



Republic of the Philippines  
DEPARTMENT OF LABOR AND EMPLOYMENT  
Regional Office No. X

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

I, **RAYMUNDO G. AGRAVANTE**, of DOLE RO-X, 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, 2016.

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)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF-RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
<b>CORE INDICATORS</b>							
<b>MFO 2: Employment Facilitation and Capacity Building Services</b>							
<b>Special Program for Employment of Students (SPES)</b>	<ul style="list-style-type: none"> <li>10,600 youth-beneficiaries assisted</li> </ul>	P36,699,000	PFOs and TSSD				
	<ul style="list-style-type: none"> <li>80% of SPES Education Vouchers (EVs) issued within three (3) days upon receipt by ROs of terminal report with all the complete documents necessary for payment</li> </ul>						
	<ul style="list-style-type: none"> <li>5% - 10% increase in number of SPES babies (using 2015 baseline)</li> </ul>						
	<ul style="list-style-type: none"> <li>100% of SPES babies in FY 2015 profiled and submitted to BLE by the end of December 2016</li> </ul>						
	<ul style="list-style-type: none"> <li>Oriented the LGUs of the conduct of SPES Impact Evaluation in coordination with BLE, ILS and Innovations for Poverty Action (IPA) from January to March 2016 (for ROs-NCR, 3, 6, 7 and 11)</li> </ul>						
	<ul style="list-style-type: none"> <li>70% of surveyed beneficiaries rated services as satisfactory or better (include actual figures on the number of surveyed beneficiaries)</li> </ul>						
	<ul style="list-style-type: none"> <li>Utilized 100% of funds allocated for SPES</li> </ul>						

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF-RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Government Internship Program (GIP)	<ul style="list-style-type: none"> <li>850 youth-beneficiaries assisted</li> </ul>	P23,111,727 (Special Purpose Fund: Comprehensively released)	PFOs and TSSD				
	<ul style="list-style-type: none"> <li>70% of surveyed beneficiaries rated services as satisfactory or better</li> </ul>						
	<ul style="list-style-type: none"> <li>Monitored the absorption rate of GIP beneficiaries by the agencies deployed or assigned with partner agencies</li> </ul>						
JobStart	<ul style="list-style-type: none"> <li>200 youth beneficiaries provided with JobStart services</li> </ul>		PFOs and TSSD				
	<ul style="list-style-type: none"> <li>70% of surveyed clients (beneficiaries and employers) rated services as satisfactory or better (2016 GAA indicator / commitment)</li> </ul>						
	<ul style="list-style-type: none"> <li>70% placement rate</li> </ul>						
	<ul style="list-style-type: none"> <li>Utilized 100% of budget allocation for JobStart</li> </ul>						
Public Employment Service (PES)	<ul style="list-style-type: none"> <li>93,000 qualified jobseekers referred for placement</li> </ul>	Interfund from BLE/FMS	PFOs and TSSD				
	<ul style="list-style-type: none"> <li>2 capability-building trainings on employment facilitation services (e.g. CGEC, LMI, Referral and Placement) and/or related trainings conducted for PESO personnel <ul style="list-style-type: none"> <li>145 participants trained</li> </ul> </li> </ul>						
	<ul style="list-style-type: none"> <li>70% of surveyed jobseekers rated services provided as satisfactory or better</li> </ul>						
National Jobs Fairs (Independence Day, Labor Day)	<ul style="list-style-type: none"> <li>100% of applicants registered during the conduct of Job Fairs</li> </ul>		PFOs and TSSD				
	<ul style="list-style-type: none"> <li>20% of qualified applicants hired-on-the-spot (HOTS)</li> </ul>						

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF-RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> <li>Assessment report on placement submitted within 30 days for local employment, and 90 days for overseas employment after the conduct of Jobs Fair</li> </ul>						
<b>Local Jobs Fairs</b>	<ul style="list-style-type: none"> <li>Annual calendar of Job Fairs (indicating date, venue, employers, and vacancies) posted at the RO website and Phil-JobNet website by 1<sup>ST</sup> Quarter</li> <li>Calendar of Job Fairs updated quarterly</li> </ul>		PFOs and TSSD				
<b>Labor Market Information</b>	<ul style="list-style-type: none"> <li><b>75,000</b> individuals reached</li> </ul>	EPD: P731,000	PFOs and TSSD				
	<ul style="list-style-type: none"> <li><b>1200</b> institutions reached</li> </ul>						
	<ul style="list-style-type: none"> <li><b>70%</b> of surveyed individuals rated services as satisfactory or better</li> </ul>						
	<ul style="list-style-type: none"> <li>Regional Industry Consultation on Updating of JobsFit LMI Report / HRD Roadmapping 2016-2022 conducted by end of June 2016               <ul style="list-style-type: none"> <li>Submission of JobsFit Regional Report / HRD Roadmap by end of July 2016</li> </ul> </li> </ul>						
	<ul style="list-style-type: none"> <li>Conducted an orientation for RDCs and ITCs on the 2016-2022 Philippine Employment Projection by end of May 2016</li> </ul>						
	<ul style="list-style-type: none"> <li>Developed regional employment situationer by end of April 2016</li> </ul>						
<b>Job Displacement Monitoring System (JDMS)</b>	<ul style="list-style-type: none"> <li>Submitted to BLE monthly Job Displacement Monitoring System (JDMS) report 15 working days after the reference month</li> </ul>		PFOs and TSSD				
<b>PhilJobNet and Skills Registry System (SRS) in</b>	<ul style="list-style-type: none"> <li><b>6</b> LGUs covered in 6th wave of NSRP implementation</li> </ul>	SRP: P1,367,000	PFOs and TSSD				
	<ul style="list-style-type: none"> <li>Quarterly Monitoring Reports on NSRP submitted to BLE within a week after the reference quarter</li> </ul>						

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
coordination with PESO							
	<ul style="list-style-type: none"> <li>▪ Regional validation exercise at the PESO level conducted <ul style="list-style-type: none"> <li>○ 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 2016</li> </ul> </li> </ul>						
Career Guidance Advocacy Program (CGAP)	<ul style="list-style-type: none"> <li>▪ Capacity-building activities conducted covering at least 50% of the total number of 2015 membership of Networks of Career Guidance Advocates of the Philippines (NCGAPs) in the region.</li> </ul>	Interfund from BLE/FMS	PFOs and TSSD				
	<ul style="list-style-type: none"> <li>▪ Career Guidance and Employment Coaching (CGEC) Activities conducted in at least 10% of the total number of public education and training institutions (public high schools, TESDA Training Institutions and State Universities and Colleges) in the region</li> </ul>						
DOLE Integrated Livelihood and Emergency Employment Program (DILEEP)	<ul style="list-style-type: none"> <li>▪ DILP: <b>3,899</b> beneficiaries provided with livelihood assistance <ul style="list-style-type: none"> <li>○ Individual: <u>(actual accomplishments)</u></li> <li>○ Group: <u>(actual accomplishments)</u></li> </ul> </li> </ul>	P195,250,000	PFOs and TSSD				
	<ul style="list-style-type: none"> <li>▪ Conducted the following interventions to the <b>20</b> livelihood projects to be assisted towards transitioning to sustainable enterprise by end of December 2016 following the Sustainable Livelihood Framework <ul style="list-style-type: none"> <li>○ conducted training on Business and Work Improvement Course (BWIC) for the beneficiaries</li> </ul> </li> </ul>						
	<ul style="list-style-type: none"> <li>▪ 15% Percentage of beneficiaries provided with livelihood formation assistance with continued employment and income after 6 months of availment</li> </ul>						

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF-RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> <li>▪ <b>100%</b> of approved formation projects provided with social preparation trainings</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ Submission of inventory of formation/enhancement/restoration projects/beneficiaries with complete profile not later than seven (7) working days after the reference quarter</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ <b>70%</b> of surveyed beneficiaries rated the services as satisfactory or better</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ Utilized <b>100%</b> of funds allocated for DILEEP (DILP)</li> </ul>						
<b>DOLE Adjustment Measures Program (DOLE-AMP) K-to-12 Program – BLE</b>	<ul style="list-style-type: none"> <li>▪ <b>100%</b> of affected workers who sought assistance provided services within 10 working days <ul style="list-style-type: none"> <li>○ No. of beneficiaries assisted: (<u>actual accomplishment</u>)</li> </ul> </li> </ul>	Interfund from BLE/FMS	PFOs and TSSD				
<b>Productivity Toolbox for MSMEs in KEGs</b>	<ul style="list-style-type: none"> <li>▪ <b>750</b> MSMEs per RBs assisted <ol style="list-style-type: none"> <li>(1) <b>220</b> MSMEs provided with training services</li> <li>(2) <b>50</b> MSMEs provided with technical assistance on designing/formulation of productivity/performance-based incentives scheme</li> <li>(3) <b>480</b> MSMEs provided with orientation(s)</li> </ol> </li> </ul>		PFOs and TSSD				
	<ul style="list-style-type: none"> <li>▪ <b>90%</b> of participants who rated training services as satisfactory or better <ul style="list-style-type: none"> <li>○ with at least 60% of training participants accomplished/submitted the training evaluation</li> </ul> </li> </ul>						

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF-RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
<b>Two Tiered Wage System</b>	<ul style="list-style-type: none"> <li>▪ Tier 1: Wage order issued in accordance with RA 6727 and NWPC guidelines, rules and regulations, as necessary</li> <li>▪ Tier 2: <ul style="list-style-type: none"> <li>(1) Wage advisory issued in accordance with NWPC guidelines, rules and regulations, as necessary</li> <li>(2) 5 MSMEs with productivity / performance-based incentives scheme documented</li> <li>(3) 5 MSMEs with productivity / performance-based incentives scheme awarded</li> </ul> </li> </ul>						
<b>MFO 3: Labor Force Welfare Services</b>							
<b>Tripartism</b>	<ul style="list-style-type: none"> <li>▪ <b>6</b> Regional/Provincial/Municipal or City TIPCs and ITCs in Key Employment Generators (KEGs) strengthened thru: <ul style="list-style-type: none"> <li>(1) Inclusivity of membership</li> <li>(2) Increase in membership</li> <li>(3) Output driven such as adoption of Resolution / Position Papers</li> <li>(4) ITCs capacitated to become partners in labor education, dispute prevention, among others</li> </ul> </li> </ul>	WAWD: P410,000	PFOs and TSSD				
	<ul style="list-style-type: none"> <li>▪ <b>70%</b> of surveyed members of the industry to which the RTIPC regulars are connected who rated the services as satisfactory or better</li> </ul>						
<b>Industry Self-Regulation through Voluntary Codes of Good Practices</b>	<ul style="list-style-type: none"> <li>▪ <b>6</b> VCGPs in ITCs in KEGs enhanced: <ul style="list-style-type: none"> <li>(1) Aligned with the criteria on standard VCGPs</li> <li>(2) <b>100%</b> of VCGP Action Plans implemented</li> </ul> </li> </ul>		PFOs and TSSD				

