C) barangays: (1) Nonong Senior, San Luis, Aurora (2) Santa Elena, Orion Bataan (3) Taal, Baliuag, Bulacan (4) Gen. Luna, N.E., (5) Marawa, Jaen, Nueva Ecija, (6) Bulac, Minalin, Pampanga, (7) Matatalaib, Tarlac City, (8) San Vicente, Tarlac City, (9) Burgos San Marcelino Zambales (10) Rabanes, San Marcelino, Zambales were certified as child labor free	<b>100%</b>		<i>Siksikang Matanda was placed under low hanging barangay and it was replaced by Gen. Luna Rizal, Nueva Ecija.</i>

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	<ul style="list-style-type: none"> <li>▪ Certified <b>(6)</b> establishments as child labor-free</li> </ul>			<p><b>6</b> Establishment were awarded as Child Labor Free Establishment during the Unveiling Ceremony at Luisita Industrial Park on Sept. 30, 2014 (<b>Essilor, ChunChiang, Petron Depot, Meken Food Corp., International Wiring Systems &amp; On-Semiconductor Phils.</b>)</p>	<b>100%</b>			
<b>Social Amelioration Program (SAP) For ROs 4A, 6, 7, 10</b>	<ul style="list-style-type: none"> <li>▪ SAP Lien Collection and Remittance Monitoring</li> </ul>		FOs/ TSSD2 for monitoring					
	<ul style="list-style-type: none"> <li>- Monitored <b>100%</b> of SAP lien collection and remittance (current crop year)</li> </ul>			-Monitored <b>102 %</b> of SAP lien collection and remittance (current crop year) <i>(9,755,265.38/9,588,936.09)</i>	<b>102%</b>			
	<ul style="list-style-type: none"> <li>- Submitted analysis report on Sugar Production and Withdrawal, Lien Collection and Remittance submitted <b>within 15 days after end of reference month</b></li> </ul>			Jan- 3/10/2014 Feb-Apr – 6/4/2014 May- 7/7/2014 June- July 8/15/2014 Aug- 9/15/2014 Sept.- 10/15/2014 Oct - 11/17/2014 Nov- 12/12/2014 Dec.- to be submitted on 1/14/2015	<b>90%</b>		<i>-BWSC Memo for this indicator was sent only on May 6, 2014 thus June is the regular reporting pd.(see attached memo)            -November 15, 2014 was a Saturday so report was submitted on November 17, 2014, Monday</i>	
	<ul style="list-style-type: none"> <li>▪ CBF Distribution Monitoring</li> </ul>			FOs/ TSSD2 for monitoring				
	<ul style="list-style-type: none"> <li>- Monitored <b>50%</b> current crop year bonus as distributed</li> </ul>				Monitored <b>89%</b> current crop year (2013-2014) bonus as distributed.	<b>178%</b>		
	<ul style="list-style-type: none"> <li>- Monitored <b>80%</b> of the previous crop year bonus as distributed</li> </ul>				Monitored <b>97%</b> of the previous crop year (2012-2013) bonus as distributed	<b>121.25%</b>		
	<ul style="list-style-type: none"> <li>- Monitored <b>95%</b> of the preceding crop year bonus as distributed and liquidated 100% of total crop year bonus</li> </ul>				CY 2011-2012 – 99% CY 2010-2011 – 99% CY 2009-2010 – 96% ( <b>98%</b> )	<b>103.16%</b>		
	<ul style="list-style-type: none"> <li>- Submitted report on the Implementation of Cash Bonus Program under RA 6982 <b>within 15 days after end of reference quarter</b></li> </ul>				1 <sup>st</sup> quarter- 6/4/2014 2 <sup>nd</sup> quarter- 7/7/2014 3 <sup>rd</sup> quarter- 10/15/2014 4 <sup>th</sup> quarter- to be submitted on 1/14/2015			
	<ul style="list-style-type: none"> <li>▪ Maternity Benefit Program Monitoring</li> </ul>			FOs/ TSSD2 for monitoring				

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	– 100% of claims filed with complete documents processed by TSSD (SAP Officer) <b>within 10 days from receipt</b>			2 maternity benefits filed as of December 2014.	100%		
	– 100% of processed claims paid <b>within 5 days</b> from endorsement of TSSD			100%	100%		
	– Submitted monthly report on maternity benefits <b>within 15 days after end of reference month</b>			Jan- 2/5/2014 July- 9/18/2014 Feb- 3/6/2014 Aug- 9/18/2014 March- 4/8/2014 Sept- 10/15/2014 April- 6/4/2014 Oct-11/17/2014 May- 6/4/2014 Nov- 12/10/2014 June- 6/24/2014 Dec- 1/5/2015			
	▪ Death Benefit Program Monitoring		FOs/ TSSD2 for monitoring				
	– 100% of claims filed with complete documents processed by TSSD (SAP Officer) <b>within 10 days from receipt</b>			Processed and paid <b>25</b> death benefits, amounting <b>P 175,000</b>	100%		
	– 100% of processed claims paid <b>within 5 days</b> from endorsement of TSSD			100%	100%		
	– Submitted monthly report on death benefits <b>within 15 days after end of reference month</b>			Jan- 2/5/2014 July- 9/18/2014 Feb- 3/6/2014 Aug- 9/18/2014 March- 4/8/2014 Sept- 10/15/2014 April- 6/4/2014 Oct- 11/17/2014 May- 6/4/2014 Nov- 12/10/2014 June- 6/24/2014 Dec- 1/5/2015	100%		
Family Welfare Program	▪ Reached <b>(37)</b> establishments through DOLE initiated/conducted FWP-related services/activities	500,000	FOs/ TSSD1 for monitoring	Reached <b>38</b> establishments (employing more than 200) with 27,466 management & workers through DOLE initiated activity	103%		
DOLE Adjustment Measures Program (DOLE-AMP)	▪ Provided services to <b>100%</b> of affected workers <b>(150)</b> who sought assistance	1.2 M	FOs/ TSSD2 for monitoring	<b>1370</b> affected workers provided services:  <b>150</b> affected workers who sought assistance provided services ( <b>150</b> Fisherfolks of Meycauayan, Bulacan	913%		



