

Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Regional Office No. X
OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION'S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS (5)
CORE DELIVERABLES				
MFO 2: EMPLOYMENT FACILITATION AND CAPACITY BUILDING SERVICES				
Special Program for Employment of Students (SPES)*	▪ Assisted 11,348 youth-beneficiaries*	27,409,000.00		Assisted 13,192 (116%) youth-beneficiaries
	▪ Monitored 1,000 SPES beneficiaries who graduated/finished tech voc/college			Monitored 1,378 (137%) SPES beneficiaries who graduated/finished tech voc/college
	▪ Issued check payments within the prescribed process cycle time			Issued check payments within the prescribed process cycle time
Government Internship Program (GIP)*	▪ Assisted 2,293 youth-beneficiaries*	24,500,000.00		Assisted 2,293 (100%) youth-beneficiaries*
Public Employment Service Office (PESO)*	▪ Referred 91,000 qualified jobseekers for placement*	107,000.00 Lumped with LMI		Referred 103,295 (113%) qualified jobseekers for placemen
	▪ Placed 80% of referred/qualified applicants			Placed 87,823 (85%) of referred/qualified applicants
National Jobs Fairs	▪ Registered 100% of applicants during the conduct of Job Fairs	135,560.00		Registered 26,109 (100%) of applicants during the conduct of Job Fairs
	▪ Hired-on-the-Spot (HOTS) 15% of qualified applicants			6,430 Hired-on-the-Spot (HOTS) 28% of 22,192 qualified applicants
	▪ Monitored, analyzed and submitted report on placement of national Job Fairs			Monitored, analyzed and submitted report on placement of national Job Fairs
	- 90 days after the conduct of Jobs Fair for local/overseas placement	135,560.00		25 days after the conduct of Jobs Fair for local/overseas placement

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National and Local Jobs Fairs	<ul style="list-style-type: none"> Posted at the RO website and Phil-JobNet website the Calendar of Jobs Fairs (indicating date, venue, employers and vacancies) by end of every quarter 			Posted at the RO website and Phil-JobNet website the Calendar of Jobs Fairs (indicating date, venue, employers and vacancies) by end of every quarter
Labor Market Information*	<ul style="list-style-type: none"> Reached 31,000 individuals* 	107,000.0		Reached 75,125 (242%) individuals*
	<ul style="list-style-type: none"> Reached 1,000 institutions* 			Reached 1,216 (122%) institutions*
	<ul style="list-style-type: none"> Rated the services as satisfactory or better by 70% of surveyed beneficiaries 			Rated 99% the services as satisfactory or better
Phil-JobNet	<ul style="list-style-type: none"> Posted 5,000 vacancies 	Lumped with LMI		Posted 6,580 (131%) vacancies Camiguin - 1,464 LDN - 2,325 MIS-OCC - 19 MISOR - 2,706 BUK - 66
Skills Registry System (SRS) and DOLE Data Ware-house Sub-system in coordination with PESO	<ul style="list-style-type: none"> Implemented the SRS in 20 LGUs 	1,247,000.00		Implemented the SRS in 20 (100%) LGUs
	<ul style="list-style-type: none"> Monitored monthly updating of NSRS database 			Monitored monthly updating of NSRS database
Career Guidance Advocacy Program (CGAP)	<ul style="list-style-type: none"> Conducted 1 capacity-building programs/activities for Network of Guidance Counselors and Career Advocates (NGCCAs) 	138,921.00		Conducted 1 (100%) capacity-building programs/activities for Network of Guidance Counselors and Career Advocates (NGCCAs)
DOLE Integrated Livelihood and Emergency Employment Program (DILEEP)*	<ul style="list-style-type: none"> Provided livelihood assistance to <ul style="list-style-type: none"> - DILP - 8,466 beneficiaries - TUPAD – 2,390 - Provided livelihood assistance to 100 parents of child laborers 	131,795,000.00		<ul style="list-style-type: none"> Provided livelihood assistance to <ul style="list-style-type: none"> - DILP – 17,794 (210%) beneficiaries - TUPAD – 2,390 (100%) Provided livelihood assistance to 148 (148%) parents of child laborers
	<ul style="list-style-type: none"> Established 200 livelihood projects 			Established 235 (117%) livelihood projects
	<ul style="list-style-type: none"> Increased income of 10% of the beneficiaries during the 1st year of implementation 			
	<ul style="list-style-type: none"> Rated the services as satisfactory or better by 70% of surveyed beneficiaries 			Rated 99% of the services as satisfactory or better

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Productivity Toolbox for MSMEs in KEGS	<ul style="list-style-type: none"> ▪ Assisted 688 MSMEs 			Assisted 746 (108%) MSMEs
MFO 3: LABOR FORCE WELFARE SERVICES				
Tripartism*	<ul style="list-style-type: none"> ▪ Established 6 Industry Tripartite Councils (ITCs) in Key Employment Generators (KEGs), adopted and operationalized the Voluntary Codes of Good Practices (VCGPs)* 	100,250.00		Established 9 (150%) Industry Tripartite Councils (ITCs) in Key Employment Generators (KEGs), adopted and operationalized the Voluntary Codes of Good Practices (VCGPs)*
Workers Organization and Development (WODP)	<ul style="list-style-type: none"> ▪ Extended 12 training grants to 300 officers/members from 10 unions/associations 	994,000.00		Extended 12 (100%) training grants to 300 officers/members from 10 unions/associations
	<ul style="list-style-type: none"> ▪ Extended 3 scholarship grants to 3 members and or dependents from 3 unions/organizations 			Extended 3 (100%) scholarship grants to 3 members and or dependents from 3 unions/organizations
Labor and Employment Education Program	<ul style="list-style-type: none"> ▪ Labor Relations, Human Relations and Productivity (LHP) 	92,690.00		
	<ul style="list-style-type: none"> – Conducted 40 LHP Seminars 			Conducted 99 (247%) LHP Seminars
	<ul style="list-style-type: none"> – Trained 230 employers, and/or employers' representatives 			Trained 631 (274%) employers, and/or employers' representatives
	<ul style="list-style-type: none"> – Trained 1,500 workers and/or workers' representatives 			Trained 2,187(145%) workers and/or workers' representatives
	<ul style="list-style-type: none"> – Covered 84 establishments 			Covered 251 (298%) establishments
	<ul style="list-style-type: none"> ▪ Continuing Labor Education Seminars (CLES) /Special Topics 			
	<ul style="list-style-type: none"> – Conducted 60 CLES 			Conducted 94 (156%) CLES
	<ul style="list-style-type: none"> – Trained 140 employers, and/or employers' representatives 			Trained 226 (161%) employers, and/or employers' representatives
	<ul style="list-style-type: none"> – Trained 600 workers and/or workers' representatives 			Trained 1,291 (215%) workers and/or workers' representatives
	<ul style="list-style-type: none"> – Covered 139 establishments 			Covered 259(186%) establishments
<ul style="list-style-type: none"> ▪ Labor Education for Graduating Students (LEGS) 				

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	<ul style="list-style-type: none"> - Oriented 5% graduating students (State Universities and Colleges/private schools/institutions) - Rated the services as satisfactory or better by 70% of surveyed beneficiaries 			<p>Oriented 9,277 (38%) of 24,000 graduating students (State Universities and Colleges/private schools/institutions)</p> <p>Rated 99% of the services as satisfactory or better</p>
DOLE Integrated Livelihood and Emergency Employment Program (DILEEP)	<ul style="list-style-type: none"> ▪ Facilitated enrolment of 8,466 informal sector (IS) workers to government's various social security schemes 	401,000.00		Facilitated enrolment of 17,794 (210%) informal sector (IS) workers to government's various social security schemes
Child Labor Prevention and Elimination Program (CLPEP)	<ul style="list-style-type: none"> ▪ Certified 5 low-hanging (LH) barangays as child labor-free 			<ul style="list-style-type: none"> ▪ Certified 5 (100%) low-hanging (LH) barangays as child labor-free <ol style="list-style-type: none"> 1. Poblacion, Quezon 2. Salawagan, Quezon 3. San Jose, Quezon 4. Merangeran, Quezon 5. Butong Quezon
	<ul style="list-style-type: none"> ▪ Certified 19 continuing low-hanging (C-LH) barangays as child labor-free 	4,086,000.00		<ul style="list-style-type: none"> ▪ Certified 19 (100%) continuing low-hanging (C-LH) barangays as child labor-free <ol style="list-style-type: none"> 1. BaseCamp, Maramag 2. Dologon, Maramag 3. South Pob., Maramag 4. Poblacion, Valencia 5. Lumbo, Valencia 6. San Jose, Malaybalay 7. Managok, Malaybalay 8. Linabo, Malaybalay 9. Lapasan, CDO 10. Carmen, CDO 11. Puntod, CDO 12. Macabalan, CDO 13. Consolacion, CDO 14. Mambuaya, CDO 15. Carangan, Ozamis City 16. Annex, Ozamis City 17. Catadman, Ozamis City 18. San Antonio, Ozamis City 19. Villa Consuelo, Ozamis City

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	<ul style="list-style-type: none"> ▪ Certified 5 new-frontiers continuing (NF-C) barangays as child labor-free 			<ul style="list-style-type: none"> ▪ Certified 6 (120%) new-frontiers continuing (NF-C) barangays as child labor-free <ol style="list-style-type: none"> 1. Poblacion, Lugaít 2. Patag, Manticao 3. Maputi, Naawan 4. Kabacsanan, Iligan City 5. Pugaan, Iligan City 6. Ane-I, Claveria
	<ul style="list-style-type: none"> ▪ Certified 5 establishments as child labor-free 			<ul style="list-style-type: none"> ▪ Certified 5 (100%) establishments as child labor-free <ol style="list-style-type: none"> 1. Nestle Phil. 2. Del Monte Phil 3. DOLE Skyland 4. Elim Agri. 5. Pilipinas Kao
Social Amelioration Program (SAP) For ROs 4A, 6, 7, 10	<ul style="list-style-type: none"> ▪ SAP Lien Collection and Remittance Monitoring 	4,000,000.00		
	<ul style="list-style-type: none"> – Monitored 100% of SAP lien collection and remittance (current crop year) 			100% 47,219,452.23
	<ul style="list-style-type: none"> – Submitted analysis report on Sugar Production and Withdrawal, Lien Collection and Remittance submitted within 15 days after end of reference month 			Submitted 12 (100%) analysis report
	<ul style="list-style-type: none"> ▪ CBF Distribution Monitoring 			
	<ul style="list-style-type: none"> – Monitored 50% current crop year bonus as distributed 			52% - Distributed 24,783,751.59 Lien Collected and Remittance- 47,219,452.23
	<ul style="list-style-type: none"> – Monitored 80% of the previous crop year bonus as distributed 			87% - Distributed 42,908,889.06 Lien Collected and Remittance- 49,367,596.65
	<ul style="list-style-type: none"> – Monitored 95% of the preceding crop year bonus as distributed and liquidated 100% of total crop year bonus 			97% - Distributed 44,834,188.81 Lien Collected and Remittance- 46,438,085.01
	<ul style="list-style-type: none"> – Submitted report on the Implementation of Cash Bonus Program under RA 6982 within 15 days after end of reference quarter 		4 (100%) reports submitted	
	<ul style="list-style-type: none"> ▪ Maternity Benefit Program Monitoring 	4,000,000.00		

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	<ul style="list-style-type: none"> - 100% of claims filed with complete documents processed by TSSD (SAP Officer) within 10 days from receipt 			313/313 (100%) processed 30 days processing
	<ul style="list-style-type: none"> - 100% of processed claims paid within 5 days from endorsement of TSSD 			Process 10 days
	<ul style="list-style-type: none"> - Submitted monthly report on maternity benefits within 15 days after end of reference month 			Submitted 12 (100%) monthly report on maternity benefits
	<ul style="list-style-type: none"> ▪ Death Benefit Program Monitoring 			
	<ul style="list-style-type: none"> - 100% of claims filed with complete documents processed by TSSD (SAP Officer) within 10 days from receipt 			76/76 (100%) processed 30 days processing
	<ul style="list-style-type: none"> - 100% of processed claims paid within 5 days from endorsement of TSSD 			Process 10 days
	<ul style="list-style-type: none"> - Submitted monthly report on death benefits within 15 days after end of reference month 			Submitted 12 (100%) monthly report on death benefits
Family Welfare Program	<ul style="list-style-type: none"> ▪ Reached 75 establishments through DOLE initiated/conducted FWP-related services/activities 	60,150.00		Reached 105 (140%) establishments
DOLE Adjustment Measures Program (DOLE-AMP)	<ul style="list-style-type: none"> ▪ Provided services to 100% of affected workers (number) who sought assistance 			Provided services to 100% of affected workers who sought assistance
10k Livelihood Assistance (NRCO)*	<ul style="list-style-type: none"> ▪ Provided livelihood assistance to 160 beneficiaries* 	1,600,000.00	NRCO FUNDS	Provided livelihood assistance to 231 (144%) beneficiaries.
	<ul style="list-style-type: none"> ▪ Conducted Financial Awareness Seminar (FAS) to 250 OFW returnees/families by end of December 2014 	300,000.00		Conducted Financial Awareness Seminar (FAS) to 266 (106%) OFW returnees/families
	<ul style="list-style-type: none"> ▪ Conducted Small Business Management Training to 250 OFW returnees/families by end of December 2014 	300,000.00		Conducted Small Business Management Training to 266 (106%) OFW returnees/families
	<ul style="list-style-type: none"> ▪ Increased income of 10% of the beneficiaries for the 1st year of implementation 			
	<ul style="list-style-type: none"> ▪ Rated the services as satisfactory or better by 70% of surveyed beneficiaries 			Rated 99% of the services as satisfactory or better
"Balik Pinay! Balik Hanapbuhay!"	<ul style="list-style-type: none"> ▪ Conducted livelihood training with starter kit for 63 distressed women workers returnees by end of December 2014 	60,000.00	NRCO FUNDS	Conducted livelihood training with starter kit for 87 (138%) distressed women workers returnees

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MFO 4: EMPLOYMENT REGULATION SERVICES				
Labor Laws Compliance System*	<ul style="list-style-type: none"> ▪ Joint Assessment 	5,493,000.00		
	<ul style="list-style-type: none"> - Assessed 100% (actual number) of 2,788 establishments* 			Assessed 3,114 (112%) establishments*
	<ul style="list-style-type: none"> - Covered 100% of workers in 2,788 establishments 			Covered 86,294 (100%) of workers in 3,114 establishments
	<ul style="list-style-type: none"> - Achieved 70% Compliance Rate* 			Achieved 2,777 out of 3,114 89% Compliance Rate
	<ul style="list-style-type: none"> - Provided appropriate assistance to 100% of establishments with deficiencies leading to compliance 			Provided appropriate assistance to 2,777 100% of establishments with deficiencies leading to compliance
	<ul style="list-style-type: none"> - Assessed 100% 4 of bus companies with expiring LSCC 			<ul style="list-style-type: none"> - Assessed 100% 4 of bus companies with expiring LSCC
	<ul style="list-style-type: none"> - Assessed 100% 37 of domestic ships 500 GT above 			<ul style="list-style-type: none"> - Assessed 100% 7 of domestic ships 500 GT above
	<ul style="list-style-type: none"> - Conducted at least 2 advocacies on Maritime Industry (DO 129) 			Conducted 3 (150%) advocacies on Maritime Industry (DO 129) 1- June 25, 2014 at SM CDO 2- August 20, 2014 at DOLE WODP Training Center 3- Sept. 21-28 at SM CDO
	<ul style="list-style-type: none"> ▪ Compliance Visit 			
	<ul style="list-style-type: none"> - Acted upon 100% of SEnA referrals and complaints within five (5) days 			Acted upon 85 100% of SEnA referrals and complaints within five (5) days
<ul style="list-style-type: none"> - Provided appropriate assistance to 100% of establishments with deficiencies leading to compliance 		Provided appropriate assistance to 85 100% of establishments with deficiencies leading to compliance		
<ul style="list-style-type: none"> ▪ OSH Investigation 				
<ul style="list-style-type: none"> - Acted upon 100% of incidents/reports within 24 hours upon receipt of information of imminent danger/ dangerous occurrence/disabling injury/plain view 	5,493,000.00		-Acted 100% (1) c/o Ian VMO	

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	<ul style="list-style-type: none"> - Provided appropriate assistance to 100% of establishments with deficiencies leading to compliance 			Provided appropriate assistance to 1 100% of establishments with deficiencies leading to compliance
	<ul style="list-style-type: none"> - Issued Work Stoppage Orders to 100% of establishments where disabling injury occurred/imminent danger exists 			NONE
	<ul style="list-style-type: none"> ▪ LLCS-MIS 			
	<ul style="list-style-type: none"> - Procured 100% 20 of allocated gadgets by end of July 2014 			Procured 100% 20 of allocated gadgets by end of July 2014
	<ul style="list-style-type: none"> - Inputted 100% of assessments conducted into the System (LLCS-MIS) by end of November 2014 			Inputted 3,114 (100%) of assessments conducted into the System (LLCS-MIS) by end of November 2014
	<ul style="list-style-type: none"> ▪ Technical Safety Inspection 			
	<ul style="list-style-type: none"> - Conducted Technical Safety Inspection on 100% of 300 establishments 			Conducted Technical Safety Inspection on 100% of 340 establishments
	<ul style="list-style-type: none"> - Provided appropriate assistance to 100% of establishments with deficiencies leading to compliance 			Provided appropriate assistance to 100% of establishments with deficiencies leading to compliance
	<ul style="list-style-type: none"> ▪ Incentivizing Compliance Program (ICP) 			
	<ul style="list-style-type: none"> - ICP 1st Level 			
	<ul style="list-style-type: none"> - Enrolled/nominated 12 establishments to the 1st level award 			Enrolled/nominated 12 (100%) establishments to the 1 st level award
	<ul style="list-style-type: none"> - Issued Tripartite Certificate of Compliance with Labor Standards (TCCLS) Award/Certificates to 12 establishments 	48,120.00		Issued Tripartite Certificate of Compliance with Labor Standards (TCCLS) Award/Certificates to 12 (100%) establishments <ol style="list-style-type: none"> 1- Petron Corp 2- Fresh Fruits 3- CEPALCO 4- Toyota Corp 5- Fil-Eslon 6- National Power Corp Agus 6 7- National Power Corp Agus 7 8- 3RD Millenium 9- Paglaum Multi-Purpose Cooperative

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				10- DAVCO (Davao Agricultural Venture Corp.) 11- SUMIFRO- Pineapple Division 12- SUMIFRO- Banana Division
	– ICP 2 nd Level			
	– Enrolled/nominated establishments to the 2 nd level award (Secretary's Award)	32,080.00		Enrolled/nominated 4 (100%) establishments to the 2 nd level award (Secretary's Award)
	– Endorsed one (1) qualified establishments to the Secretary's Award			Endorsed one 1 (100%) qualified establishments to the Secretary's Award ✓ ELIM Agricultural and Poultry Dressing
	▪ Submitted monthly Special Reports within 5 days after the reference month			
	– Report on Contractors/Sub-Contractors			Report Monthly on Contractors/Sub-Contractors
	– Assessment of Domestic Ships, Bus Transport, Malls, Manpower			Assessment of 7 Domestic Ships 4 Bus Transport Malls Manpower
	▪ Submitted monthly monitoring reports on Accreditation of Safety Practitioners, Construction Safety and Health Program (CSHP), Work-ALERT, SpeED, ICP-TOCLS, DO-18-A, Flexible Work Arrangement, and Compliance on 13 th Month Pay within 10 days after the reference month			Submitted monthly monitoring reports on Accreditation of Safety Practitioners, Construction Safety and Health Program (CSHP), Work-ALERT, SpeED, ICP-TOCLS, DO-18-A, Flexible Work Arrangement, and Compliance on 13 th Month Pay within 10 days after the reference month
Dispute Resolution*	▪ Single Entry Approach (SEnA)*			
	– Settled at least 75% of the total request handled within prescribed period of (number) days			Settled at least 451 out of 484 93% of the total request handled within prescribed period of (number) days
	▪ SpeED Cases: Labor Standards and Arbitration Cases*	80,200.00		
	– Disposed 90% of handled med-arbitration cases under project SpeED for 2014			Disposed 8 of 8 (100%) of handled med-arbitration cases under project SpeED for 2014
	– Disposed 98% of Labor Standards cases filed within 40 days			Disposed 1,973 out of 2020 98% of Labor Standards cases filed within 40 days

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Efficient Service Delivery	<ul style="list-style-type: none"> ▪ Processed 100% of applications for permits, licenses, registration, certificates, and clearances: 	10,000.00		Processed 100% of applications for permits, licenses, registration, certificates, and clearances:
	<ul style="list-style-type: none"> - <u>Alien Employment Permit (AEP)</u> – within three (3) working days upon filing of application. 			Processed within three (3) working days upon filing of application.
	<ul style="list-style-type: none"> - <u>Private Recruitment and Placement Agency's (PRA) license</u> – within 10 days upon filing of application 			Processed within 10 days upon filing of application
	<ul style="list-style-type: none"> - <u>Job Fair Clearance / Permit</u> – within five (5) working days upon filing of application 			Processed within five (5) working days upon filing of application
	<ul style="list-style-type: none"> - <u>Authority to Recruit</u> – within 30 working days upon filing of application 			Processed within 30 working days upon filing of application
	<ul style="list-style-type: none"> - <u>Mechanical Plans and Applications</u> – issued permits to fabricate/operate/ install to 100% of applications with approved Mechanical Plans within 15 days after conduct of inspection 			issued permits to fabricate/operate/ install to 100% of applications with approved Mechanical Plans within 15 days after conduct of inspection
	<ul style="list-style-type: none"> - <u>Electrical Plans and Applications</u> – issued certificates of electrical plans within 15 days after conduct of inspection 			issued certificates of electrical plans within 15 days after conduct of inspection
	<ul style="list-style-type: none"> - <u>DO-18-A</u> <ul style="list-style-type: none"> o processed and approved/denied 100% of application for registration of contractor/ sub-contractor within 3 days upon receipt of complete documents o issued certificate of registration within 1 day upon payment of fees 			100% of application for registration of contractor/ sub-contractor within 3 days upon receipt of complete documents issued certificate of registration within 1 day upon payment of fees
	<ul style="list-style-type: none"> - <u>Working Child Permit</u> – within eight (8) hours upon receipt of payment 			Processed within eight (8) hours upon receipt of payment
<ul style="list-style-type: none"> - <u>Construction Safety and Health Programs (CSHPs)</u> –processed 100% of CSHPs within five days upon completion of requirements 		Processed 100% of CSHPs within five days upon completion of requirements		

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	<ul style="list-style-type: none"> - <u>Safety Practitioner's Accreditation</u> <ul style="list-style-type: none"> o processed 100% of applications within 15 days upon receipt of complete documents. o Issued certificates of accreditation to 100% of approved applications 			<p>Processed 100% of applications within 15 days upon receipt of complete documents.</p> <p>Issued certificates of accreditation to 100% of approved applications</p>
NON-CORE DELIVERABLES				
SUPPORT TO OPERATIONS				
Support to Policy Development	<ul style="list-style-type: none"> ▪ Submitted to PSA-BLES January to June 2014 and to BLE July to December 2014 Job Displacement Monitoring System (JDMS) report 15 working days after the reference month 	52,174,000.00		Submitted to PSA-BLES January to June 2014 and to BLE July to December 2014 Job Displacement Monitoring System (JDMS) report 15 working days after the reference month
Communication Program	<ul style="list-style-type: none"> ▪ Submitted to LCO at least three (3) good news every month 			Submitted to LCO 58 (161%) good news
	<ul style="list-style-type: none"> ▪ Developed/disseminated at least three (3) press releases every month 			Developed/disseminated 81 (225%) press releases
	<ul style="list-style-type: none"> ▪ Attended to 100% of requests for TV appearance/radio guesting 			Attended to 100% of requests for TV appearance/radio guesting
	<ul style="list-style-type: none"> ▪ Conducted press briefings at least once a month 			Conducted 12 (100%) press briefings
Performance Accountability Report	<ul style="list-style-type: none"> ▪ Submitted monthly performance monitoring report to Bureaus (except ILAB) using SPRS template within five days after reference month 			Submitted
Gender and Development (GAD)	<ul style="list-style-type: none"> ▪ Submitted the Reformulated 2014 & 2015 GAD Plan not later than 30th of June 2014 	10,561,300.00		Submitted
	<ul style="list-style-type: none"> ▪ Submitted 2014 GAD Annual Report of accomplishments to BWSC within 1st week December 2014 	Lumped with Support Services		Submitted
	<ul style="list-style-type: none"> ▪ Submitted to BWSC Reformulated 2015 GAD Plan and Budget not later than 30 June 2014 			Submitted

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	<ul style="list-style-type: none"> ▪ Submitted 2016 GAD Plan and Budget to BWSC not later than the 30th day of October 2014 			Submitted
Establishment of a Quality Management System (QMS) aligned with International Organizational for Standardization (ISO) standards or Continuing ISO Certification of Process/es and System/s	<ul style="list-style-type: none"> ▪ Implemented QMS and/or attained ISO certification and submitted report/s on the same to FMS not later than the 5th day following the reference month; or sustained and/or expanded ISO certification and submitted report/s on the same to FMS not later than the 30th day following the reference semester 			ISO Certified: ISO 9001:2008
Citizens Charter/Anti-Red Tape Act (ARTA)	<ul style="list-style-type: none"> ▪ Submitted to FMS quarterly report on ARTA implementation and monthly report on citizens feedback results, using the following prescribed forms on or before the deadline set below: 			Submitted
	<ul style="list-style-type: none"> - Citizens Feedback Results (Form 1) – every 15th day following the reference month 			Submitted
	<ul style="list-style-type: none"> - Summary of Citizens Feedback Results and Action/s Taken [Regional Office and Field Offices] (Form 1a) – every 15th day following the reference month 			Submitted
	<ul style="list-style-type: none"> - Inventory of Citizens/Clients Served (Form 2) – every 15th day following the reference month 			Submitted
	<ul style="list-style-type: none"> - Accomplishment and Status/Progress Report on ARTA Implementation (Form 3) – every 15th day following the reference month 			Submitted
	<ul style="list-style-type: none"> ▪ Developed/customized Citizens Charter and/or Service Charter for at least one (1) frontline service and/or support service; <p>or if Citizens Charter and/or Service Charter is/are existing – enrolled additional frontline service/s and/or support service/s process/es, and/or enhanced the existing enrolled frontline service/s and/or support service/s process/es;</p> <p>and submit report/s on the same to FMS not later than 31 October 2014</p>			Enrolled Maternity and Death Claim under SAP

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION'S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS (5)
				Submitted
GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS)				
Integrity Development Program	<ul style="list-style-type: none"> ▪ Monitored the status of complaints and cases filed against officials and employees of the office and submitted report to Legal Service not later than the 5th day of the month after the reference quarter 			Submitted
	<ul style="list-style-type: none"> ▪ Submitted to HRDS Office/Agency Efficiency and Integrity Development Plan (EIDP) Semestral Report (Form B) within 10 days after the reference semester 			Submitted
	<ul style="list-style-type: none"> ▪ Submitted to HRDS the DOLE EIDP Semestral Report (Form C) within 10 days after the reference semester 			Submitted
	<ul style="list-style-type: none"> ▪ Implemented 100% the EIDP programs/projects as scheduled 			Implemented
	<ul style="list-style-type: none"> ▪ Submitted 100% of SALN to HRDS end March 2014 (Director down to Division Chiefs with certificate of complete submission by all staff) 			Submitted
Strategic Performance Management System	<ul style="list-style-type: none"> ▪ Submitted to Planning Service Reformulated 2014 OPCR not later than 30 August 2014 			Submitted
	<ul style="list-style-type: none"> ▪ Submitted to Planning Service monthly 2014 OPCR accomplishments within five (5) days after the reference month 			Submitted
	<ul style="list-style-type: none"> ▪ Complied 100% with the preparation and submission of IPCR 2014 to the Office PMT 30 days after receipt of approved OPCR 			Complied

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION'S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS (5)
	<ul style="list-style-type: none"> Submitted to HRDS summary of IPCR ratings 60 days after the end of each rating period or upon receipt of the OPCR rating whichever come earlier (covers accomplishment in the previous year) 			Submitted
Financial Management	FUND UTILIZATION <u>Budget Utilization Rate:</u> <ul style="list-style-type: none"> Utilized 25% every quarter of the allotted funds for priority programs/activities/projects (PAPs) and commitments of the Department under the Philippine Labor and Employment Plan (PLEP) [2011-2016] 			1 st Quarter – 25% 2 nd Quarter – 25% 3 rd Quarter - 25% 4 th Quarter – 21%
	<ul style="list-style-type: none"> - *Obligations BUR (ratio of total obligations to total releases) = Obligation/Allotment 	244,392,898.05		237,203,181.03 / 245,065,356.05 (97%)
	<ul style="list-style-type: none"> Utilized 100% of the Notice of Cash Allocation (NCA) for priority programs/ activities/projects (P/A/Ps) and commitments of the Department under the Philippine Labor and Employment Plan (PLEP) [2011-2016]: 			282,283,850.00 (96%)
	<ul style="list-style-type: none"> - *Disbursements BUR [ratio of total disbursements (cash and non-cash excluding personal services) to total obligations] = NCA/Obligation <p><i>*Both ratios are for maintenance and other expenses (MOOE) and capital outlays (CO)</i></p>			234,689,114.75 / 245,065,356.05 (96%)
	<ul style="list-style-type: none"> Submitted monthly Statement of Allotment, Obligations and Balances (SAOB) report to FMS not later than 5th working day after reference month 			Submitted
	<ul style="list-style-type: none"> Submitted quarterly Financial Accountability Reports to FMS not later than the 10th working day after reference quarter 			Submitted
	FUNDS ACCOUNTABILITY			
	<ul style="list-style-type: none"> Liquidated/settled cash advances within the corresponding rate (%) per selected account and within the prescribed period for the following accounts: 			

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION'S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS (5)
	- Account 148 (Cash Advances to Officials and Employees) by 80% for prior and current years			Prior- (25,899.00) 100% Current (1,401,120.31) 85% SDO- (8,255,218.97) 25%
	- Account 104 (Petty Cash Fund) by 100%			(140,000.00) 100%
	▪ Submitted monthly report on the status of the following accounts to FMS not later than the 1 st working day after reference month			Submitted
	- Account 138 – Due from LGUs			Prior- (9,791,118.54) 21% Current (2,254,717.04) 5%
	- Account 139 – Due from NGOs/POs			Prior- (3,742,124.11) 31% Current- (16,408,631.67) 21%
	- Account 148 – Advances to Officials and Employees			Prior- (25,899.00) 100% Current (1,401,120.31) 85% SDO- (8,255,218.97) 25%
	▪ Submitted monthly report of actual income to FMS not later than the 1 st working day after reference month			Submitted
	▪ Submitted request for write-off of dormant accounts (receivables) by at least 60% to IAS not later than 30 th day of September of the current year			
	- Account 126 (Loan Receivable)			
	- Account 136 (due from LGUs)			
	- Account 139 (Due from NGOs/POs)			
	▪ Submitted status report on 100% compliance on actions taken on COA recommendations to IAS not later than 15 days after the reference quarter			Submitted
	- Audit Observation Memorandum			
	- Notice of Suspension			

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION'S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS (5)
	<ul style="list-style-type: none"> - Notice of Disallowance - Notice of Charge - