



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
 Intramuros, Manila

FM-DOLE-PS-01.01
 Revision No. 00
 Date Issued: 10 Dec 2014

OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)
Regional Office No. III

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

I, **Atty. ANA C. DIONE**, of **Regional Office 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, 2015.

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
CORE INDICATORS							
MFO 2: Employment Facilitation and Capacity Building Services							
Special Program for Employment of Students (SPES)	<ul style="list-style-type: none"> ▪ <u>(16,000)</u> youth-beneficiaries assisted¹ 	64,665 M (63,891 grant)	FOs/TSSD2 for monitoring	<u>(21,667)</u> youth-beneficiaries were assisted under SPES	4		
	<ul style="list-style-type: none"> ○ 2% - 3% increase in SPES beneficiaries who graduated/finished tech voc/college monitored ○ 100% of SPES beneficiaries from 2014 to present profiled, especially those who graduated with tech voc certificates or college degrees 			<u>206 or 3% (200 graduates in 2014 as baseline)</u> increase in SPES beneficiaries who graduated/finished tech/voc monitored <u>100% of 39,410</u> (18,294 + 21,116) SPES beneficiaries from 2014 to present profiled, especially those who graduated with tech voc certificates or college	4		<i>Monitored thru SPES System.</i>

¹ No. of youth-beneficiaries placed

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				degrees.			
	<ul style="list-style-type: none"> 100% of check payments issued within three (3) days upon receipt by ROs of all the complete documents necessary for payment 			100% of education vouchers issued within three (3) days upon receipt by ROs of all the complete documents necessary for payment.	4		Processing of SPES check is one of the ISO enrolled processes thus check payments were issued to youth-beneficiaries within the PCT.
	<ul style="list-style-type: none"> 70% of surveyed beneficiaries rated services as satisfactory or better 			99.6% or 767 / 770 surveyed beneficiaries rated services as satisfactory or better	4		
Government Internship Program (GIP)	<ul style="list-style-type: none"> (461) youth-beneficiaries assisted 	22,149 M (21,927 grant)	FOs/TSSD2 for monitoring	533 youth-beneficiaries were assisted under GIP	4		
	<ul style="list-style-type: none"> 70% of surveyed beneficiaries rated services as satisfactory or better 			100% or 34/34 surveyed beneficiaries rated services as satisfactory or better	4		
Public Employment Service (PES)	<ul style="list-style-type: none"> (219,272) qualified jobseekers referred for placement 	1,077 M (Total EPD budget)	FOs/TSSD2 for monitoring	693,711 vacancies solicited; 283,468 registered applicants, of which 229,336 qualified jobseekers referred for placement	4		
	<ul style="list-style-type: none"> 2 capability-building trainings on employment facilitation services (e.g. CGEC, LMI, Referral and Placement) and/or related trainings conducted for PESO personnel 			Conducted 14 capability trainings/orientations for PESO personnel. These trainings were LMI Management Training, SPRS & Career Coaching.	4		
	<ul style="list-style-type: none"> 70% of surveyed jobseekers rated services provided as satisfactory or better 			96% or 6074 / 6330 surveyed beneficiaries rated services as satisfactory or better	4		

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
National Jobs Fairs (Independence Day, Labor Day)	<ul style="list-style-type: none"> 100% of applicants registered during the conduct of Job Fairs 	(300k; part of the 1,077 M)	FOs/TSSD2 for monitoring	100% of 23,515 applicants registered during the conduct of National Jobs Fairs	4		
	<ul style="list-style-type: none"> 15% of qualified applicants hired-on-the-spot (HOTS) 			RO3 conducted 26 National Job Fairs. There were 23,515 applicants registered, of which 19,676 were qualified and 27% or 5,390 were Hired on the Spot	4		
	<ul style="list-style-type: none"> Assessment report on placement submitted within 90 days after the conduct of Jobs Fair 			Assessment report on placement submitted within 90 days after the conduct of Jobs Fair	4		
Local Jobs Fairs	<ul style="list-style-type: none"> Annual calendar of Job Fairs (indicating date, venue, employers, and vacancies) posted at the RO website and Phil-JobNet website by 1ST Quarter 		FOs/TSSD2 for monitoring	Annual Calendar of Job Fairs posted at the RO Website and Phil Jobnet Website on February 23, 2015.	4		
	<ul style="list-style-type: none"> Calendar of Job Fairs updated quarterly 			Calendar of Job Fairs updated quarterly on the following dates: 1 st quarter – Feb. 23, 2015 2 nd quarter – July 7, 2015 3 rd quarter – Oct. 7, 2015 4 th quarter – Dec.23, 2015	4		
Labor Market Information	<ul style="list-style-type: none"> <u>(235,184)</u> individuals reached 	(100k; part of the 1,077 M)	FOs/TSSD2 for monitoring	401,170 individuals were reached.	4		
	<ul style="list-style-type: none"> <u>(2,049)</u> institutions reached 			3,276 institutions were reached	4		
	<ul style="list-style-type: none"> o 70% of surveyed individuals rated services as satisfactory or better 			99.9% or 5,160/ 5,164 of surveyed individuals rated services as satisfactory or better	4		
Skills Registry System (SRS) and DOLE Data Ware-	<ul style="list-style-type: none"> <u>(50)</u> LGUs covered in 6th wave of SRS implementation 	1,621 M	FOs/TSSD2 for monitoring	SRS 6 TH Wave implemented in 51 LGUs; Angat, Balagtas,			<i>6th Wave is the last batch of LGUs to complete full or 100% implementation of</i>

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
house Sub-system in coordination with PESO				<i>Baliuag, Bulakan, DRT, Hagonoy, Meycauyan, Norzagaray, Paombong and San Rafael in Bulacan, Carranalan, Cabaio, Gabaldon, Cuyapo, Gen. Mamerto, Gen Tinio, Laur, Licab, Llanera, Lupao, Nampicuan, San Antonio, Pantabangan, Peneranda, Quezon, Rizal, San Isidro, San Leonardo, Gapan City, Sta. Rosa, Talugtog and Zaragosa in Nueva Ecija, Candaba. Macabebe, Masanton, Minalin, San Luis, San Simon, Sasmuan, Sto. Tomas and Sta Ana in Pampanga, Anao, Moncada, Mayantoc, Ramos, San Jose and San Manuel in Tarlac, Botolan, Candelaria, San Antonio and Sta. Cruz in Zambales.</i>	4		<i>SRS in the region.</i>
	<ul style="list-style-type: none"> ▪ Quarterly Monitoring Reports on NSRP submitted to BLE within a week after the reference quarter 			Quarterly monitoring submitted to BLE on the ff. dates: 1 st quarter – April 7, 2015 2 nd quarter – July 7, 2015 3 rd quarter – Oct. 7, 2015 4 th quarter – Jan. 7, 2016	4		
	<ul style="list-style-type: none"> ▪ Regional validation exercise at the PESO level conducted <ul style="list-style-type: none"> ○ Submission of regional post-activity reports as a result of the conduct of NSRP Regional Lessons Learned Workshop (i.e., “regional validation exercise”) by end of August 2015 			Regional Validation Exercise at the PESO level was conducted on Aug. 20, 2015 and the regional post-activity reports as a result of NSRP Regional Lessons Learned Workshop was submitted on September 9, 2015.	4		
Career Guidance Advocacy Program (CGAP)	<ul style="list-style-type: none"> ▪ Capacity-building activities conducted covering at least 50% (234) of the total number of 2014 membership of Networks of Career Guidance 	(Subject to Fund Transfer from BLE)	FOs/TSSD2 for monitoring	Capacity Building Activities conducted covering 467 or 100% of	4		

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Advocates of the Philippines (NCGAPs) in the region.			the total number of 2014 membership of NCGAPs in the region plus 114 additional members/expanded members this 2015.			
	<ul style="list-style-type: none"> ▪ Career Guidance and Employment Coaching (CGEC) Activities conducted in at least 10% (106) of the total number of public education and training institutions (public high schools, TESDA Training Institutions and State Universities and Colleges) in the region 			<p>Conducted 750 Career Guidance Advocacy to 111,365 parents and students to 663 schools/colleges/universities.</p> <p>This covers 63% of the 1,057 total number of public education and training institutions (public high schools, TESDA Training Institutions and State Universities and Colleges) in the region</p>	4		
	<ul style="list-style-type: none"> ▪ Regional Career Congress conducted by the end of the 3RD Quarter of the year 			Regional Career Congress conducted on October 1, 2015 participated by 229 Career Advocates.	4		
DOLE Integrated Livelihood and Emergency Employment Program (DILEEP)	<ul style="list-style-type: none"> ▪ DILP: (4,372) beneficiaries provided with livelihood assistance <ul style="list-style-type: none"> ○ Individual: <u>(actual accomplishments)</u> ○ Group: <u>(actual accomplishments)</u> 	DILP: 34,105M (29,295 grants)	FOs/TSSD2 for monitoring	<p>Provided livelihood assistance to (9,318) beneficiaries</p> <ul style="list-style-type: none"> ○ Individual: (7,500) ○ Group: (30) 	4		
	<ul style="list-style-type: none"> ▪ Conducted the following interventions to the 20 livelihood projects to be assisted towards transitioning to sustainable enterprise by end of December 2015 <ul style="list-style-type: none"> ○ Conducted Training Needs Analysis 			Conducted the following interventions to the 20 livelihood projects to be assisted towards transitioning to	4		

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> ○ Conducted Training on Business and Work Improvement 			sustainable enterprise; 1. Training Needs Analysis in November 2015 and Training on Business and 2. Work Improvement on July 30-31,2015 (Productivity for DILEEP Project) and September 15, 2015 (Sustainable Livelihood Framework)			
	<ul style="list-style-type: none"> ▪ 10% increase in livelihood income of beneficiaries achieved due to improved production for the first year of implementation 			Php1,500 to Php2,000 or 20% increased of income has been gathered from 10% or 320 (3200 beneficiaries as of July-Dec 2014) surveyed DILEEP beneficiaries.	4		
	<ul style="list-style-type: none"> ▪ 100% of beneficiaries assisted within 15 days upon submission of complete documents 			100% of beneficiaries assisted within 15 days upon submission of complete documents	4		
	<ul style="list-style-type: none"> ▪ 70% of surveyed beneficiaries rated the services as satisfactory or better 			100% or 379/ 379 of surveyed individuals rated services as satisfactory or better	4		
Productivity Toolbox for MSMEs in KEGs	<ul style="list-style-type: none"> ○ 720 MSMEs assisted² ○ 210 out of 720 MSMEs assisted are trained³ 	In convergence w/ the NCMB	FOs/TSSD2 for monitoring	772 MSMEs were given assistance. ○ 231 out of 772 MSMEs assisted are trained	4		
	<ul style="list-style-type: none"> ○ 90% of surveyed individuals rated training services as satisfactory or better 			100% or 272/272 surveyed individuals	4		

² Refers to MSMEs provided with orientation this year

³ Can be taken from the 720 MSMEs provided with orientation in 2015 and those MSMEs given orientation in 2014

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				rated training services as satisfactory or better			
Two Tiered Wage System	<ul style="list-style-type: none"> ○ Wage rates adjusted above poverty threshold level (for ROs 1, 3, 4B, 5 & 8 only) 	In convergence w/ the NCMB	FOs/TSSD2 for monitoring	<p>Wage Order RBIII-19 was approved on Dec. 2, 2015 and it was published on Dec. 17, 2015 issue of the Philippine Star.</p> <p>While the following were the summary of activities before the approval of the Wage Order RBIII-19:</p> <ol style="list-style-type: none"> 1.) 11 socio-economic situationer reports submitted to NWPC 2.) Notice of Consultation and Public Hearing published on October 21, 2015 in Sunstar Pampanga 3.) Sectoral wage consultation conducted on October 27, 2015 in Pampanga 4.) Regional public hearing conducted on November 5, 2015 in Pampanga 	4		
MFO 3: Labor Force Welfare Services							
Tripartism	<ul style="list-style-type: none"> ▪ (1) Industry Tripartite Councils (ITCs) in Key Employment Generators (KEGs) established / strengthened 	200k	FOs/TSSD1 for monitoring	Established 2 ITCs; 1 Agribusiness ITC in Bulacan and 1 ITC SubContractors in Clarkfield, Pampanga	4		

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> 70% of surveyed members of the industry to which the RTIPC regulars are connected who rated the services as satisfactory or better⁴ 			95% or 20/21 surveyed members of the industry to which the RTIPC regulars are connected who rated the services as satisfactory or better	4		
	<ul style="list-style-type: none"> (3) of existing ITCS capacitated to become partners in labor education, dispute prevention, among others 			Three (3) of the existing ITCs were capacitated to become partners in labor education, dispute prevention, among others. These were RO3TIPC, Pampanga Education ITC and Medical ITC in Bataan.	4		
Industry Self-Regulation through Voluntary Codes of Good Practices	<ul style="list-style-type: none"> (1) VCGPs in ITCs in KEGs established 	200k	FOs/TSSD1 for monitoring	Agribusiness ITC in Bulacan was established on October 2015.	4		
	<ul style="list-style-type: none"> Reviewed 100% of the existing VCGPs to align with the standards 			Reviewed 100% of the 28 existing VCGPs to align with the standards. 28 VCGPs' Situationers & Action Plans as BLR Requirements/Standards (Result of Assessment) was submitted on Nov. 3, 2015.	4		
Workers Organization and Development (WODP) Program	<ul style="list-style-type: none"> (100) members of unions and workers' organizations trained 	896k	FOs/TSSD1 for monitoring	(179) total members of unions and workers' organizations trained. These were the ff: (36) – Mitsumi Workers' Union (20) – AVI Mfg.Inc. Workers Union	4		

⁴ BLR to provide guidance to ROs

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				(60) – IWS (63) – Paralegal Assoc. of RO3			
	<ul style="list-style-type: none"> (4) training grants provided to unions and workers' organizations 			<p>4 training grants were provided to 4 unions/workers organizations</p> <ol style="list-style-type: none"> Mitsumi Workers Union AVI Mfg. Inc. Workers Union IWS Paralegal Association of RO3 	4		
	<ul style="list-style-type: none"> (1) individual/s provided with scholarship grants 			<p>(2) individuals provided with scholarship grants;</p> <ol style="list-style-type: none"> Mara Jonabel M. Lazaro from Chevalier Workers' Union Carl Amiel Louie D. Rivera from PEPSI Cola Employees Union 	4		
	<ul style="list-style-type: none"> 100% of applications for trainings and scholarships grants processed within one day upon receipt of complete requirements 			<p>100% of applications for trainings and scholarships grants processed within one day upon receipt of complete requirements</p>	4		
Labor and Employment Education Services	<ul style="list-style-type: none"> Labor Relations, Human Relations and Productivity (LHP) <ul style="list-style-type: none"> (160) LHP Seminars conducted 	500k	FOs/TSSD1 for monitoring	191 LHP seminars conducted	4		
	<ul style="list-style-type: none"> Continuing Labor Education Seminars (CLES) / Special Topics <ul style="list-style-type: none"> (266) CLES conducted 			795 CLES conducted	4		

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> ▪ Labor Education for Graduating Students (LEGS) <ul style="list-style-type: none"> ○ 7% of graduating students (State Universities and Colleges/private schools/institutions) oriented 			<p>182 LEGS conducted for graduating students</p> <ul style="list-style-type: none"> ○ 42% or 26,344/63,313 graduating students (State Universities and Colleges/private schools/institutions) were oriented 	4		
	<ul style="list-style-type: none"> ▪ 70% of surveyed beneficiaries rated the seminars conducted as satisfactory or better 			<p>100% or 3621 (LHP-415/415, CLES-564/564, LEGS-2462/2462) surveyed beneficiaries rated the seminars conducted as satisfactory or better</p>	4		
Child Labor Prevention and Elimination Program (CLPEP)	<ul style="list-style-type: none"> ▪ <u>(5)</u> Low-Hanging (LH) barangays certified as Child Labor-Free 	100k	FOs/TSSD2 for monitoring	<p>5 Low hanging barangays: (1) San Jose, Maria Aurora (2) East Daan Bago, Samal, Bataan (3) Sisiman, Mariveles (4) Siksikang Matanda (5) Ligtasan, Tarlac were certified as child labor free</p>	4		
	<ul style="list-style-type: none"> ▪ <u>(2)</u> Continuing barangays upgraded to low-hanging (C-LH) barangays 			<p>10 continuing (C-LH) barangays (1) Nonong Senior, San Luis, Aurora (2) Santa Elena Orion, Bataan (3) Tangos, Baliuag, Bulacan (4) Gen. Luna Rizal, Talavera, Nueva Ecija (5) Marawa, Jaen, Nueva Ecija (6) Bulac, Minalin, Pampanga, (7) Matatalaib, Tarlac (8) San Vicente, Tarlac (9) Burgos, Zambales, (10)</p>	4		

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				San Marcelino, Zambales were upgraded to low hanging (C-LH) barangays			
	<ul style="list-style-type: none"> ▪ (1) New-Frontiers barangays upgraded to Continuing (NF-C) barangays 			1 new-frontier continuing (NF-C) barangay: Camaya, Mariveles, Bataan was upgraded to Continuing (NF-C) barangay	4		
	<ul style="list-style-type: none"> ▪ 70% of surveyed beneficiaries rated the services as satisfactory or better 			100% or 16/16 surveyed beneficiaries rated the services as satisfactory or better	4		
Social Amelioration Program (SAP) (in regions where applicable)	<ul style="list-style-type: none"> ▪ SAP Lien Collection and Remittance Monitoring <ul style="list-style-type: none"> ○ 100% of SAP lien due monitored as collected and remitted (current crop year) ○ Analysis report on Sugar Production and Withdrawal Lien Collection and Remittance submitted to BWSC within 15 days after end of reference month 		FOs/TSSD2 for monitoring	<p>-Monitored 99 % of SAP lien collection and remittance (current crop year) (8.9 M/9M)</p> <p>- Analysis report on Sugar Production and Withdrawal Lien Collection and Remittance submitted on the ff. dates:</p> <p>Jan- 2/11/2015 Feb- 3/11/2015 Mar- 4/10/2015 Apr – 5/12/2015 May- 6/10/2015 June- 7/15/2015 July – 8/15/2015 Aug- 9/9/2015 Sept.- 10/12/2015 Oct – 11/11/2015 Nov- 12/14/2015 Dec.- 1/15/2016</p>	3.9		

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> ▪ SAP Fund Utilization <ul style="list-style-type: none"> ○ Monthly Cash-In Bank Register submitted to BWSC within 15 days after the end of the reference month 		FOs/TSSD2 for monitoring	Monthly Cash-In Bank Register submitted to BWSC on the ff. dates: Jan- 2/11/2015 Feb- 3/11/2015 Mar- 4/10/2015 Apr – 5/12/2015 May- 6/10/2015 June- 7/10/2015 July – 8/15/2015 Aug- 9/9/2015 Sept.- 10/12/2015 Oct – 11/11/2015 Nov- 12/14/2015 Dec- 1/15/2016	4		
	<ul style="list-style-type: none"> ▪ CBF Distribution Monitoring <ul style="list-style-type: none"> ○ 50% of current crop year monitored as distributed ○ 80% of the previous crop year monitored as distributed ○ 95% of the prior crop years monitored as distributed ○ Report on the implementation of Cash Bonus distribution program submitted to BWSC within 15 days after end of reference quarter 		FOs/TSSD2 for monitoring	- Monitored 92% current crop year (2014-2015) bonus as distributed. - Monitored 107% of the previous crop year (2013-2014) monitored as distributed - CY 2012-2013 – 97% CY 2011-2012 – 99% CY 2010-2011 – 99% CY 2009-2010- 96% - Quarterly Report on the implementation of Cash Bonus distribution program submitted to on the ff. date: 1st quarter-4/15/2015 2nd quarter-7/15/2015	4		

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				3rd quarter-10/12/2015 4th quarter- on or before 1/10/2016			
	<ul style="list-style-type: none"> ▪ Maternity Benefit Program Monitoring <ul style="list-style-type: none"> ○ 100% of claims filed with complete documents processed within 10 working days from receipt of documents ○ 100% of processed and approved claims ready for payment within 5 working days after processing ○ Monthly report on maternity benefits submitted to BWSC within 15 working days after end of reference month 		FOs/TSSD2 for monitoring	-100% of 4 claims filed with complete documents processed within 10 working days from receipt of documents - 100% or 4 processed and approved claims ready for payment within 5 working days after processing - Monthly report on maternity benefits submitted to BWSC on the ff dates: Jan- 2/10/2015 Feb- 3/09/2015 Mar- 4/15/2015 Apr – 5/12/2015 May- 6/10/2015 June- 7/15/2015 July – 8/2/2015 Aug- 9/1/2015 Sept.- 10/15/2015 Oct – 11/11/2015 Nov- 12/12/2015 Dec- on 1/5/2016	4		
	<ul style="list-style-type: none"> ▪ Death Benefit Program Monitoring <ul style="list-style-type: none"> ○ 100% of claims filed with complete documents processed within 10 working days from receipt of documents ○ 100% of processed and approved claims ready for payment within 5 working days after 		FOs/TSSD2 for monitoring	-100% of 35 claims filed with complete documents processed within 10 working days from receipt of documents - 100% or 35 processed and approved claims	4		

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	processing ○ Monthly report on death benefits claims submitted to BWSC within 15 working days after end of reference month			ready for payment within 5 working days after processing - Monthly report on death benefits submitted to BWSC on the ff dates: Jan- 2/10/2015 Feb- 3/09/2015 Mar- 4/15/2015 Apr – 5/12/2015 May- 6/10/2015 June- 7/15/2015 July – 8/2/2015 Aug- 9/1/2015 Sept.- 10/15/2015 Oct – 11/11/2015 Nov- 12/12/2015 Dec- on 1/5/2016			
	▪ 70% of surveyed beneficiaries rated the services as satisfactory or better		FOs/TSSD2 for monitoring	100% or 6/6 surveyed beneficiaries rated the services as satisfactory or better	4		
Family Welfare Program	▪ (48) establishments reached through DOLE initiated FWP-related services/activities ○ (9,600) workers served, including those initiated by LLCOs	500k	FOs/TSSD1 for monitoring	- 88 establishment serviced through DOLE initiated FWP-related services/activities -42,814 workers served	4		
	▪ 70% of surveyed beneficiaries rated the services as satisfactory or better			100% or 33/33 surveyed beneficiaries rated the services as satisfactory or better	4		
DILEEP	▪ TUPAD (Special Project Fund): (2,193) beneficiaries assisted	TUPAD: 21,927 M	FOs/TSSD2 for monitoring	6,953 beneficiaries assisted under TUPAD Special Project (876 were from 1Sagip PartyList)	4		

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
DOLE Adjustment Measures Program (DOLE-AMP)	<ul style="list-style-type: none"> ▪ 100% of affected workers who sought assistance provided services within 10 working days <ul style="list-style-type: none"> ○ No. of beneficiaries assisted: (<u>actual accomplishment</u>) 	1,208 m	FOs/TSSD2 for monitoring	<p>1586 affected workers provided services;</p> <p>214 affected workers from Candaba & Aurora under TUPAD Regular Project who sought assistance provided services</p> <p>24 affected workers from Yuphdong</p> <p>10 affected workers from Valisno Bus Co. due to temporary suspension</p> <p>860 affected workers from Candaba & Aurora under TUPAD Regular Project who sought assistance provided (under TUPAD-FMS Funds)</p> <p>478 affected workers from 4th district of Pampanga under TUPAD Regular Project who sought assistance provided (under TUPAD-FMS Funds)</p>	4		
NRCO Reintegration Services	<ul style="list-style-type: none"> ▪ Balik Pinay! Balik Hanapbuhay! & 10K Livelihood Assistance (LDAP) <ul style="list-style-type: none"> ○ (68) OFW returnees provided with livelihood (formation) assistance by the end of December 2015 ○ At least 10% of the beneficiaries provided with livelihood formation assistance sustained operation after six months of availment by end of 2015 	680,000	TSSD2 for monitoring	<p>- 83 OFW returnees provided with livelihood assistance; 61 BPBH & 22 LDAP</p> <p>- 10% of the beneficiaries provided with livelihood formation assistance sustained operation after</p>	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	-70% of surveyed beneficiaries rated the services provided as satisfactory or better			six months of availment 100% or 93/93 of surveyed beneficiaries rated the services provided as satisfactory or better			
	<ul style="list-style-type: none"> ▪ Financial Awareness Seminar (FAS) and Small Business Management Training (SBMT) <ul style="list-style-type: none"> ○ (68) OFW returnees/families provided with FAS and SBMT services by end of December 2015 ○ 70% of surveyed beneficiaries rated the services provided as satisfactory or better 	40,800	TSSD2 for monitoring	-385 OFW returnees/families provided with FAS and SBMT services -89% or 293/328 of surveyed beneficiaries rated the services provided as satisfactory or better	4		
	<ul style="list-style-type: none"> ▪ 100% of proposals under Balik Pinay! Balik Hanapbuhay! approved and starter Kits released within 15 days from completion of training ▪ 100% of LDAP proposals approved and starter kits released within 45 days upon receipt of complete documents 		TSSD2 for monitoring	-100% of the 61 proposals under Balik Pinay! Balik Hanapbuhay! approved and starter Kits released on the last day of training/upon completion of the training -100% of the 22 LDAP proposals approved and starter kits released within 45 days upon receipt of complete documents	4		
	<ul style="list-style-type: none"> ▪ Sa Pinas, Ikaw ang Maám/Sir <ul style="list-style-type: none"> ○ 100% of application forms preliminarily screened and endorsed to NRCO Central Office within 7 days upon receipt of complete documents 		TSSD2 for monitoring	100% or 6/6 of application forms preliminarily screened and endorsed to NRCO Central Office within 7 days upon receipt of complete documents	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> ▪ Regional Roundtable Discussion on Reintegration Network Strengthening <ul style="list-style-type: none"> ○ One (1) Regional Roundtable Discussion on Reintegration Network Strengthening conducted by end of December 2015 		TSSD2 for monitoring	Regional Roundtable Discussion on Reintegration Network Strengthening conducted on Nov. 27, 2015.	4		
MFO 4: Employment Regulation Services							
Labor Laws Compliance System	<ul style="list-style-type: none"> ▪ (4,710) establishments covered by LLCS as reflected in the LLCS-MIS by end of November 2015 <ul style="list-style-type: none"> ○ 100% of (500) registered Contractors ○ 100% of (n/a) Philippine Registered Domestic Ships(*for all ROs, except CAR) ○ 100% of (20 branches) POEA registered recruitment and manning agencies 	2,075 M	FOs/TSSD1 for monitoring	<p>5,463 establishments covered by LLCS as reflected in the LLCS-MIS by end of November 2015. This includes the 769 (570 est. required for RO3) additional establishments assessed between Nov.5 - Dec. 2015 (as per memo dated Nov.13, 2015 re: AO 568 Series of 2015)</p> <p>752 registered contractors were assessed</p> <p>No Domestic Ships registered in the region to be assessed.</p> <p>100% of 27 POEA recruitment and manning branches in the region were assessed.</p>	4		
	<ul style="list-style-type: none"> ▪ 73% Compliance Rate achieved 		FOs/TSSD1 for monitoring	Of the 5,463 establishments assessed, 76.6% compliance rate	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				<p>achieved;</p> <p>GLS: 77.9% compliance rate achieved -3333 or 61% est. were found complying. -of the 2130 establishment with deficiencies, 927 or 17% corrected/complied.</p> <p>OSHS: 75.3% compliance rate achieved -3013 or 55.1% est. were found complying. -of the 2450 establishment with deficiencies, 1105 or 20.2% corrected/complied.</p> <p>Compliance Rate: 76.6%</p>			
	<ul style="list-style-type: none"> 100% of establishments with deficiencies provided assistance leading to compliance 		FOs/TSSD1 for monitoring	<p>100% of 2,999 est. with deficiencies were provided appropriate assistance leading to compliance.</p>	4		
	<ul style="list-style-type: none"> % of (1,166) 2014 assessed establishments with deficiencies with status report submitted by end of August 31, 2015 		FOs/TSSD1 for monitoring	<p>100% of 1,166 2014 assessed establishments with deficiencies with status report submitted to BWC on August 30, 2015</p>	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF-RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> ▪ 100% of (80) establishments under Kapatiran Project assessed and compliant on GLS by end of the year and OSH within the remediation period 		FOs/TSSD1 for monitoring	100% of the 88 establishments under Kapatiran Project assessed and compliant on GLS and OSH	4		
	<ul style="list-style-type: none"> ▪ OSH Investigation <ul style="list-style-type: none"> ○ 100% of incidents/ reports acted upon within 24 hours upon receipt of information of: imminent danger/ dangerous occurrence/disabling injury/plain view ○ Work Stoppage Orders Issued within 24 hours to 100% of establishments where disabling injury occurred/imminent danger exists 		FOs/TSSD1 for monitoring	<p>-Acted upon 100% of 13 incidents/reports within 24 hours upon receipt of information of imminent danger/dangerous occurrence/disabling injury/plain view; (1) Holcim , Bulacan (2) HDL, Clark (3) Petron Freeport (4)Santeh, Bulacan (5)Anda, (6) DQ Roque (7)Shimizu (8) FFCruz, Bulcan (9) Meken (10) PhilBag Manpower Svcs. (11) MegaSubic Terminal Svcs. (12) Foton (13) Mega Subic</p> <p>Issued work Stoppage to 7 establishments where disabling injury occurred/imminent danger exists; (1) Holcim , Bulacan (2) HDL, Clark (3) Petron Freeport (4)Santeh, Bulacan (5)Anda, (6) DQ Roque (7) Mega Subic</p>	4		
	<ul style="list-style-type: none"> ▪ LLCS-MIS <ul style="list-style-type: none"> ○ 100% of assessments conducted synced into the System (LLCS-MIS) within 72 hours after the conduct of assessment 		FOs/TSSD1 for monitoring	100% of 5,463 assessments conducted synced into the System (LLCS-MIS) within 72	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				hours after the conduct of assessment			
	<ul style="list-style-type: none"> ▪ Incentivizing Compliance Program (ICP) <ul style="list-style-type: none"> ○ ICP 1ST Level (TCCLS and CLFE) <ul style="list-style-type: none"> ➢ (2) establishments issued with TCCLS ➢ (2) establishments issued with CLFE ○ ICP 2ND Level (Secretary's Award) <ul style="list-style-type: none"> ➢ At least 2 ICP 1st level establishments endorsed/nominated for the Secretary's Award 		FOs/TSSD1 for monitoring	<p>Two (2) establishments were issued in TCCLS in May 2015. These are the DeskTop Bags Phil. Inc and Boast Inc. in Mariveles, Bataan.</p> <p>Four (4) establishments were awarded/issued CLFE. These are the following: Anvaya Cove, Bataan, La Rose Noire, Mayer Knitting Corp. and Pharmatechnica Lab. Inc.</p> <p>Two (2) establishments were nominated/endorsed for the Secretary's Award.. These are the Meken Food Corp and La Rose Noire Phil.</p>	4		
	<ul style="list-style-type: none"> ▪ (1) Tourist destinations nominated for Labor Laws Compliance 		FOs/TSSD1 for monitoring	<p>Sabang Beach, Baler, Aurora was nominated as Labor Laws Compliant Tourist Destination Zone in 2015.</p>	4		
	<ul style="list-style-type: none"> ▪ Strategies to include high-impact clustering in tourism destination zones (and) industries using the ITCs submitted to BWC within the last week of February 2015 		Aurora FOs/TSSD1 for monitoring	Submitted Strategies to include high-impact clustering in tourism destination zones (and) industries using the ITCs to BWC on February 26, 2015.	4		
	<ul style="list-style-type: none"> ▪ Assessment / audit of all construction sites 		FOs/TSSD1 for monitoring	-100% of 254			

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> ○ 100% of (200) ongoing construction projects / sites assessed by April 2015 ○ 100% of assessments conducted synced into the System (LLCS-MIS) within 72 hours after the conduct of assessment 			<p>ongoing construction projects / sites assessed as of April 2015. 431 were assessed and of Dec. 4. 2014 as reflected in the LLCS-MIS.</p> <p>-100% of 431 assessments conducted synced into the System (LLCS-MIS) within 72 hours after the conduct of assessment.</p>	4		
Dispute Resolution	<ul style="list-style-type: none"> ▪ Single Entry Approach (SEnA) <ul style="list-style-type: none"> ○ 75% of the total request handled settled within 30 days from date of filing ○ 100% of the total request handled disposed within 30 days ○ 70% of surveyed clients rated services as satisfactory or better 		FOs/TSSD1 for monitoring	<p>-1,365 RFAs were handled; of which 94% or 1,285 were settled</p> <p>-100% of 1,365 RFAs were disposed within 30 days. Of which 1284 were settled, 22 were dropped due to lack of interest, 58 were referred to NLRC with 3037 workers benefited amounting to PhP40,995,370.</p> <p>-100% or 283/283 surveyed clients rated the services as satisfactory or better</p>	4		
	<ul style="list-style-type: none"> ▪ SpeED Cases: Labor Standards and Arbitration Cases <ul style="list-style-type: none"> ○ 100% of handled med-arbitration cases disposed within the prescribed period 		FOs/TSSD1 for monitoring	<p>-Out of the 47 med-arb</p>	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<p>pursuant to D.O. 40-03</p> <ul style="list-style-type: none"> ○ 100% of Labor Standards cases handled disposed within 40 days reckoned from the date of the 1st Mandatory Conference ○ 70% of surveyed clients rated services as satisfactory or better 			<p>cases handled, 29 were disposed or 100% are within the prescribed period pursuant to D.O.40-03. (18 Med Arb pending cases are still within the prescribed PCT)</p> <p>-Of the 1,192 Labor Standard Cases handled, 1192 or 100% were disposed benefitting 12,070 workers with amount of monetary benefits of PhP 49,410,126 (under JA)</p> <p>100% or 7/7 surveyed clients rated the services as satisfactory or better</p>			<p><i>As of Jan. 5, 2016, sixteen (16) reported pending cases are already disposed, while the two (2) pending are still within PCT.</i></p>
Efficient Service Delivery/Other Employment Regulation Services	<ul style="list-style-type: none"> ▪ 100% of applications for permits, licenses, registration, certificates, and clearances with complete requirements processed within the PCT: 	500,000 (supplies, forms)	TSSD1/TSSD2 for monitoring	Processed 100% of applications for permits, licenses, registration, certificates, and clearances on:	4		
	<ul style="list-style-type: none"> ○ <u>Alien Employment Permit (AEP)</u> – within 3 working days upon filing of application 			Processed 4,919 or 100% of applications for AEP within PCT	4		
	<ul style="list-style-type: none"> ○ <u>Private Recruitment and Placement Agency's (PRPA) license</u> – within 10 days upon filing of application 		TSSD2 for monitoring	No application filed.	n/a		
	<ul style="list-style-type: none"> ○ <u>Job Fair Clearance / Permit</u> – within 5 working days upon filing of application 		FOs/TSSD2 for monitoring	<p>Processed 153 or 100% of applications for Job Fair Clearance within PCT</p> <p>Processed 6 or 100% of applications for Job Fair</p>	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				Permit within PCT			
	<ul style="list-style-type: none"> ○ <u>Authority to Recruit</u> – within 30 working days upon filing of application 		TSSD2 for monitoring	No applications filed	n/a		
	<ul style="list-style-type: none"> ○ <u>Mechanical and Electrical Plans and Applications</u> – within 15 days after receipt of complete requirements <ul style="list-style-type: none"> ➢ Permit to operate issued within 5 days upon receipt of proof of payment of fees ➢ Certificate of electrical inspection issued within 5 days upon receipt of proof of payment of fees 		TSSD1 for monitoring	-Processed 2811 or 100% of permit to operate issued within PCT -Processed 282 or 100% of certificates within PCT	4		
	<ul style="list-style-type: none"> ○ <u>Construction Safety and Health Program</u> – <ul style="list-style-type: none"> ➢ Simplified–within 5 days ➢ Comprehensive–within 15 days 		FOs/TSSD1 for monitoring	Processed 3518 or 100% of applications within PCT	4		
	<ul style="list-style-type: none"> ○ <u>Safety Practitioner’s Accreditation</u> <ul style="list-style-type: none"> ➢ Processed within 15 days upon receipt of complete documents ➢ Issued certificates of accreditation to 100% of approved application within 5 days from the date of interview 		TSSD1 for monitoring	Processed 91 or 100% of applications within PCT Issued certificates of accreditation to 84 or 100% of approved applications	4		
	<ul style="list-style-type: none"> ○ <u>DO-18-A</u> <ul style="list-style-type: none"> ➢ Processed and approved/denied 100% of applications for registration of contractors/ subcontractors within 3 days upon receipt of complete documents ➢ Issued certificates of registration to 100% of approved applications upon payment of fees 		TSSD1 for monitoring	Processed 238 or 100% of applications within PCT Issued certificates of registration to 100% or 238 approved applications upon payment of fees	4		
	<ul style="list-style-type: none"> ○ <u>Working Child Permit</u> <ul style="list-style-type: none"> ➢ Processed within eight (8) hours upon receipt of payment 		TSSD2 for monitoring	Processed 12 working child permit within eight (8) hours upon receipt of payment	4		

NON-CORE INDICATORS

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
SUPPORT TO OPERATIONS							
Support to Policy Development	<ul style="list-style-type: none"> Submitted to BLE monthly Job Displacement Monitoring System (JDMS) report 15 working days after the reference month 		FOs/IMSD for monitoring	Monthly Report submitted on the ff dates: Jan- 2/10/2015 Feb- 3/9/2015 March- 4/15/2015 April- 5/15/2015 May- 6/14/2015 June- 7/15/2015 July- 8/15/2015 Aug- 9/15/2015 Sept- 10/15/2015 Oct- 11/15/2015 Nov- 12/15/2015 Dec- on 1/15/2016	4		
Communication Program	<ul style="list-style-type: none"> Submitted a copy of approved Communication Plan to LCO for major programs/activities covering the period July – December 2015 	50,000 (supplies, communication)	FOs/IMSD for monitoring	Approved Communication Plan to LCO for major programs/activities covering the period July – December 2015 was submitted on Oct. 26, 2015.	4		
	<ul style="list-style-type: none"> Submitted to LCO at least three (3) good news at the end of the month 			114% or 41/36 Good News were submitted (Jan-4, Feb-3, Mar-4, Apr-3, May-4, June-3, July-3, Aug-3, Sept-5, Oct-3, Nov-3, Dec.-3)	4		
	<ul style="list-style-type: none"> Developed/disseminated at least four (4) press releases every month—one (1) for national media and three (3) for regional media 			144% or 69/48 Press Releases published/disseminated— (25) for national media and (69) for regional media (Jan-7, Feb-7, Mar-5, Apr-6, May-6, June-7, July-5, Aug-6, Sept-5, Oct-5, Nov.-5, Dec.5)	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> ▪ Attended to 100% of request for TV appearance/radio guesting 			100% of 33 TV/Radio Guestings attended (Jan-2, Feb-6, Mar-3, Apr-5, May-3, June-3, July-2, Aug-2, Sept-1, Oct-2, Nov.-2, Dec.-2)	4		
	<ul style="list-style-type: none"> ▪ Conducted press briefings at least once a month 			25 Press Briefing conducted (Jan-3, Feb-4, Mar-1, Apr-3, May-2, June-2, July-2, Aug-2, Sept-1, Oct-1, Nov-2, Dec.-2)	4		
	<ul style="list-style-type: none"> ▪ At least 2 AVPs on success stories of programs submitted to the LCO/Program Manager not later than October 31, 2015 			2 AVPs on success stories of programs were submitted to the LCO/Program Manager on Oct. 5, 2015.	4		
Statistical Performance Reporting System (SPRS)	<ul style="list-style-type: none"> ▪ Submitted to Bureaus (using SPRS format) monthly performance monitoring report not later than the 3RD day of the following month 		FOs/IMSD for monitoring	Monthly Report submitted on the ff dates: Jan- 1/30/2015 Feb- 3/3/2015 March- 3/31/2015 April- 4/30/2015 May- 6/3/2015 June- 7/3/2015 July- 8/3/2015 Aug- 9/2/2015 Sept- 9/30/2015 Oct- 10/2/2015 Nov- 11/3/2015 Dec- 12/29/2015	4		
2014 Annual Report	<ul style="list-style-type: none"> ▪ Submitted to Cluster Head the 2014 Annual Report copy furnished PS (PDF copy) by end of February 2015 		FOs/IMSD for monitoring	2014 Annual Report copy furnished PS (PDF copy) submitted to the Cluster Head on Feb. 26, 2015.	4		
Reporting Requirements (BWC)	<ul style="list-style-type: none"> ▪ Monthly report submitted to BWC every 5TH day after the end of the reference month <ul style="list-style-type: none"> ○ Special Statistical Reporting: 			- Special Statistical Reporting on Domestic Ships, Malls, Manpower			

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> ➤ Domestic Ships ➤ Malls ➤ Manpower (PRPA) ➤ Cooperatives Engaged in Contracting/Subcontracting ➤ D.O. 18-A ➤ SpeED ➤ Technical Safety Inspection ➤ Construction Safety and Health Program ➤ OSH Accreditation ➤ Implementation of FWA ➤ ICP 		FOs/TSSD1 for monitoring	(PRPA), Cooperatives Engaged in Contracting/Subcontracting, D.O. 18-A, SpeED, Technical Safety Inspection, Construction Safety and Health Program, OSH Accreditation, Implementation of FWA ICP submitted to BWC on or before the 5 th day of the following reference month.	4		
	<ul style="list-style-type: none"> ▪ Monthly report submitted to BWC every 5TH day after the end of the reference month <ul style="list-style-type: none"> ○ Monthly Detailed Reporting Form: <ul style="list-style-type: none"> ➤ Types of assistance rendered to establishments assessed ➤ Accreditation of Safety Practitioners ➤ Construction Safety and Health Program ➤ SpeED ➤ DO-18A ➤ Implementation of Flexible Work Arrangement ➤ ICP ➤ Cooperatives Engaged in Contracting/Subcontracting ➤ List of establishments assessed with LMC ➤ List of establishments assessed with Grievance Machinery ➤ List of establishments assessed with LMC issued COC ➤ List of establishments assessed with GM issued COC ➤ List of establishments issued COC on LR ➤ List of establishments issued COC on LR with COC on GLS/OSH 		FOs/TSSD1 for monitoring	- Monthly Detailed Reporting Form on Types of assistance rendered to establishments assessed, Accreditation of Safety Practitioners, Construction Safety and Health Program, SpeED, DO-18A, Implementation of Flexible Work Arrangement, ICP, Cooperatives Engaged in Contracting/Subcontracting, List of establishments assessed with LMC, List of establishments assessed with Grievance Machinery, List of establishments	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				assessed with LMC issued COC, List of establishments assessed with GM issued COC, List of establishments issued COC on LR and List of establishments issued COC on LR with COC on GLS/OSH submitted to BWC on or before the 5 th day of the following reference month.			
	<ul style="list-style-type: none"> Compliance with 13th month pay Report to be submitted not later than January 25th of the following year 		FOs/TSSD1 for monitoring	13 th month pay Compliance Report to be submitted not later than January 25 th of 2016.	4		
Gender and Development (GAD)	<ul style="list-style-type: none"> Submitted to BWSC the 2017 GAD Plan by end of October 2015 		IMSD/Planning for monitoring	2017 GAD Plan submitted to BWSC on October 29, 2015.	4		
	<ul style="list-style-type: none"> Submitted quarterly accomplishment report to PS not later than the 5th day of the month following the reference quarter 		IMSD/Planning for monitoring	2015 GAD Quarterly Accomplishment report submitted to PS on the ff. dates: 1 st quarter- 3/24/2015 2 nd quarter - 6/29/2015 3 rd quarter- 10/2/2015 4 th quarter – 1/4/2015	4		
	<ul style="list-style-type: none"> Submitted to PS the 2015 GAD Annual Report by 1st week of December 2015 		IMSD/Planning for monitoring	2015 GAD Annual Report was submitted to PS on 12/3/2015	4		
Establishment of a Quality Management System (QMS) aligned with	<ul style="list-style-type: none"> Implemented QMS and attained ISO certification and submitted reports on the same to FMS not later than the 5th day following the reference month; or sustained and/or expanded ISO 		IMSD/Planning for	Sustained ISO certification thru continuous enhancement seminar, orientation	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
International Organizational for Standardization (ISO) standards or Continuing ISO Certification of Process/es and System/s	certification and submitted report/s on the same to FMS not later than the 15 th day following the reference semester		monitoring	seminars for new entrants, quarterly management reviews and undergone 2 nd surveillance audit on Nov.19-20, 2015 and submitted report/s on the same to FMS on July 8, 2015 for the 1 st semester and on or before Jan 15, 2016 for the second semester.			
Citizens Charter/Anti-Red Tape Act (ARTA)	<ul style="list-style-type: none"> ▪ Submitted to HRDS the following reports every 15th day following the reference month: <ul style="list-style-type: none"> ○ Citizens Feedback Results (Form 1) ○ Summary of Citizens Feedback Results and Action/s Taken (Regional Office and Field Offices) [Form 1a] ○ Inventory of Citizens/Clients Served (Form 2) ○ Accomplishment and Status/Progress Report on ARTA Implementation (Form 3) 		IMSD/Planning for monitoring	Monthly Report submitted on the ff dates: Jan- 2/13/2015 Feb- 3/13/2015 March- 4/15/2015 April- 5/12/2015 May- 6/10/2015 June- 7/15/2015 July- 8/15/2015 Aug- 9/15/2015 Sept- 10/15/2015 Oct- 11/15/2015 Nov- 12/15/2015 Dec- 1/5/2016 (early submission due to the memo re: submission of reports dated Dec. 21, 2015, memo was received only on Jan. 3, 2016)	4		
GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS)							
Integrity Development Program	<ul style="list-style-type: none"> ▪ Submitted to the LS not earlier than the 1st day or later than the 5th day of the month after the end of the reference quarter, completely and correctly filled-up prescribed forms on the latest status of complaints and cases (administrative, civil and criminal), against the officials and employees of the office filed or pending before the DOLE Offices, regular courts and other 		IMSD for monitoring	Quarterly Reports submitted on the ff. dates: 1 st quarter- 3/31/2015 2 nd quarter – 7/1/2015 3 rd quarter- 10/2/2015 4 th quarter – 1/4/2016	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	quasi-judicial bodies						
	<ul style="list-style-type: none"> Submitted to HRDS the EIDP Quarterly Report (Form B) within 10 days after the reference quarter (*effective 3RD Quarter of 2015) 		IMSD for monitoring	EIDP Quarterly Report (Form B) submitted on the ff. dates: 1 st quarter- 3/31/2015 2 nd quarter – 7/1/2015 3 rd quarter- 10/2/2015 4 th quarter – 12/1/2015 (early submission due to the memo re: submission of reports dated Dec. 21, 2015, memo was received only on Jan. 3, 2016)	4		
	<ul style="list-style-type: none"> Submitted 100% of SALN to HRDS not later than 15 April 2015 (per DOLE Memo dated 03.23.15) 		IMSD for monitoring	100% of SALN submitted to HRDS on March 24, 2015.	4		
Strategic Performance Management System	<ul style="list-style-type: none"> Submitted to the Secretary thru the Cluster Head for approval the 2015 OPCR by end of January of the current year 		IMSD for monitoring	2015 OPCR submitted to the Secretary thru the Cluster Head & PS for approval on January 30, 2015.	4		
	<ul style="list-style-type: none"> Submitted to PS 2014 OPCR accomplishments as of December 31, 2014 not later than January 8, 2015 		IMSD for monitoring	2014 OPCR accomplishments as of December 31, 2014 submitted to PS on January 5, 2015.	4		
	<ul style="list-style-type: none"> Submitted to PS for review/endorsement to the PMT Chair, Cluster Head and the Secretary a reformulated OPCR within 15 days after the issuance of MYPA directives 		IMSD for monitoring	Reformulated 2015 OPCR submitted on August 10, 2015, twelve (12) days after the issuance of MYPA Directives.	4		
	<ul style="list-style-type: none"> Submitted to PS monthly 2015 OPCR accomplishments within 5 days after the reference month 		IMSD for monitoring	-OPCR accomplishments for the month of January were submitted on Feb. 2, 2015. -Feb-Dec 2015 Monthly	4		

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				Accomplishments were encoded Online			
	<ul style="list-style-type: none"> Submitted to HRDS summary of IPCR ratings including the PBB forced ranking within 30 calendar days upon receipt of approved OPCR ratings (covers accomplishment in the previous year) 		IMSD for monitoring	Summary of IPCR ratings including the PBB forced ranking covering accomplishment in the previous year was submitted on 2/17/2015	4		
Individual Competency Assessment	<ul style="list-style-type: none"> Adopted the Individual Competency Assessment (ICA) Forms to complement 2014 IPCR and submitted to HRDS the Summary of the ICA and Capacity Building Plan by end of November 2015 		IMSD for monitoring	Adopted the Individual Competency Assessment (ICA) Forms to complement 2014 IPCR and submitted to HRDS the Summary of the ICA and Capacity Building Plan on July 7, 2015 and on Nov.27, 2015 (as required by the HRDS)	4		
Financial Management	Funds Utilization						
	<p><i>Budget Utilization Rate (BUR)</i></p> <ul style="list-style-type: none"> Utilized the allotted funds to wit: <ul style="list-style-type: none"> 1st quarter – 20% 2nd quarter – 30% 3rd quarter – 25% 4th quarter – 25% <p>*Obligation Rate = $\frac{\text{Obligation}}{\text{Allotment}}$</p>		IMSD for monitoring	1 st quarter – 20% (41,827,205 / 208,449,000) 2 nd quarter – 34% (70,078,351 / 208,449,000) 3 rd quarter – 81% (168,694,112 / 208,449,000) 4 th quarter – 99.8% (205 M / 208 M)	4		
	<ul style="list-style-type: none"> Utilized 100% of the Notice of Cash Allocation (NCA) <p>*Disbursement Rate = $\frac{\text{NCA Utilized}}{\text{NCA Received}}$</p>			Jan: 40 % (4.2 M / 10.5 M) Feb: 60 % (10.47 M / 17.38 M) Mar: 86 % (33.23 M / 38.56 M) April: 58 % (19.09 M / 63.1 M) May: 45 % (44 M / 97.4 M) June: 96% (118.46 M / 123.8 M) July: 82% (125.57M / 153.38 M) Aug: 74% (135.8 M/184.3M)	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				Sep: 98% (213.16M/ 218.5M) Oct: 93% (216.5M/233.96M) Nov: 91% (230.62M/254.52M) Dec: 100% (273M/273M)			
	Funds Accountability <ul style="list-style-type: none"> Submitted the monthly Statement of Appropriations, Allotment, Obligations, Disbursements, and Balances (SAAODB) report to FMS not later than the 5th day after the reference month 		IMSD for monitoring	Monthly Report submitted on the ff dates: Jan- 2/3/2015 Feb- 3/3/2015 March- 4/1/2015 April- 5/4/2015 May- 6/3/2015 June- 7/7/2015 July- 8/6/2015 Aug- 9/4/2015 Sept- 10/5/2015 Oct- 11/5/2015 Nov- 12/5/2015 Dec- 1/5/2016	4		
	<ul style="list-style-type: none"> Submitted the monthly/quarterly/annual (as may be applicable) Budget and Financial Accountability Reports (BFARs) to FMS not later than the 15th day after the reference month/quarter, while for annual BFAR, within 30 days after the reference year 		IMSD for monitoring	1st quarter: 4/9/2015 2nd quarter: 7/7/2015 3rd quarter: 10/16/2015 4th quarter: on 1/15/2016 Annual BFAR: o or before 1/30/2016	4		
	<ul style="list-style-type: none"> Submitted monthly flash performance monitoring report on obligation and disbursement rates, by appropriations source and allotment class to FMS not later than the 7th day after the reference month 		IMSD for monitoring	* new indicator effective on the approved Reformulated OPCR Sept:10/6/2015 Oct: 11/5/2015 Nov: 12/4/2015 Dec: on 01/7/2016	4		
	<ul style="list-style-type: none"> Liquidated/settled cash advances within the prescribed period for the following accounts: (1) Due from Officers and Employees (2) Advances to Officers and Employees (3) Advances for Operating Expenses (if applicable) (4) Advances to Special Disbursing Officers (if applicable) 		IMSD for monitoring	(1) Due from Officers and Employees- 100% (2) Advances to Officers and Employees- 100% (3) Advances for	4		

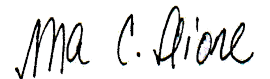
MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				Operating Expenses (if applicable)-n/a (4) Advances to Special Disbursing Officers (if applicable)-100%			
	<ul style="list-style-type: none"> Submitted monthly report on the status of the following accounts to FMS not later than the 5th day following the reference month: <ol style="list-style-type: none"> Due from LGUs Due from NGOs/Pos Due from NGAs Due from GOCCs 		IMSD for monitoring	Monthly Report submitted on the ff dates: Jan- 2/2/2015 Feb- 3/2/2015 March- 4/1/2015 April- 5/4/2015 May- 6/1/2015 June- 7/1/2015 July- 8/3/2015 Aug- 9/1/2015 Sept- 10/1/2015 Oct- 11/5/2015 Nov- 12/5/2015 Dec- 1/5/2016	4		
	<ul style="list-style-type: none"> Submitted monthly report of actual income to FMS not later than the 5th day following the reference month 		IMSD for monitoring	Monthly Report submitted on the ff dates: Jan- 2/2/2015 Feb- 3/2/2015 March- 4/1/2015 April- 5/4/2015 May- 6/1/2015 June- 7/1/2015 July- 8/3/2015 Aug- 9/1/2015 Sept- 10/1/2015 Oct- 11/5/2015 Nov- 12/5/2015 Dec- 1/5/2016	4		
	<ul style="list-style-type: none"> Submitted monthly Report of Collections/ Settlement of Loan Receivables (Account 126) by at least 50% to IAS every 5th day after the reference month 		IMSD for monitoring	Monthly Report submitted on the ff dates: Jan- 2/3/2015 Feb- 3/3/2015 March- 4/1/2015 April- 5/4/2015 May- 6/3/2015 June- 7/7/2015 July- 8/6/2015	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				Aug- 9/4/2015 Sept- 10/5/2015 Oct- 11/5/2015 Nov- 12/5/2015 Dec- 1/5/2016			
	<ul style="list-style-type: none"> ▪ Submitted quarterly Report of Actions Taken on 100% Compliance to COA Recommendations to IAS every 5th day of the month following the reference quarter (March, June, September and December) 		IMSD for monitoring	Quarterly Report of Actions Taken on 100% Compliance to COA Recommendations to IAS submitted on the ff dates: 1st quarter: 3/20/2015 2nd quarter: 7/29/2015 3rd quarter: 10/5/2015 4th quarter: 1/5/2016	4		
	<ul style="list-style-type: none"> ▪ Submitted monthly reports to IAS every 5th day after the reference month: <ul style="list-style-type: none"> ○ 100% Settlement of Suspensions within the prescribed period (within 90 days) ○ Appeal on Notices of Disallowance submitted to COA within the prescribed period (within 6 months) 		IMSD for monitoring	* New indicator, effective on the receipt of Reformulated 2015 OPCR on Aug. 28., 2015. Reports submitted to IAS on the ff dates; Sept:10/6/2015 Oct: 11/5/2015 Nov: 12/4/2015 Dec: 1/5/2016	4		
HRD Interventions	<u>Recruitment and Selection</u>						
	<ul style="list-style-type: none"> ▪ Filled up 80% of vacant positions as of March 30, 2015 by end of June 2015 and submit to HRDS report on semestral filling-up of vacancies on July 7, 2015 ▪ Issued appointments to 80% of vacant positions as of September 30, 2015 by end of December 2015 and submitted to HRDS report on semestral filling-up of vacancies on January 6, 2016 		IMSD for monitoring	<p><u>As of March 30, 2015:</u> Filled up 98% (11/12) of vacant positions, as of June 30, 2014 and submitted report on June 30,2015.</p> <p><u>As of Sept. 30, 2015:</u> Filled up 100% (13/13) of vacant positions, as of Sept. 30, 2015 and submitted report on</p>	4		

MFO	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				December 23, 2015 (early submission due to the memo re: submission of reports dated Dec. 21, 2015, memo was received only on Jan. 3, 2016)			
	<ul style="list-style-type: none"> Complied 100% 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) 			Complied 100% 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)	4		
	Capacity Building of Staff						
	<ul style="list-style-type: none"> Trained/provided training opportunities to 80% of staff and submitted report to HRDS on the trainings (grouped into: prescribed and optional trainings) attended by staff: <ul style="list-style-type: none"> 1st semester report – June 30, 2015 3rd and 4th Quarter Reports – 7th day of the month following the reference quarter 		IMSD for monitoring	100% of staff trained as of Dec. 29, 2015 as reported in first semester on June 29, 2015 and in 2 nd semester on Dec. 23, 2015.	4		
	<ul style="list-style-type: none"> Submitted to HRDS monitoring/progress report on the interventions provided to MSP beneficiaries on or before November 20, 2015 		IMSD for monitoring	Monitoring/progress report on the interventions provided to MSP beneficiaries submitted on Nov. 6, 2015.	4		
Green Our DOLE Program (GODP)	<ul style="list-style-type: none"> Submitted to AS the GODP Plan 2015 by end of February 2015 		IMSD for monitoring	GODP Plan 2015 submitted to AS on February 26, 2015.	4		
	<ul style="list-style-type: none"> Submitted to AS Quarterly Accomplishment Report on or before the 5th day of the month following the reference quarter 		IMSD for monitoring	Quarterly Reports were submitted on the ff dates: 1st quarter: 4/1/2015 2nd quarter: 7/3/2015	4		

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
				3rd quarter: 10/5/2015 4th quarter: 1/5/2016			
Transparency Seal Compliance	<ul style="list-style-type: none"> ▪ Posted in the respective office's/agency's official website the following Transparency Seal requirements pursuant to 2015 General Appropriations Act (GAA): 		IMSD for monitoring	Posted and updated as of Dec. 2015. 100% Compliant	4		
	<ul style="list-style-type: none"> ○ Agency's mandates and functions, names of its officials with their position and designation, and contact information 			Compliant.			
	<ul style="list-style-type: none"> ○ Physical Accountability Reports (PAR) as required under the National Budget Circular (NBC) Nos. 507 and 507-A dated January 31, 2007 and June 12, 2007, respectively, Budget and Financial Accountability Reports (BFARs), as required under the COA and DBM Joint Circular (JC) No. 2013-1 dated March 15, 2013, and such guidelines as may be issued by the DBM; 			Compliant.			
	<ul style="list-style-type: none"> ○ Annual Reports on the Status of Income authorized by law to be retained and/or used and be deposited outside of the National Treasury, which shall include the legal basis for its retention and/or use, the beginning balance, income collected and its sources, expenditures and ending balance for the preceding fiscal year 			Compliant.			
	<ul style="list-style-type: none"> ○ Approved budgets and corresponding targets immediately upon approval of 2015 GAA 			Compliant.			
	<ul style="list-style-type: none"> ○ Major programs and projects categorized in accordance with the five (5) key results areas under Executive Order (EO) No. 43, s. 2011 			Compliant.			
	<ul style="list-style-type: none"> ○ Program/project beneficiaries as identified in the applicable special provisions – every end of quarter 			Compliant.			

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> o Status of implementation of said programs/ projects and project evaluation and/or assessment reports - every end of quarter 			Compliant.			
	<ul style="list-style-type: none"> o Annual Procurement Plan (APP), contracts awarded and the name of contractors/suppliers/ consultants- every end of quarter 			Compliant.			
Property, Plant and Equipment Monitoring	<ul style="list-style-type: none"> ▪ Submitted to AS the Report on Actual Physical Count of Property, Plant and Equipment (RPCPPE) for CY 2015 in soft copy (excel spreadsheet file) to procure100@gmail.com after completion of physical stock taking and the accomplished printed copy of the RPCPPE not later than December 15, 2015 			Report on Actual Physical Count of Property, Plant and Equipment (RPCPPE) for CY 2015 in soft copy (excel spreadsheet file) to procure100@gmail.com after completion of physical stock taking and the accomplished printed copy of the RPCPPE on Dec. 18, 2015.	3.8		
Total Overall Rating:					515.7/ 516		
Final Average Rating:					99.94%		
Adjectival Rating:					VS		

Submitted by:	Date	Endorsed by:	Date	Validated by:	Date	Recommended by:	Date
 Atty. ANA C. DIONE, CPA Regional Director	1/05/2016	UNDERSECRETARY REBECCA C. CHATO Chairperson-DOLE PMT		DOLE Validation Team		Cluster Head	

Approved by:

COMMENTS/OBSERVATIONS:

ROSALINDA DIMAPILIS-BALDOZ

Secretary

Date