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				<p>- Also processed services to <b>545</b> displaced miners in Sta Cruz, Zambales amounting to 3,000,000.</p> <p><b>675</b> affected workers who sought assistance provided services (<a href="#">under TUPAD-FMS Funds</a>)</p>			
10k Livelihood Assistance (NRCO)*	<ul style="list-style-type: none"> <li>Provided livelihood assistance to <b>OFW</b> beneficiaries as approved by NRCO.</li> </ul>		FOs/ TSSD2 for monitoring	Processed 296 applications for livelihood assistance in coordination with OWWA ROIII based on the actual fund releases of P 2.96 million as of 30 November 2014.	<b>100.00%</b>		<p><i>Total allotment released to ROIII amounted to P 2.96 million as of 30 November 2014 for 296 applications endorsed to NRCO.</i></p> <p><i>No fund transfer received from NRCO for OFW reintegration program implementation.</i></p>
	<ul style="list-style-type: none"> <li>Conducted Financial Awareness Seminar (FAS) to <b>250 OFW</b> returnees/families by end of December 2014</li> </ul>						296 returning OFWs/ beneficiaries were provided
	<ul style="list-style-type: none"> <li>Conducted Small Business Management Training to <b>250 OFW</b> returnees/families by end of December 2014</li> </ul>						<p>Entrepreneurship Development Training by OWWA as part of the application process.</p> <p>No NRCO Coordinator detailed/assigned to ROIII as of date.</p>

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>( as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
	<ul style="list-style-type: none"> <li>Increased income of <b>10%</b> of the beneficiaries for the 1<sup>st</sup> year of implementation</li> </ul>						N/A
	<ul style="list-style-type: none"> <li>Rated the services as satisfactory or better by <b>70%</b> of surveyed beneficiaries</li> </ul>						N/A
“Balik Pinay! Balik Hanapbuhay!”	<ul style="list-style-type: none"> <li>Conducted livelihood training with starter kit for <b>63 distressed women workers returnees</b> by end of December 2014</li> </ul>		FOs/ TSSD2 for monitoring				N/A
<b>MFO 4: EMPLOYMENT REGULATION SERVICES</b>							
Labor Laws Compliance System*	<ul style="list-style-type: none"> <li>Joint Assessment</li> </ul>	13 M	FOs/ TSSD1 for monitoring				
	<ul style="list-style-type: none"> <li>Assessed <b>100% (actual number)</b> of <b>(6,649)</b> establishments*</li> </ul>			<b>7,088</b> establishments were assessed as of Nov. 08, 2014. <b>972</b> additional establishments were assessed between Dec.17-22, 2014 (as per memo dated Dec. 22, 2014 re: Syncing of the Assessed Est. in the LLCS-MIS)  <b>8,060 total</b> establishments	<b>121.22%</b>		
	<ul style="list-style-type: none"> <li>Covered <b>100%</b> of workers in <b>(6,649)</b> establishments</li> </ul>			<b>422,504 (364,897+57,996;add'l)</b> workers were benefitted.	<b>100%</b>		
	<ul style="list-style-type: none"> <li>Achieved <b>70% Compliance Rate*</b></li> </ul>			Of the <b>7088</b> establishments assessed, <b>5,805</b> were found complying or <b>82</b> percent compliance rate. Of the 1283 establishment with deficiencies, 793 or 62 % corrected/complied.  <b>Compliance Rate: 82%</b> <b>Correction Rate: 62%</b>	<b>117%</b>		Of the <b>972</b> additional est. assessed, <b>966</b> were found complying or <b>99</b> percent compliance rate. Of the 6 establishment with deficiencies, 6 or 100% corrected/complied.  <b>Compliance Rate: 99%</b>

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>(as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
							<u>Correction Rate:</u> <u>100%</u>
	<ul style="list-style-type: none"> <li>– Provided appropriate assistance to <u>100%</u> of establishments with deficiencies leading to compliance</li> </ul>			<p>Provided <u>100%</u> appropriate assistance to establishments with deficiencies such as Labor Education, FWP, LMC Orientation, Referrals, etc</p> <p>Of the <b>1283</b> establishments found with deficiencies, <b>793</b> or <b>62%</b> corrected at plant level.</p>	<b>100%</b>  <b>100%</b>		
	<ul style="list-style-type: none"> <li>– Assessed <b>100%</b> (<b>34</b>) of bus companies with expiring LSCC</li> </ul>			Assessed <b>57</b> Bus Companies (including new, due to close coordination with LTFRB)	<b>167%</b>		
	<ul style="list-style-type: none"> <li>– Assessed <b>100%</b> (<b>---</b>) of domestic ships 500 GT above</li> </ul>			<p>Nine (9) domestic vessels (500GT above) were assessed (LLCO: Jose Roberto Navata and Carlito Agbing) the Region as requested by NCR:</p> <ol style="list-style-type: none"> <li>1. Golden Albatros (Limay, Bataan Port)</li> <li>2. MV HHIC – F1 (Subic, Zambales Port)</li> <li>3. MV HHIC – F2 (Subic, Zambales Fort)</li> <li>4. MTKR Masipag (Limay, Bataan)</li> <li>5. MTKR Masinop (Limay, Bataan)</li> <li>6. MTKR Masikap (Limay, Bataan)</li> <li>7. MTKR Makisig (Limay, Bataan)</li> <li>8. MTKR Matapat (Limay, Bataan)</li> <li>9. MARTAM – 1500 -6 (Subic, Zambales)</li> </ol>	<b>100%</b>		<p><i>No domestic ships 500 GT above in RO3.</i></p> <p><i>Accomplishments were achieved thru NCR requests.</i></p>
	<ul style="list-style-type: none"> <li>– Conducted at least <b>2 advocacies on Maritime Industry (DO 129)</b></li> </ul>			<p>Conducted 2 advocacies (conducted on Aug. 28,2014)</p> <ol style="list-style-type: none"> <li>1. Hanjin Heavy Industries Phil. Inc.</li> <li>2. Hacor Phil. Corporation</li> </ol> <p>2<sup>nd</sup> advocacies (Sept. 4, 2014)</p> <ol style="list-style-type: none"> <li>1. Golden Albatros Shipping Company sept .1-5</li> <li>2. SWAN Shipping Corporation</li> <li>3. Southfield Agencies Inc.</li> </ol>	<b>100%</b>		