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF-RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
<b>Workers Organization and Development (WODP) Program</b>	<ul style="list-style-type: none"> <li>▪ <b>6</b> training grants provided to unions and workers' organizations               <ul style="list-style-type: none"> <li>○ <b>200</b> number of union members / workers' association members trained</li> </ul> </li> </ul>	WODP: P1,004,000	PFOs and TSSD				
	<ul style="list-style-type: none"> <li>▪ <b>4</b> individuals provided with scholarship grants</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ <b>100%</b> of applications for trainings and scholarships grants processed within one day upon receipt of complete requirements</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ <b>70%</b> of surveyed beneficiaries rated the services as satisfactory or better</li> </ul>						
<b>Labor and Employment Education Services</b>	<ul style="list-style-type: none"> <li>▪ <b>10%</b> of target establishments to be covered by LLCS in 2016 provided with labor education seminars benefitting <b>3,650</b> workers and employer representatives (<u>note</u>: absolute figures should be provided in reporting accomplishments)</li> </ul>		PFOs and TSSD				
	<ul style="list-style-type: none"> <li>▪ 70% of surveyed beneficiaries rated the seminars conducted as satisfactory or better</li> </ul>						
<b>Child Labor Prevention and Elimination Program (CLPEP)</b>	<ul style="list-style-type: none"> <li>▪ <b>6</b> Low-Hanging (LH) barangays certified as Child Labor-Free</li> </ul>		PFOs and TSSD				
	<ul style="list-style-type: none"> <li>▪ <b>3</b> Continuing barangays upgraded to low-hanging (C-LH) barangays</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ <b>4</b> New-Frontiers barangays upgraded to Continuing (NF-C) barangays</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ <b>70%</b> of surveyed beneficiaries rated the services as satisfactory or better</li> </ul>						

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF-RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Social Amelioration Program (SAP) (in regions where applicable)	<ul style="list-style-type: none"> <li>▪ SAP Lien Collection and Remittance Monitoring <ul style="list-style-type: none"> <li>○ 100% of SAP lien due monitored as collected and remitted (current crop year)</li> <li>○ Analysis report on Sugar Production and Withdrawal Lien Collection and Remittance submitted to BWSC within 15 days after end of reference month</li> </ul> </li> </ul>		PFOs and TSSD				
	<ul style="list-style-type: none"> <li>▪ SAP Fund Utilization <ul style="list-style-type: none"> <li>○ Monthly Cash-In Bank Register submitted to BWSC within 15 days after the end of the reference month</li> </ul> </li> </ul>						
	<ul style="list-style-type: none"> <li>▪ CBF Distribution Monitoring <ul style="list-style-type: none"> <li>○ 50% of current crop year monitored as distributed</li> <li>○ 80% of the previous crop year monitored as distributed</li> <li>○ 95% of the prior crop years monitored as distributed</li> <li>○ Report on the implementation of Cash Bonus distribution program submitted to BWSC within 15 days after end of reference quarter</li> </ul> </li> </ul>						
	<ul style="list-style-type: none"> <li>▪ Maternity Benefit Program Monitoring <ul style="list-style-type: none"> <li>○ 100% of claims filed with complete documents processed within 10 working days from receipt of documents</li> <li>○ 100% of processed and approved claims ready for payment within 5 working days after processing</li> <li>○ Monthly report on maternity benefits submitted to BWSC within 15 working days after end of reference month</li> </ul> </li> </ul>						
	<ul style="list-style-type: none"> <li>▪ Death Benefit Program Monitoring</li> </ul>						



(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF-RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> <li>○ <b>100%</b> of claims filed with complete documents processed within 10 working days from receipt of documents</li> <li>○ <b>100%</b> of processed and approved claims ready for payment within 5 working days after processing</li> <li>○ Monthly report on death benefits claims submitted to BWSC within 15 working days after end of reference month</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ <b>70%</b> of surveyed beneficiaries rated the services as satisfactory or better</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ Utilized <b>100%</b> of funds allocated for SAP</li> </ul>						
<b>Family Welfare Program</b>	<ul style="list-style-type: none"> <li>▪ <b>36</b> establishments reached through DOLE initiated FWP-related services/activities</li> <li>○ <b>13,701</b> workers served, including those initiated by LLCOs</li> </ul>		PFOs and TSSD				
	<ul style="list-style-type: none"> <li>▪ <b>70%</b> of surveyed beneficiaries rated the services as satisfactory or better</li> </ul>						
<b>DILEEP (TUPAD)</b>	<ul style="list-style-type: none"> <li>▪ <b>15,850</b> beneficiaries assisted</li> </ul>	P12,138,873 (Special Purpose Fund: Comprehensively released)	PFOs and TSSD				
<b>DOLE Adjustment Measures Program (DOLE-AMP) – BWSC</b>	<ul style="list-style-type: none"> <li>▪ <b>100%</b> of affected workers who sought assistance provided services within 10 working days</li> <li>○ No. of beneficiaries assisted: (<u>actual accomplishment</u>)</li> </ul>		PFOs and TSSD				
	<ul style="list-style-type: none"> <li>▪ <b>70%</b> of surveyed beneficiaries rated the services as satisfactory or better</li> </ul>						
<b>Balik Pinay! Balik Hanapbuhay! &amp; 10K Livelihood Assistance (LDAP)</b>							

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
<b>NRCO Reintegration Services</b>	<ul style="list-style-type: none"> <li>▪ <b>112</b> OFW returnees provided with livelihood (formation) assistance by the end of December 2016</li> </ul>	P1,120,000	NRCO, PFOs and TSSD				
	<ul style="list-style-type: none"> <li>▪ At least 10% of the beneficiaries provided with livelihood formation assistance sustained operation after six months of availment by end of 2016</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ 70% of surveyed beneficiaries rated the services provided as satisfactory or better</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ 100% of proposals under Balik Pinay! Balik Hanapbuhay! approved and starter Kits released within 15 days from completion of training</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ 100% of LDAP proposals approved and kits released within 45 days upon receipt of complete documents</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ Utilized 100% of budget allocation for BPBH and LDAP</li> </ul>						
<b>Financial Awareness Seminar (FAS) and Small Business Management Training (SBMT)</b>							
	<ul style="list-style-type: none"> <li>▪ <b>112</b> OFW returnees/families provided with FAS and SBMT services by end of December 2016</li> </ul>	56,000					
	<ul style="list-style-type: none"> <li>▪ 70% of surveyed beneficiaries rated the services provided as satisfactory or better</li> </ul>						
<b>Byaheng Agri-preneur</b>							

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> <li>Conduct learning journey with at least <b>30</b> OFW returnees and/ or families as participants in each region by end of December 2016.</li> </ul>						
<b>Sa Pinas, Ikaw ang Ma'am/Sir</b>							
	<ul style="list-style-type: none"> <li>100% of application forms preliminarily screened and endorsed to NRCO Central Office within 7 days upon receipt of complete documents.</li> </ul>						
<b>Reintegration Network Strengthening</b>							
	<ul style="list-style-type: none"> <li>Published at least four (4) Quarterly Issues of Regional Reintegration Information Bulletin</li> </ul>						
	<ul style="list-style-type: none"> <li>Conducted at least one (1) group activity related to OFW return and reintegration</li> </ul>						
	<ul style="list-style-type: none"> <li>Finalized and firmed up directory of Reintegration Network and the services provide</li> </ul>						
<b>Reporting</b>							
	<ul style="list-style-type: none"> <li>Submitted monthly performance report to NRCO on its (NRCO) Livelihood Programs not later than 5<sup>th</sup> day of the succeeding month.</li> </ul>						
<b>MFO 4: Employment Regulation Services</b>							
<b>Labor Laws Compliance System</b>	<ul style="list-style-type: none"> <li><b>3,186</b> establishments covered by LLCS as reflected in the LLCS-MIS by end of November 2016</li> <li>(1) <b>100%</b> of <b>(20)</b> registered Contractors / Subcontractors</li> <li>(2) <b>100%</b> of <b>(2)</b> Philippine Registered Domestic Ships assessed by end of June 2016</li> </ul>	LSED: P6,201,000	PFOs and TSSD				

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<p>(3) <b>100%</b> of <b>5</b> POEA registered recruitment and manning agencies</p> <p>(4) <b>100%</b> of <b>12</b> ongoing construction projects / sites with approved CSHP are assessed</p> <p>(5) <b>100%</b> of In-House OSH Assessment conducted and submitted by accredited OSH Practitioner</p> <ul style="list-style-type: none"> <li>▪ <b>100%</b> of establishments with expired COCs monitored submission of compliance report</li> <li>▪ <b>73%</b> Compliance Rate achieved</li> <li>▪ <b>100%</b> of establishments with deficiencies provided assistance leading to compliance</li> <li>▪ <b>100%</b> of assessments conducted synced into the System (LLCS-MIS) within 72 hours after the conduct of assessment</li> <li>▪ <b>100%</b> of 2015-assessed establishments (GLS: 864 Establishments; OSHS:426 Establishments) with deficiencies with status report submitted by end of June 2016</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ OSH Investigation <p>(1) <b>100%</b> of incidents/ reports acted upon within 24 hours upon receipt of information of: imminent danger/ dangerous occurrence/disabling injury/plain view</p> <p>(2) Work Stoppage Orders Issued within 24 hours to <b>100%</b> of establishments where disabling injury occurred/imminent danger exists</p> </li> </ul>						
	<ul style="list-style-type: none"> <li>▪ Incentivizing Compliance Program (ICP) <p>(1) ICP 1<sup>ST</sup> Level (TCCLS and CLFE)</p> <ul style="list-style-type: none"> <li>○ <b>6</b> establishments issued with TCCLS</li> </ul> </li> </ul>						

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF-RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> <li>o 6 establishments issued with CLFE</li> <li>(2) ICP 2<sup>ND</sup> Level (Secretary's Award)</li> <li>o At least 2 ICP 1st level establishments endorsed/nominated for the Secretary's Award</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ 2 destinations/ zones recommended as Labor Laws Compliant Zone</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ Reporting Requirements:  Monthly online detailed reports submitted to BWC every 5<sup>TH</sup> day after the end of the reference month; Monthly Detailed Reporting Forms: <ul style="list-style-type: none"> <li>(1) Types of assistance rendered to establishments assessed</li> <li>(2) Domestic Ships</li> <li>(3) Accreditation of Safety Practitioners</li> <li>(4) Construction Safety and Health Program</li> <li>(5) SpeED</li> <li>(6) DO 18-A</li> <li>(7) ICP</li> <li>(8) Cooperatives Engaged in Contracting / Subcontracting</li> </ul> </li> </ul>						
	<ul style="list-style-type: none"> <li>▪ Compliance with 13<sup>th</sup> Month Pay Report to be submitted not later than 25<sup>th</sup> of January of the following year</li> </ul>						
	<ul style="list-style-type: none"> <li>▪ Utilized 100% of budget allocation for LLCS</li> </ul>						
<b>Dispute Resolution</b>	<ul style="list-style-type: none"> <li>▪ Single Entry Approach (SEnA) <ul style="list-style-type: none"> <li>o 77% of the total request handled settled within 30 days from date of filing</li> <li>o 100% of the total request handled disposed within 30 days</li> <li>o 70% of surveyed clients rated services as satisfactory or better</li> <li>o Submitted to NCMB the monthly SEnA Database every 27<sup>TH</sup> of the month: <ul style="list-style-type: none"> <li>(1) Statistical Summary of SEnA RFAs</li> </ul> </li> </ul> </li> </ul>	LRD: P444,000	PFOs and TSSD				

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF-RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	(2) Report Listing of SEnA RFAs (3) Cumulative Report of SEnA RFAs						
	<ul style="list-style-type: none"> <li>▪ SpeED Cases: Labor Standards and Arbitration Cases <ul style="list-style-type: none"> <li>○ 100% of handled med-arbitration cases disposed within the prescribed period pursuant to D.O. 40-03</li> <li>○ 100% of Labor Standards cases handled disposed within 50 days reckoned from the date of the 1<sup>st</sup> Mandatory Conference</li> <li>○ implementation rates of: <ul style="list-style-type: none"> <li>(1) certification election cases; and</li> <li>(2) labor standards cases (*baseline : 2015)</li> </ul> </li> </ul> </li> </ul>						
<b>Efficient Service Delivery/Other Employment Regulation Services</b>	<ul style="list-style-type: none"> <li>▪ 100% of applications for permits, licenses, registration, certificates, and clearances with complete requirements processed within the PCT: <ul style="list-style-type: none"> <li>○ <u>Alien Employment Permit (AEP)</u> – within 3 working days upon filing of application</li> <li>○ <u>Private Employment Agency’s (PEA) license</u> – within 10 days upon filing of application</li> <li>○ <u>Job Fair Clearance / Permit</u> – within 5 working days upon filing of application</li> <li>○ <u>Authority to Recruit</u> – within 2 days upon filing of application</li> <li>○ <u>Mechanical and Electrical Plans and Applications</u> – within 15 days after receipt of complete requirements <ul style="list-style-type: none"> <li>➤ Permit to operate issued within 5 days upon receipt of proof of payment of fees</li> </ul> </li> </ul> </li> </ul>		PFOs and TSSD				

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> <li>➤ Certificate of electrical inspection issued within 5 days upon receipt of proof of payment of fees</li> </ul>						
	<ul style="list-style-type: none"> <li>○ <u>Construction Safety and Health Program</u> – <ul style="list-style-type: none"> <li>➤ Simplified - within 5 days</li> <li>➤ Comprehensive - within 5 days</li> </ul> </li> </ul>						
	<ul style="list-style-type: none"> <li>○ <u>Safety Practitioner's Accreditation</u> <ul style="list-style-type: none"> <li>➤ Processed within 15 days upon receipt of complete documents</li> <li>➤ Issued certificates of accreditation to 100% of approved application within 5 days from the date of interview</li> </ul> </li> </ul>						
	<ul style="list-style-type: none"> <li>○ <u>DO-18-A</u> <ul style="list-style-type: none"> <li>➤ Processed and approved/denied 100% of applications for registration of contractors/ subcontractors within 3 days upon receipt of complete documents</li> <li>➤ Issued certificates of registration to 100% of approved applications upon payment of fees</li> </ul> </li> </ul>						
	<ul style="list-style-type: none"> <li>○ <u>Working Child Permit</u> <ul style="list-style-type: none"> <li>➤ Processed within eight (8) hours upon receipt of payment</li> </ul> </li> </ul>						
<b>NON-CORE INDICATORS</b>							
<b>SUPPORT TO OPERATIONS</b>							
<b>Communication Program</b>	<ul style="list-style-type: none"> <li>▪ Submitted a copy of approved Communication Program to LCO for January to December 2016 by 31 March 2016</li> </ul>		PFOs and IMSD				
	<ul style="list-style-type: none"> <li>▪ Submitted to LCO at least three (3) good news at the end of the month</li> </ul>						

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> <li>Developed/ disseminated at least four (4) press releases every month - one (1) for national media and three (3) for regional media</li> </ul>						
	<ul style="list-style-type: none"> <li>Attended to 100% of requests for TV appearance/radio guesting</li> <li>Conducted press briefings at least once a month</li> </ul>						
	<ul style="list-style-type: none"> <li>At least 2 AVPs on success stories of programs submitted to the LCO/Program Manager not later than May 31, 2016 for the 1<sup>st</sup> semester and October 31, 2016 for the 2<sup>nd</sup> semester</li> </ul>						
<b>Statistical Performance Reporting System</b>	<ul style="list-style-type: none"> <li>Submitted online monthly Statistical Performance Reporting System not later than 5<sup>TH</sup> day following the reference month</li> </ul>		PFOs and TSSD				
	<ul style="list-style-type: none"> <li>Validated the monthly performance report of Field Offices not later than the 7<sup>TH</sup> day following the reference month</li> </ul>						
<b>Gender and Development (GAD)</b>	<ul style="list-style-type: none"> <li>At least 5% of total budget utilized for GAD activities</li> </ul>	At least P12,364,000 (incorporated in all program funding)	TSSD				
	<ul style="list-style-type: none"> <li>Submitted to BWSC the 2018 GAD Plan and Budget (GPB) by end of October 2016</li> </ul>						
	<ul style="list-style-type: none"> <li>Submitted to PS GAD 2016 1<sup>ST</sup> Semester Accomplishment Report on or before 10 July 2016</li> </ul>						
	<ul style="list-style-type: none"> <li>Submitted to PS the 2016 GAD Annual Report not later than 5 January 2017</li> </ul>						
<b>Implementation of Quality Management System (QMS) aligned with</b>	<ul style="list-style-type: none"> <li>Sustained and/or expanded ISO Certification and submitted reports to FMS not later than the 15<sup>th</sup> day of the month after the reference quarter on the following:</li> </ul>		PFOs and IMSD				



(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
<b>International Organization for Standardization (ISO) standards or continuing ISO certification of Process/es and system/s</b>	<p>On Sustaining ISO Certification:</p> <ul style="list-style-type: none"> <li>Complied 100% with the internal and external/ surveillance audits findings and recommendations based on set timelines</li> </ul> <p>On Expanding ISO Certification:</p> <ul style="list-style-type: none"> <li>Enrolled/documentated additional work processes; or</li> <li>Included additional units/field offices/branches in the coverage of QMS</li> </ul>						
<b>Citizens Charter/Anti-Red Tape Act (ARTA)</b>	<ul style="list-style-type: none"> <li>Achieved at least 85% client satisfaction rate on Quality of Services and Quality of Facilities</li> </ul>		PFOs and IMSD				
	<ul style="list-style-type: none"> <li>Acted upon 100% of client satisfaction feedback / complaints / recommendations within 5 working days upon receipt</li> </ul>						
<b>GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS)</b>							
<b>Integrity Development Program</b>	<ul style="list-style-type: none"> <li>Submitted to the LS not earlier than the 1<sup>st</sup> day or later than the 5<sup>th</sup> 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 quasi-judicial bodies</li> </ul>	GENAD: P5,178,000	IMSD				
	<ul style="list-style-type: none"> <li>Submitted 100% of SALN to HRDS not later than 15 April 2016</li> </ul>						
<b>Strategic Performance Management System</b>	<ul style="list-style-type: none"> <li>Submitted to PS the 2016 OPCR within 10 days from receipt of the approved 2016 Core (for ROs) and Non-Core (all agencies) indicators for</li> </ul>		PFOs and TSSD				

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<p>endorsement to the Secretary thru the Cluster Head</p> <ul style="list-style-type: none"> <li>▪ Submitted to PS 2016 annual OPCR accomplishments with self-ratings <b>not later than 5 January 2017</b></li> <li>▪ Submitted to PS through the PS DPX Homepage 2016 quarterly OPCR accomplishments with cumulative data within 10 days after the reference quarter</li> <li>▪ Submitted to HRDS summary of IPCR ratings within 30 calendar days upon receipt of approved OPCR ratings (covers accomplishment in the previous year)</li> </ul>						
<b>Financial Management</b>	<p><b><u>Funds Utilization</u></b></p> <p><i>Budget Utilization Rate (BUR)</i></p> <ul style="list-style-type: none"> <li>▪ <i>Utilized the allotted funds to wit:</i> <ul style="list-style-type: none"> <li>1<sup>st</sup> quarter: 16%</li> <li>2<sup>nd</sup> quarter: 26%</li> <li>3<sup>rd</sup> quarter: 21%</li> <li>4<sup>th</sup> quarter: 21%</li> </ul> </li> </ul> <p><i>*Obligation Rate = <math>\frac{\text{Obligation}}{\text{Allotment}}</math></i></p> <ul style="list-style-type: none"> <li>▪ Utilized 100% of the Notice of Cash Allocation (NCA)</li> </ul> <p><i>*Disbursement Rate = <math>\frac{\text{NCA Utilized}}{\text{NCA Received}}</math></i></p>		IMSD				

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> <li>▪ Contributed to cost-saving/efficiency measures by at least 4% per quarter on the following MOOE items with quarterly report submitted to FMS not later than the 15<sup>TH</sup> day of the month after the reference quarter: <ol style="list-style-type: none"> <li>(1) Traveling Expenses</li> <li>(2) Communication Expenses</li> <li>(3) Repairs and Maintenance Expenses</li> <li>(4) Transportation and Delivery Expenses</li> <li>(5) Supplies and Materials Expenses</li> <li>(6) Utility Expenses</li> </ol> </li> </ul>						
<b>Funds Accountability</b>							
	<ul style="list-style-type: none"> <li>▪ Submitted the monthly Statement of Appropriations, Allotment, Obligations, and Balances (SAAOB) report to FMS using the FAR no. 1 template not later than the 10<sup>th</sup> day after the reference month</li> </ul>						
	<p>Submitted the following Budget Preparation (BP) Forms to FMS 5<sup>th</sup> Day prior to the schedule of submission to DBM:</p> <ol style="list-style-type: none"> <li>1.) BP Form C – Summary of RDC Inputs and recommendations on Agency New and Expanded Program and Projects</li> <li>2.) BP Form D – Report of CSOs’ inputs on Ongoing and New Spending Projects and Activities</li> <li>3.) BP Form 100 –Statement of Revenues</li> <li>4.) BP Form 100- A- Statement of Expenditures- Special Account in the General Fund (If Applicable)</li> <li>5.) BP Form 100B – Statement of Other Receipts/Expenditure (If Applicable)</li> </ol>						

<b>(MFO)</b>	<b>SUCCESS INDICATORS (Targets + Measures)</b>	<b>ALLOTTED BUDGET</b>	<b>DIVISION/S ACCOUNTAB LE</b>	<b>ACTUAL ACCOMPLISHMENTS</b>	<b>SELF- RATING</b>	<b>VALIDATED RATING</b>	<b>REMARKS (for validation)</b>
<b>(1)</b>	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	<b>(8)</b>
	6.) BP Form 100C – Statement of Donations and Grants (if Applicable) 7.) BP Form 200 – Comparison of Appropriations and obligations 8.) BP Form 201 – Summary of Obligation and Proposed Programs or Projects 9.) BP Form 201A- Obligations for Personal Services (PS) 10.) BP Form 201 A-1 –Multi-year Requirements for FY 2017 TIER 2 Proposals –Obligations for PS 11.) BP Form 201 B - Obligation for Maintenance and Other Operating Expenses (MOOE) 12.) BP Form 201 B – 1- Multi-year Requirements for FY 2017 TIER 2 Proposals MOOE 13.) BP 201 C- Obligations for Financial Expenses (FINEX) 14.) BP Form 201 C-1 – Multi-year Requirements for FY 2017 TIER 2 Proposals –(FINEX) 15.) BP Form 201 D –Obligation for Capital Outlays (CO) 16.) BP Form 201 D-1 – Multiyear Requirements for FY 2017 TIER 2 Proposal –CO 17.) BP Form 201 E – Program Expenditure Plan 18.) BP Form 201 F – Climate Change Expenditure 19.) BP Form 202 – Profile and Requirements of Locally-Funded Projects 20.) BP Form 300- Proposed Special Provisions (If Applicable)						

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> <li>▪ Submitted monthly flash performance monitoring report on obligation and disbursement rates, by appropriations source and allotment class to FMS not later than the 7<sup>th</sup> day after the reference month</li> <li>▪ Submitted monthly report of actual income to FMS not later than the 5<sup>th</sup> day of the month following the reference month</li> </ul>						
<b>Financial Accountability of Selected Accounts</b>	<ul style="list-style-type: none"> <li>▪ Liquidated/settled cash advances within the prescribed period and submitted the following accounts to IAS every 15<sup>th</sup> day of the month following the reference quarter: <ol style="list-style-type: none"> <li>(1) Due from Officers and Employees</li> <li>(2) Advances to Officers and Employees</li> <li>(3) Advances for Operating Expenses (if applicable)</li> <li>(4) Advances to Special Disbursing Officers (if applicable)</li> <li>(5) Advances for Payroll</li> </ol> </li> <li>▪ Submitted quarterly report on the status of the following accounts to IAS not later than the 15<sup>th</sup> day of the month following the reference quarter: <ol style="list-style-type: none"> <li>(1) Due from LGUs</li> <li>(2) Due from NGOs/POs</li> <li>(3) Due from NGAs</li> <li>(4) Due from GOCCs</li> </ol> </li> </ul>		IMSD				


(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> <li>Submitted quarterly Report of Collections/ Settlement of Loan Receivables (Account 126) by at least 50% to IAS including the requests for write-off with complete documentation submitted to IAS every 15<sup>th</sup> day of the month following the reference quarter</li> </ul>						
<b>Compliance to COA Observations</b>	<ul style="list-style-type: none"> <li>Submitted quarterly Report of Actions Taken on 100% Compliance to COA Recommendations to IAS every 5<sup>th</sup> day of the month following the reference quarter (March, June, September and December)</li> </ul>		PFOs and IMSD				
	<ul style="list-style-type: none"> <li>Submitted quarterly reports to IAS every 5<sup>th</sup> day of the month following the <u>reference quarter</u> <ol style="list-style-type: none"> <li>100% Settlement of Suspensions within the prescribed period (within 90 days)</li> <li>Appeal on Notices of Disallowance submitted to COA within the prescribed period (within 6 months)</li> </ol> </li> </ul>						
<b>HRD Interventions</b>	<b><u>Recruitment and Selection</u></b>		IMSD				
	<ul style="list-style-type: none"> <li>Issued appointments to 80% of vacant positions as of 31 August 2016 by end of November 2016 and submitted to HRDS report on filling-up of vacancies on 09 December 2016 with Certification on validation/invalidation of appointments by CSC</li> </ul>						
	<ul style="list-style-type: none"> <li>Complied 100% with recruitment and selection process and documentary requirements as provided in the ESPS (for appointments processed at the ROs, Bureaus, and Services and for those referred to the HRDS for appointment by the Secretary)</li> </ul>						
	<b><u>Capacity Building of Staff</u></b>						

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	<ul style="list-style-type: none"> <li>Trained/provided training opportunities to 80% of staff by end of the year and submitted report to HRDS on the trainings (grouped into: <u>prescribed</u> and <u>optional</u> trainings) attended by staff within 7th day of the month following the reference quarter</li> <li>Submitted to HRDS monitoring/progress report on the interventions provided to Management Succession Program (MSP) beneficiaries end of May and November 2016</li> </ul>						
<b>Green Our DOLE Program (GODP)</b>	<ul style="list-style-type: none"> <li>100% accomplishment of GODP Plan 2016 containing activities that contribute to cost efficiency</li> </ul>		PFOs and IMSD				
<b>Transparency Seal Compliance</b>	<ul style="list-style-type: none"> <li>100% compliance with Transparency Seal requirements in accordance with 2016 General Appropriations Act (GAA), IATF Memorandum Circular 2015-1, and other Joint Circulars and Memorandum Circulars that may be issued by agencies in authority:</li> </ul>		TSSD and IMSD				
	<b>General Appropriations Act 2016</b>						
	(1) Agency's mandates and functions, names of its officials with their position and designation, and contact information						
	(2) Approved budgets and corresponding targets immediately upon approval of 2016 GAA						
	(3) Realignment made pursuant to the general and special provisions in GAA 2016						
	(4) Annual Procurement plan/s and contracts awarded with the winning supplier, contractor or consultant						
	(5) Major programs and projects categorized in accordance with the five key results areas						

(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/ ACCOUNTAB LE	ACTUAL ACCOMPLISHMENTS	SELF- RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	under E.O. No. 43, s. 2011 and their target beneficiaries						
	(6) Status of implementation, evaluation and/or assessment reports of said programs or projects						
	(7) Budget and Financial Accountability Reports, pursuant to COA and DBM J.C. No. 2014-1 dated July 1, 2014						
	(8) 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						
	<b>IATF MC 2015-1 dated 12 August 2015</b>						
	(9) System of Ranking Delivery Units and Individuals						
	(10) Quality Management System Certified by international certifying body or Agency Operations Manual						
	<b>Additional Transparency Seal</b>						
	(11) Status of Cases (if applicable), as required under Administrative Order No. 340, s. 2013: a) Pending Cases b) Released Decision c) Cases with Entry Judgment						



(MFO)	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	SELF-RATING	VALIDATED RATING	REMARKS (for validation)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	(12) Net Worth of Officials, as required under CSC Republic Act No. 6713						
	(13) COA Annual Audit Report						
<b>Property, Plant and Equipment Monitoring</b>	Submitted to AS the Report on Actual Physical Count of Property, Plant and Equipment (RPCPPE) for CY 2016 in soft copy (excel spreadsheet file) to <a href="mailto:procure100@gmail.com">procure100@gmail.com</a> after completion of physical stock taking and the accomplished printed copy of the RPCPPE not later than last working day of February		IMSD				
<b>Total Overall Rating:</b>							
<b>Final Average Rating:</b>							
<b>Adjectival Rating:</b>							

Submitted by:	Date	Endorsed by:	Date	Validated by:	Date	Recommended by:	Date
 RAYMUNDO G. AGRAVANTE Regional Director						UNDERSECRETARY REBECCA C. CHATO Cluster Head	
		Chairperson-DOLE PMT		DOLE Validation Team			

Approved by:	
COMMENTS/OBSERVATIONS:	
<hr/> <b>ROSALINDA DIMAPILIS-BALDOZ</b> Secretary	<hr/> Date