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>(as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
	<ul style="list-style-type: none"> <li>▪ Compliance Visit</li> </ul>						
	<ul style="list-style-type: none"> <li>– Acted upon <b>100%</b> of SEaA referrals and complaints <b>within five (5) days</b></li> </ul>			Acted upon <b>100%</b> of SEaA referrals and complaints <b>within five (5) days</b>	<b>100%</b>		
	<ul style="list-style-type: none"> <li>– Provided appropriate assistance to <b>100%</b> of establishments with deficiencies leading to compliance</li> </ul>			Provided appropriate assistance to <b>100%</b> of establishments with deficiencies leading to compliance	<b>100%</b>		
	<ul style="list-style-type: none"> <li>▪ OSH Investigation</li> </ul>						
	<ul style="list-style-type: none"> <li>– Acted upon <b>100%</b> of incidents/reports <b>within 24 hours upon receipt of information</b> of imminent danger/dangerous occurrence/disabling injury/plain view</li> </ul>			Acted upon <b>100%</b> of incidents/reports <b>within 24 hours upon receipt of information</b> of imminent danger/dangerous occurrence/disabling injury/plain view	<b>100%</b>		
	<ul style="list-style-type: none"> <li>– Provided appropriate assistance to <b>100%</b> of establishments with deficiencies leading to compliance</li> </ul>			Provided appropriate assistance to <b>100%</b> of establishments with deficiencies leading to compliance			
	<ul style="list-style-type: none"> <li>– Issued Work Stoppage Orders to <b>100%</b> of establishments where disabling injury occurred/imminent danger exists</li> </ul>			Issued work Stoppage to <b>5</b> establishments where disabling injury occurred/imminent danger exists; <a href="#">Nanox Clarkfield Pampanga</a> ( June 13, 2014), <a href="#">GN Power Mariveles Coal Plant Ltd.Co. Mariveles, Bataan</a> (April22, 2014), <a href="#">Finback Corporation, a sub contractor of Hanjin, Subic Zambales</a> (May 2, 2014), <a href="#">Kalayaan I-Tech Corporation, Subic</a> Sept. 16, 2014) and <a href="#">Subickore Corp-HanJIn Subcon</a> on Jan. 23, 2014.	<b>100%</b>		
	<ul style="list-style-type: none"> <li>▪ LLCS-MIS</li> </ul>						
	<ul style="list-style-type: none"> <li>- Procured 100% (<b>56</b>) of allocated <b>gadgets</b> by end of July 2014</li> </ul>			Procured 100% ( <b>46</b> ) of allocated <b>gadgets</b> by end of July 2014	<b>100%</b>		<i>As of July 2014, there are <b>46</b> hired LLCOs.</i>
	<ul style="list-style-type: none"> <li>- Inputted 100% of assessments conducted into the System (LLCS-MIS) by end of November 2014</li> </ul>			Inputted 100% of assessments conducted into the System (LLCS-MIS) by end of November 2014	<b>100%</b>		

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>(as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
	<ul style="list-style-type: none"> <li>▪ Technical Safety Inspection</li> </ul>						
	<ul style="list-style-type: none"> <li>– Conducted Technical Safety Inspection on <b>100%</b> of <b>(592)</b> establishments</li> </ul>			Conducted Technical Safety Inspection on <b>100%</b> of <b>(1,314)</b> establishments employing a total of 187,498 workers.	<b>222%</b>		<i>From 2 LLCO in 2013 to 6 LLCOs handling technical safety inspection.</i>
	<ul style="list-style-type: none"> <li>– Provided appropriate assistance to <b>100%</b> of establishments with deficiencies leading to compliance</li> </ul>			Provided appropriate assistance to <b>100%</b> of establishments with deficiencies leading to compliance	<b>100%</b>		
	<ul style="list-style-type: none"> <li>▪ Incentivizing Compliance Program (ICP)</li> </ul>						
	<ul style="list-style-type: none"> <li>– ICP 1<sup>st</sup> Level</li> </ul>						
	<ul style="list-style-type: none"> <li>– Enrolled/nominated <b>(Reformulated: 11)</b> establishments to the 1<sup>st</sup> level award</li> </ul>			<b>Eleven (11)</b> establishments were enrolled/ nominated under TCCLS. These are the following: <a href="#">La Rose Noire</a> , <a href="#">Molex Integrated</a> , <a href="#">Mayer Knitting Corp.</a> <a href="#">Qualitek-Delta Phil</a> , <a href="#">Luisita Realty Corp.</a> , <a href="#">San Miguel Foods Corp.</a> , <a href="#">Phelps Dodge</a> , <a href="#">International Wires Electric Phils.</a> <a href="#">Well Spring High School</a> , <a href="#">Don Bosco</a> and <a href="#">Nueva Ecija Doctor's Hospital</a>	<b>100%</b>		<i>(Reformulation due to New Guidelines e.g. Issuance of COC to Subcon)</i>
	<ul style="list-style-type: none"> <li>– Issued Tripartite Certificate of Compliance with Labor Standards (TCCLS) Award/Certificates to <b>(11)</b> establishments</li> </ul>			<b>Eleven (11)</b> establishments were awarded/issued TCCLS. These are the following: <a href="#">La Rose Noire</a> , <a href="#">Molex Integrated</a> , <a href="#">Mayer Knitting Corp.</a> <a href="#">Qualitek-Delta Phil</a> , <a href="#">Luisita Realty Corp.</a> , <a href="#">San Miguel Foods Corp.</a> , <a href="#">Phelps Dodge</a> , <a href="#">International Wires Electric Phils.</a> <a href="#">Well Spring High School</a> , <a href="#">Don Bosco</a> and <a href="#">Nueva Ecija Doctor's Hospital</a>	<b>100%</b>		
	<ul style="list-style-type: none"> <li>– ICP 2<sup>nd</sup> Level</li> </ul>						
	<ul style="list-style-type: none"> <li>– Enrolled/nominated <b>(6)</b> establishments to the 2<sup>nd</sup> level award (Secretary's Award)</li> </ul>			<b>(6)</b> Establishments were nominated/enrolled for Secretary's award. These were the following: <a href="#">Essilor</a> , <a href="#">Chunchiang</a> , <a href="#">On Semiconductor</a> , <a href="#">Mekeni</a> ,	<b>100%</b>		<i>(Reformulation due to New Guidelines e.g. Issuance of COC to Subcon)</i>

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>(as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
				Petron and IWS.			
	<ul style="list-style-type: none"> <li>- Endorsed (6) qualified establishments to the Secretary's Award</li> </ul>			Endorsed (5) qualified establishments to the Secretary's award. These are the following: Essilor, Chunchiang, On Semiconductor, Meken, Petron and IWS.	83.33%		
	<ul style="list-style-type: none"> <li>▪ Submitted monthly Special Reports <b>within 5 days after the reference month</b></li> </ul>						
	<ul style="list-style-type: none"> <li>- Report on Contractors/Sub-Contractors</li> </ul>			Jan- n/a                      July- 8/5/2014 Feb- n/a                        Aug- 9/5/2014 March- 4/4/2014            Sept- 10/3/2014 April- 5/5/2014             Oct- 11/5/2014 May- 6/5/2014              Nov-12/5/2014 June- 7/4/2014             Dec- 01/5/2015 *Adrienne Bondoc			
	<ul style="list-style-type: none"> <li>- Assessment of Domestic Ships, Bus Transport, Malls, Manpower</li> </ul>			Jan- n/a                        July- 8/5/2014 Feb- n/a                        Aug- 9/5/2014 March- 4/4/2014            Sept- 10/3/2014 April- 5/5/2014             Oct-11/5/2014 May- 6/5/2014              Nov-12/5/2014 June- 7/4/2014             Dec- 01/5/2015 *Adrienne Bondoc			
	<ul style="list-style-type: none"> <li>▪ Submitted monthly monitoring reports on Accreditation of Safety Practitioners, Construction Safety and Health Program (CSHP), Work-ALERT, SpeED, ICP-TCCLS, DO-18-A, Flexible Work Arrangement, and Compliance on 13<sup>th</sup> Month Pay <b>within 10 days after the reference month</b></li> </ul>			<u>Accreditation of Safety Practitioners:</u> Jan- 2/10/2014                July-8/8/2014 Feb- 3/10/2014                Aug-9/10/2014 March- 4/10/2014            Sept-10/10/2014 April- 5/10/2014             Oct-11/10/2014 May- 6/9/2014                Nov-12/5/2014 June- 7/7/2014                Dec- 01/5/2015 *Melanie Mendoza <u>Construction Safety and Health Program</u> Jan- 2/10/2014                July-8/7/2014 Feb- 3/10/2014                Aug-9/9/2014			

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>(as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
				<p>March- 4/10/2014    Sept-10/10/2014  April- 5/10/2014    Oct- 11/10/2014  May- 6/10/2014    Nov-12/5/2014  June- 7/7/2014    Dec- to be  submitted on  <i>Jan. 10, 2015</i></p> <p>*Keith Lucinario  <b>Work Alert:</b>  Jan- 2/10/2014    July-8/7/2014  Feb- 3/10/2014    Aug-9/9/2014  March- 4/10/2014    Sept-10/10/2014  April- 5/10/2014    Oct- 11/10/2014  May- 6/10/2014    Nov-12/5/2014.  June- 7/7/2014    Dec- to be  submitted on  * Keith Lucinario    <i>Jan. 10, 2015</i></p> <p><b>SpeED6:</b>  Jan- 2/5/2014    July-8/4/2014  Feb- 3/4/2014    Aug-9/5/2014  March- 4/3/2014    Sept-10/10/2014  April- 5/5/2014    Oct-11/10/2014  May- 6/5/2014    Nov-12/5/2014  June- 7/1/2014    Dec- to be  submitted on  * Met    <i>Jan. 10, 2015</i></p> <p><b>ICP/TCCLS:</b>  Jan- n/r    Sept-10/10/2014  Feb- n/r    Oct-11/10/2014  March- 4/7/2014    Nov.-12/5/2014  April- 5/10/2014    Dec-to be submitted  on  May- 6/10/2014    <i>Jan. 10, 2015</i>  June- Aug- 9/10/2014  *Rene Mangune/Ailyn Taruc</p> <p><b>DO 18-A:</b>  Jan- 2/3/2014    July-8/9/2014  Feb- 3/6/2014    Aug-9/9/2014</p>			

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>( as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
				March- 4/8/2014    Sept-10/10/2014 April- 5/15/2014    Oct-11/6/2014 May to                    Nov-12/5/2014 June-8/9/2014       Dec- to be submitted on *Gloria Manio                    Jan. 10, 2015 <u><b>Flexible Work Arrangement:</b></u> Jan- n/r                    July-n/r Feb- n/r                    Aug-n/r March- n/r                    Sept-n/r April- n/r                    Oct-11/11/2014 May- n/r                    Nov-12/5/2014 June- n/r                    Dec- to be submitted on *Melanie Mendoza                    Jan. 10, 2015 <u><b>Compliance on 13<sup>th</sup> Month pay::</b></u> Jan- n/r                    July-n/r Feb- n/r                    Aug-9/10/2014 March- n/r                    Sept-10/10/2014 April- n/r                    Oct- 11/6/2014 May- n/r                    Nov-12/5/2014 June- 7/10/2014       Dec- on 1/10/2015 *Adrienne Bondoc			
Dispute Resolution*	<ul style="list-style-type: none"> <li data-bbox="418 1084 924 1182">▪ Single Entry Approach (SEnA)*</li> <li data-bbox="418 1247 924 1344">– Settled at least <b>75%</b> of the total request handled within prescribed period of <b>(30)</b> days</li> </ul>	273,000 (supplies, postage, deliveries, communication)	FOs/ TSSD1 for monitoring	1,329 RFAs were handled; 1,323 or 99.5% were disposed of which, <b>1,250</b> or <b>94.5%</b> were settled (1032 settled & 218 withdrawn) with 2,452 workers benefited amounting to PhP 18,269,839.	<b>132.7%</b>		



MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>(as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
				Of the 1,250 RFAs settled, <b>1,244 or 99.52%</b> were settled within prescribed period of 30 days.			
	<ul style="list-style-type: none"> <li>▪ SpeED Cases: Labor Standards and Arbitration Cases*</li> </ul>	200,000 (supplies, postage, deliveries, communication)	FOs/ TSSD1 for monitoring				
	<ul style="list-style-type: none"> <li>– Disposed <b>90%</b> of handled med-arbitration cases under project SpeED for 2014</li> </ul>			Of the 43 med-arb cases handled, <b>39 or 91%</b> were disposed (within 45 PCT)	<b>100%</b>		
	<ul style="list-style-type: none"> <li>– Disposed <b>98%</b> of Labor Standards cases filed within <b>40 days</b></li> </ul>			Of the 230 enrolled LS Cases under SPeED6, <b>230 or 100 percent</b> were disposed benefitting 4,850 workers with amount of monetary benefits of PhP 10,682,537.70 (under JA)  Of the <b>230</b> enrolled LS cases, <b>223 or 97%</b> were disposed within 40 days.	<b>99%</b>		Beyond PCT:  TSSD1- Jumong (61) Hyatt (54) Aurora – Aur. Bank (46) Bataan- One Source Tarlac- ACL Comm (53) Amazing Grace(41) Coconut Grill (46)
<b>Efficient Service Delivery</b>	<ul style="list-style-type: none"> <li>▪ Processed 100% of applications for permits, licenses, registration, certificates, and clearances:</li> </ul>	500,000 (supplies, forms)	TSSD1 & TSSD2	Processed 100% of applications for permits, licenses, registration, certificates, and clearances on:			
	<ul style="list-style-type: none"> <li>- <b>Alien Employment Permit (AEP)– within three (3) working days upon filing of application</b></li> </ul>		TSSD2	Processed 4,259 or 100% of applications for AEP within PCT	<b>100%</b>		(ISO: 3PCT for Renew & 5 PCT for New)
	<ul style="list-style-type: none"> <li>- <b>Private Recruitment and Placement Agency's (PRA) license – within 10 days upon filing of application</b></li> </ul>		TSSD2	Processed 5 or 100% of applications for PRPA within PCT	<b>100%</b>		(ISO:10 working days upon filling of application and payment of fees and bonds)
	<ul style="list-style-type: none"> <li>- <b>Job Fair Clearance / Permit – within five (5) working days upon filing of application</b></li> </ul>		TSSD2	Processed 3 or 100% of applications for Job Fair Permit within PCT  Processed 117 or 100% of applications for Job Fair Clearance within PCT	<b>100%</b>		(Clearance:10days, Permit5days)

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>( as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
	- <u>Authority to Recruit</u> – within 30 working days upon filing of application		TSSD2	No applications filed			(1 working day after filing of application and payment of fees and bonds)
	- <u>Mechanical Plans and Applications</u> – issued permits to fabricate/operate/install to 100% of applications with approved Mechanical Plans within 15 days after conduct of inspection		TSSD1	Processed 5,947 or 100% of applications within PCT	100%		
	- <u>Electrical Plans and Applications</u> – issued certificates of electrical plans within 15 days after conduct of inspection		TSSD1	Processed 1,261 or 100% of applications within PCT	100%		
	- <u>DO-18-A</u> o processed and approved/denied 100% of application for registration of contractor/sub-contractor within 3 days upon receipt of complete documents o issued certificate of registration within 1 day upon payment of fees		TSSD1	Processed 178 or 100% of applications within PCT  Issued certificate of registration within 1 day upon payment of fees	100%		PCT of 5days as enrolled in ISO Procedure
	- <u>Working Child Permit</u> –within eight (8) hours upon receipt of payment		TSSD2	No application as of Dec. 30, 2014			(ISO:3daysPCT)
	- <u>Construction Safety and Health Programs (CSHPs)</u> –processed 100% of CSHPs within five days upon completion of requirements		TSSD1	Processed 1,336 or 100% of applications within PCT	100%		(ISO:5daysPCT)
	- <u>Safety Practitioner's Accreditation</u> o processed 100% of applications within 15 days upon receipt of complete documents o Issued certificates of accreditation to 100% of approved applications		TSSD1	Processed 82 or 100% of applications within PCT  Issued certificates of accreditation to 73 or 100% of approved applications	100%		(ISO:15working days from the date of interview)

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>(as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
<b>NON-CORE DELIVERABLES</b>							
<b>SUPPORT TO OPERATIONS</b>							
<b>Support to Policy Development</b>	<ul style="list-style-type: none"> <li>Submitted to PSA-BLES January to June 2014 and to BLE July to December 2014 Job Displacement Monitoring System (JDMS) report <b>15 working days after the reference month</b></li> </ul>		Statistician/ TSSD1 for monitoring	Monthly Report submitted on the ff dates: Jan- 2/7/2014      July- 7/31/2014 Feb- 3/4/2014      Aug- 9/10/2014 March- 5/3/2014    Sept-10/15/2014 April- 5/2/2014    Oct-11/10/2014 May- 6/2/2014      Nov-12/10/2014 June- 7/1/2014     Dec- on 1/10/2015 *Melanie Mendoza	<b>100%</b>		
<b>Communication Program</b>	<ul style="list-style-type: none"> <li>Submitted to LCO at <b>least three (3) good news every month</b></li> </ul>	50,000	LIO/IMSD	<b>41</b> Good News were submitted (Jan-3, Feb-3, Mar-3, Apr-4, May-5, June-3, July-3, Aug-4, Sept-3, Oct-4, Nov-3, Dec.-3) *Jerry Borja	<b>114%</b>		
	<ul style="list-style-type: none"> <li>Developed/disseminated <b>at least three (3) press releases every month</b></li> </ul>			<b>70</b> Press Releases published/ disseminated (Jan-5, Feb-5, Mar-5, Apr-7, May-6, June-7, July-6, Aug-5, Sept-5, Oct-7, Nov.-7, Dec.5) *Jerry Borja	<b>194%</b>		
	<ul style="list-style-type: none"> <li>Attended to <b>100%</b> of requests for TV appearance/radio guesting</li> </ul>			<b>35</b> TV/Radio Guestings attended (Jan-2, Feb-4, Mar-3, Apr-5, May-5, June-3, July-2, Aug-1, Sept-1, Oct-3, Nov.-3, Dec.-3) *Jerry Borja	<b>100%</b>		
	<ul style="list-style-type: none"> <li>Conducted press briefings <b>at least once a month</b></li> </ul>			<b>38</b> Press Briefing conducted (Jan-2, Feb-3, Mar-3, Apr-5, May-5, June-4, July-3, Aug-1, Sept-3, Oct-3, Nov-3, Dec.-3) *Jerry Borja	<b>317%</b>		
<b>Performance Accountability Report</b>	<ul style="list-style-type: none"> <li>Submitted monthly performance monitoring report to Bureaus (except ILAB) <b>using SPRS template within five days after reference month</b></li> </ul>		IMSD/ Planning	Monthly Report submitted on the ff dates: Jan- 1/30/2014      July- 7/30/2014 Feb- 2/28/2014      Aug-9/1/2014 March- 3/30/2014    Sept-10/5/2014 April- 4/30/2014     Oct-10/30/2014	<b>100%</b>		

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>(as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
			Officer	May- 5/30/2014      Nov-12/5/2014 June- 6/30/2014      Dec- 1/5/2015 *Ailyn Taruc			
Gender and Development (GAD)	<ul style="list-style-type: none"> <li>▪ Submitted to PS 2015 GAD Plan and Budget <b>by end February 2014</b></li> </ul>		IMSD	PS 2015 GAD Plan & Budget submitted on <b>12/27/2013</b> to PS *Mary Josephine Castro	100%		
	<ul style="list-style-type: none"> <li>▪ Submitted 2014 GAD Annual Report of accomplishments to BWSC <b>within 1<sup>st</sup> week December 2014</b></li> </ul>			2014 GAD Annual Report Plan submitted on <b>December 5, 2014.</b> *Mary Josephine Castro	100%		
	<ul style="list-style-type: none"> <li>▪ Submitted to BWSC Reformulated 2014 &amp; 2015 GAD Plan and Budget <b>not later than 30 June 2014</b></li> </ul>			Reformulated 2014 GAD Plan was submitted on <b>Sept. 4, 2014.</b>  Reformulated 2015 GAD Plan and Budget submitted on <b>July 1, 2014</b> to BWSC (delay submission due to budget consultation)	100%		
	<ul style="list-style-type: none"> <li>▪ Submitted 2016 GAD Plan and Budget to BWSC <b>not later than the 30<sup>th</sup> day of October 2014</b></li> </ul>			2016 GAD Plan was submitted on <b>October 29, 2014 .</b>	100%		
Establishment of a Quality Management System (QMS) aligned with International Organizational for Standardization (ISO) standards or Continuing ISO Certification of Process/es and System/s	<ul style="list-style-type: none"> <li>▪ Implemented QMS and/or attained ISO certification and submitted report/s on the same to FMS not later than the <b>5<sup>th</sup> day</b> following the reference month; or sustained and/or expanded ISO certification and submitted report/s on the same to FMS not later than the <i>30<sup>th</sup> day following the reference semester</i></li> </ul>			1 <sup>st</sup> sem: Status Report submitted on <b>July 30, 2014.</b> *Mary Josephine Castro Region III- ISO certified last December 6, 2013. Processes and system continues to be an ISO certified. Surveillance audit conducted on November 11-12, 2014.  2 <sup>nd</sup> Sem: Status report submitted on <b>Jan. 5, 2015</b>	100%		

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>(as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
Citizens Charter/Anti-Red Tape Act (ARTA)	<ul style="list-style-type: none"> <li>▪ Submitted to FMS <b>quarterly</b> report on ARTA implementation and <b>monthly</b> report on citizens feedback results, using the following prescribed forms on or before the deadline set below:</li> </ul>		FOs, TSSDs/IMSD	Report submitted on the ff. dates:			
	<ul style="list-style-type: none"> <li>- Citizens Feedback Results (Form 1) – <b>every 15<sup>th</sup> day following the reference month</b></li> </ul>			Jan- 2/15/2014      July- 8/15/2014 Feb- 3/15/2014      Aug-9/15/2014 March- 4/15/2014      Sept-10/15/2014 April- 5/15/2014      Oct-11/15/2014 May- 6/15/2014      Nov-12/15/2014 June- 7/15/2014      Dec- 1/05/2015 *Mary Josephine Castro	100%		
	<ul style="list-style-type: none"> <li>- Summary of Citizens Feedback Results and Action/s Taken [Regional Office and Field Offices] (Form 1a) – <b>every 15<sup>th</sup> day following the reference month</b></li> </ul>			Jan- 2/15/2014      July- 8/15/2014 Feb- 3/15/2014      Aug-9/15/2014 March- 4/15/2014      Sept-10/15/2014 April- 5/15/2014      Oct-11/15/2014 May- 6/15/2014      Nov-12/15/2014 June- 7/15/2014      Dec- 1/05/2015 *Mary Josephine Castro	100%		
	<ul style="list-style-type: none"> <li>- Inventory of Citizens/Clients Served (Form 2) – <b>every 15<sup>th</sup> day following the reference month</b></li> </ul>			Jan- 2/15/2014      July- 8/15/2014 Feb- 3/15/2014      Aug-9/15/2014 March- 4/15/2014      Sept-10/15/2014 April- 5/15/2014      Oct-11/15/2014 May- 6/15/2014      Nov-12/15/2014 June- 7/15/2014      Dec- 1/05/2015 *Mary Josephine Castro	100%		
	<ul style="list-style-type: none"> <li>- Accomplishment and Status/Progress Report on ARTA Implementation (Form 3) – <b>every 15<sup>th</sup> day following the reference month</b></li> </ul>			Jan- 2/15/2014      July- 8/15/2014 Feb- 3/15/2014      Aug-9/15/2014 March- 4/15/2014      Sept-10/15/2014 April- 5/15/2014      Oct-11/15/2014 May- 6/15/2014      Nov-12/15/2014 June- 7/15/2014      Dec- 1/05/2015 *Mary Josephine Castro	100%		
	<ul style="list-style-type: none"> <li>▪ Developed/customized Citizens Charter and/or Service Charter for at least one (1) frontline service and/or support service;</li> </ul>			DOLERO3 and all 7 Field Offices were ISO Certified 9001-2008 and ISO Certificates were awarded on Dec. 6,			

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	<p>or if Citizens Charter and/or Service Charter is/are existing – enrolled additional frontline service/s and/or support service/s process/es, and/or enhanced the existing enrolled frontline service/s and/or support service/s process/es;</p> <p>and submit report/s on the same to FMS <b>not later than 31 October 2014</b></p>			<p>2013 by the DQS.</p> <p>Surveillance Audit was conducted on November 2014. Result was zero NC for RO3.</p> <p>Report on enhanced frontline services submitted on Nov. 13, 2014</p>	90%		
<b>GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS)</b>							
Integrity Development Program	<ul style="list-style-type: none"> <li>Monitored the status of complaints and cases filed against officials and employees of the office and submitted report to Legal Service <b>not later than the 5<sup>th</sup> day of the month after the reference quarter.</b></li> </ul>		IMSD	<p>Submitted on the ff dates:</p> <p>1<sup>st</sup> Quarter – April 3,2014 2<sup>nd</sup> Quarter – July 3, 2014 3<sup>rd</sup> Quarter – October 3,2014 4<sup>th</sup> Quarter – January 5,2015</p>	100%		
	<ul style="list-style-type: none"> <li>Submitted to HRDS Office/Agency Efficiency and Integrity Development Plan (EIDP) Semestral Report (Form B) <b>within 10 days after the reference semester</b></li> </ul>			<p>1<sup>st</sup> sem – July 7, 2014 2<sup>nd</sup> sem- ..to be submitted on Jan. 10, 2015</p>	100%		
	<ul style="list-style-type: none"> <li>Submitted to HRDS the DOLE EIDP Semestral Report (Form C) <b>within 10 days after the reference semester</b></li> </ul>			<p>1<sup>st</sup> sem - July 7, 2014 2<sup>nd</sup> sem- ..to be submitted on Jan. 10, 2015</p>	100%		
	<ul style="list-style-type: none"> <li>Implemented <b>100%</b> the EIDP programs/projects <b>as scheduled</b></li> </ul>			Implemented <b>100%</b> the EIDP programs/projects <b>as scheduled</b>	100%		
	<ul style="list-style-type: none"> <li>Submitted <b>100%</b> of SALN to HRDS end March 2014 (Director down to Division Chiefs <b>with certificate of complete submission by all staff</b>)</li> </ul>			Submitted <b>100%</b> of SALN to HRDS on April 1,2014	100%		
Strategic Performance Management System	<ul style="list-style-type: none"> <li>Submitted to Planning Service Reformulated 2014 OPCR <b>not later than 30 August 2014</b></li> </ul>		IMSD/ Planning Officer	<p><i>* Adoption of the 2014 OPCR was submitted on July 3 deadline</i></p> <p><i>Reformulated was submitted on Aug. 30,</i></p>	100%		

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				2014.  Revision OPCR was submitted on Sept 23, 2014.			
	<ul style="list-style-type: none"> <li>Submitted to Planning Service monthly 2014 OPCR accomplishments <b>within five (5) days after the reference month</b></li> </ul>			<ul style="list-style-type: none"> <li>* 1<sup>st</sup> submission – 7/10/2014</li> <li>* 2<sup>nd</sup> submission – 8/10/2014</li> <li>* 3<sup>rd</sup> submission – 9/10/2014</li> <li>* 4<sup>th</sup> submission – 10/5/2014</li> <li>* 5<sup>th</sup> submission – 11/5/2014</li> <li>* November 2014 – 12/5/2014</li> <li>* December 2014 – 1/5/2015</li> </ul>	<b>100%</b>		Final Draft of OPCR 2014 only received on June 27, 2014, requiring the region to submit monthly OPCR Accomplishment Report. Thus RO3 started submission on August 2014 Reporting period.
	<ul style="list-style-type: none"> <li>Complied <b>100%</b> with the preparation and submission of IPCR 2014 to the Office PMT30 days after receipt of approved OPCR</li> </ul>		IMSD	100% compliance with the preparation and submission of IPCR 2014 to the Office PMT30 days after receipt of approved OPCR	<b>100%</b>		Received approved and signed OPCR on November 28, 2014.
	<ul style="list-style-type: none"> <li>Submitted to HRDS summary of IPCR ratings <b>60 days after the end of each rating period or upon receipt of the OPCR rating whichever come earlier</b> (covers accomplishment in the previous year)</li> </ul>			Submitted the 2013 IPCR Summary ratings on Feb. 27, 2014.	<b>100%</b>		2014 IPCR ratings will be submitted upon receipt of the OPCR rating whichever come earlier.
Financial Management	<b>FUND UTILIZATION</b> <b>Budget Utilization Rate:</b> <ul style="list-style-type: none"> <li><b>Utilized 25% every quarter of the allotted funds</b> for priority programs/activities/projects (PAPs) and commitments of the Department under the Philippine Labor and Employment Plan (PLEP) [2011-2016]</li> </ul>		IMSD/ Budget Officer/ Accountant	<b>99.53%</b>  *Cecilia Malit	<b>99%</b>		
	<ul style="list-style-type: none"> <li>- <b>*Obligations BUR</b>(ratio of total obligations to total releases) = Obligation/Allotment</li> </ul>			As of December: 99.53% (160,435,124.19/161,188,000)	<b>99.53%</b>		-excludes NTA
	<ul style="list-style-type: none"> <li><b>Utilized 100% of the Notice of Cash Allocation (NCA)</b> for priority programs/ activities/projects (P/A/Ps) and commitments of the Department under the Philippine Labor and Employment Plan (PLEP) [2011-2016]:</li> </ul>			As of Dec. 2015: 99.44% (265,289,685/266,782,598)	<b>99.44%</b>		
	<ul style="list-style-type: none"> <li>- <b>*Disbursements BUR</b> [ratio of total</li> </ul>						

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	disbursements (cash and non-cash excluding personal services) to total obligations] = NCA/Obligation  <i>*Both ratios are for maintenance and other expenses (MOOE) and capital outlays (CO)</i>			As of Dec. 2015: 99.80% (217895685.36/218,313,241.02)	<b>99.80%</b>		
	<ul style="list-style-type: none"> <li>Submitted monthly Statement of Allotment, Obligations and Balances (SAOB) report to FMS <b>not later than 5<sup>th</sup> working day after reference month</b></li> </ul>			Reports were submitted on the ff dates: Jan- 2/5/2014      July- 8/6/2014 Feb- 3/5/2014      Aug- 9/3/2014 March- 4/5/2014      Sept-10/5/2014 April- 5/5/2014      Oct- 11/3/2014 May- 6/5/2014      Nov-12/5/2014 June- 7/4/2014      Dec-1/05/2015  <i>*Cecilia Malit</i>	<b>100%</b>		
	<ul style="list-style-type: none"> <li>Submitted quarterly Financial Accountability Reports to FMS <b>not later than the 10<sup>th</sup> working day after reference quarter</b></li> </ul>			1 <sup>st</sup> Qtr – 7/17/14 (Apr. 10) 2 <sup>nd</sup> Qtr – 7/25/14 (July 10) 3 <sup>rd</sup> Qtr – 10/29/2014 (Oct. 10) 4 <sup>th</sup> Qtr – ..to be submitted on Jan. 10, 2015 <i>*Oscar Anthony David</i>	<b>90%</b>		<i>(note: 4/30 emailed to LIO for Transparency Uploading &amp; this was submitted every 30<sup>th</sup> in the previous year)</i>
	<b>FUNDS ACCOUNTABILITY</b>						
	<ul style="list-style-type: none"> <li>Liquidated/settled cash advances within the corresponding rate (%) per selected account and within the prescribed period for the following accounts:</li> </ul>		IMSD/ Accountant				
	<ul style="list-style-type: none"> <li>Account 148 (Cash Advances to Officials and Employees) <b>by 80%</b> for prior and current years</li> </ul>			Account 148 PY – 100% <b>CY –84%</b>	<b>115%</b>		<i>C.Y .liquidation extended until Jan. 15, 2015.</i>
	<ul style="list-style-type: none"> <li>Account 104 (Petty Cash Fund)<b>by 100%</b></li> </ul>			Account 104 PY – none CY – 100%	<b>100%</b>		<i>Liquidated only by the end of the year.</i>



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	<ul style="list-style-type: none"> <li>Submitted monthly report on the status of the following accounts to FMS <b>not later than the 1<sup>st</sup> working day after reference month</b></li> </ul>		IMSD/ Accountant	Submitted on the ff dates: January- 2/7/2014      July-8/1/2014 February- 3/7/2014      Aug-9/2/2014 March- 4/9/2014      Sep-10/3/2014 April- 5/15/2014      Oct- 10/31/2014 May – 6/5/2014      Nov-12/01/2014 June – 7/5/2014      Dec-01/05/2015	92%		
	- Account 138 – Due from LGUs						
	- Account 139 – Due from NGOs/POs						
	- Account 148 – Advances to Officials and Employees			*Oscar Anthony David			
	<ul style="list-style-type: none"> <li>Submitted monthly report of actual income to FMS <b>not later than the 1<sup>st</sup> working day after reference month</b></li> </ul>		IMSD/ Accounting & Budget Officer	Submitted on the ff dates: January- 2/7/2014      July- 8/1/2014 February- 3/7/2014      Aug – 9/2/2014 March- 4/9/2014      Sept – 10/3/2014 April- 5/15/2014      Oct – 10/31/2014 May – 6/5/2014      Nov.- 12/01/2014 June – 7/5/2014      Dec-01/05/2015	92%		
	<ul style="list-style-type: none"> <li>Submitted request for write-off of dormant accounts (receivables) <b>by at least 60% to IAS not later than 30<sup>th</sup> day of September of the current year</b></li> </ul>			*Oscar Anthony David			
	- Account 126 (Loan Receivable)			<i>Sept: Narrative Report Completion            Oct: Task Force was re-created..c/o Sir Alex            Dec 2014: For finalization</i>	75%		<i>Collected 120k on June 5, 2014 (Tarlac People Economic Council)</i>
	- Account 138 (due from LGUs)			- <i>Grants are still active</i>	100%		<i>Not due for write off</i>
	- Account 139 (Due from NGOs/POs)			- <i>no dormant account</i>	100%		<i>Not due for write-off</i>
	<ul style="list-style-type: none"> <li>Submitted monthly report of Audit Observation Memorandum, Notice of Suspension, Notice of Disallowance, Notice of Charge and Annual Audit Report/ Management Letter to FMS not later than the</li> </ul>		IMSD/ Accountant	<b>1<sup>st</sup> submission</b> - Submitted on March 31, 2014 as requested by the FMS June- July-                      Oct.-10/31/2014 Aug-                      Nov.-12/01/2014	50%		<i>(Note: New IPCR Indicator)</i>

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>( as of December 2014 )</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
	1 <sup>st</sup> working day after the reference month.			Sep- 10/3/2014 Dec-01/06/2015 *Oscar Anthony David			
	<ul style="list-style-type: none"> <li>▪ Submitted status report on 100% compliance on actions taken on COA recommendations to IAS not later than 15 days after the reference quarter</li> </ul>		IMSD/ Accountant	1 <sup>st</sup> Qtr – April 25, 2014(COA/IAS) 2 <sup>nd</sup> Qtr –July 25, 2014 3 <sup>rd</sup> Qtr- Sept. 27,2014 4 <sup>th</sup> Qtr- to be submitted on Jan.15,2015  *Oscar Anthony David	<b>80%</b>		
	- Audit Observation Memorandum						
	- Notice of Suspension						
	- Notice of Disallowance						
	- Notice of Charge						
	- Annual Audit Report/Management Letter						
<b>HRD Interventions</b>	<b>Recruitment and Selection</b>		IMSD/HRMO				
	<ul style="list-style-type: none"> <li>▪ Filled up <b>80%</b> of vacant positions, as follows:</li> </ul>						
	<ul style="list-style-type: none"> <li>- As of March 30, 2014 <b>by end June 2014</b> and submit to HRDS report on semestral filling-up of vacancies <b>by July 7, 2014</b></li> <li>- As of September 30, 2014 <b>by end December 2014</b>and submit to HRDS report on semestral filling-up of vacancies <b>by January 6, 2015</b></li> </ul>			<b>As of March 30, 2014:</b> Filled up <b>100% (13/13)</b> of vacant positions, as of June 30, 2014 and submitted on July 6, 2014.  <b>As of Sept. 30, 2014:</b> Filled up <b>80% (15/19)</b> of vacant positions, as of Sept. 30, 2014 and submitted on January 5,2015  *Mary Josephine Castro	<b>90%</b>		

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	<ul style="list-style-type: none"> <li>Complied <b>100%</b> with recruitment and selection process and documentary requirements as provided in the ESPS (for appointment processed at the ROs, Bureaus, Services and for those referred to the HRDS for appointment by the Secretary)</li> </ul>			Complied <b>100%</b> with recruitment and selection process and documentary requirements as provided in the ESPS (for appointment processed at the ROs, Bureaus, Services and for those referred to the HRDS for appointment by the Secretary)	<b>100%</b>		<i>(Dir. Il Efren Reyes &amp; Maria Rima C. Hernandez)</i>
	<ul style="list-style-type: none"> <li>Completed the four-step process toward CES eligibility end of December 2014 (for incumbent of CES positions who are not yet CESOs)</li> </ul>			Completed the four-step process toward CES eligibility end of December 2014 (for incumbent of CES positions who are not yet CESOs)	<b>100%</b>		<i>(ARD Panlilio)</i>
	<b>Capability Building of Staff</b>		IMSD/HRMO in coordination with TSSDs				
	<ul style="list-style-type: none"> <li>Trained/provided training opportunities to <b>80%</b> of staff and submitted semestral report to HRDS on the trainings attended by staff by end June and December 2014</li> </ul>			85% of staff trained as of June 30, 2014 <i>(June 30, 2014 submitted report)</i> 89% of staff trained as of Sept 30, 2014 92% of staff trained as of Oct .30, 2014 100% of staff trained as of Nov. 30, 2014 100% of staff trained as of Dec. 30, 2014	<b>100%</b>		
	<ul style="list-style-type: none"> <li>Implemented <b>100%</b> the HRDS recommended interventions under the Management Succession Program as scheduled</li> </ul>			100% implementation of Supervisory Development Courses track as mandate of CSC.	<b>100%</b>		
<b>Green Our DOLE Program (GODP)</b>	<ul style="list-style-type: none"> <li>Submitted to AS GODP Plan 2014 <b>by end February 2014</b></li> </ul>		IMSD	GODP Plan submitted on Feb. 10, 2014.	<b>100%</b>		
	<ul style="list-style-type: none"> <li>Submitted to AS Annual Accomplishment Report on or before end of Nov. 2014 as (per DOLE AO No.414 s.2014 dated 22 August 2014)</li> </ul>			Submitted GODP Annual Accomplishment Report on Nov. 28, 2014 to AS  <i>*April Rein Dalina</i>	<b>100%</b>		<i>Revised</i>
<b>Transparency Seal Compliance</b>	<ul style="list-style-type: none"> <li>Posted in the respective office's/agency's official website the following Transparency Seal requirements pursuant to 2014 General Appropriations Act (GAA):</li> </ul>		IMSD/ LIO in coordination with Accountant, Budget & Planning Officer	Posted and updated as of Dec. 2014.	<b>100%</b>		<i>TWG was created to monitor the updating and monitoring of the Office's Trasparency</i>

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				*Jeremiah Borja & other focal in charge.			<i>Seal.</i>
	- Agency's mandates and functions, names of its officials with their position and designation, and contact information						
	- Physical Accountability Reports, as required under National Budget Circular (NBC) Nos. 507 and 507-A dated January 31, 2007 and June 12, 2007, respectively, financial accountability reports, as required under Commission on Audit (COA) and Department of Budget and Management (DBM) joint Circular (JC) No. 2013-1 dated March 1, 2013, and such guidelines as may be issued by the DBM						
	- Approved budgets and corresponding targets immediately upon approval of 2014 GAA						
	- Major programs and projects categorized in accordance with the five (5) key results areas under Executive Order (EO) No. 43, s. 2011						
	- Program/project beneficiaries as identified in the applicable special provisions						
	- Status of implementation of said program/projects and project evaluation and/or assessment reports						
	- Annual Procurement Plan, contracts awarded and the name of contractors/suppliers/consultants						
<b>Total Budget</b>		<b>161 M</b>					
<b>Total Overall Rating:</b>							
<b>Final Average Rating:</b>							

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION/S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS <u>(as of December 2014)</u> (5)	SELF- RATING (6)	VALIDATED RATING (7)	REMARKS (for validation purposes) (9)
Adjectival Rating:							

Endorsed by:		Validated by:		Recommended by:	
Date		Date		Date	
ATTY. ANA C. DIONE	Jan.1,'15	UNDERSECRETARY REBECCA C. CHATO		USEC. REYDELUZ CONFERIDO	
Regional Director		Chairperson-DOLE PMT	DOLE Validation Team	Cluster Head	

Approved by:
COMMENTS/OBSERVATIONS:
<p style="text-align: center;">           _____            ROSALINDA DIMAPILIS-BALDOZ            Secretary         </p> <p style="text-align: right;">           _____            Date         </p>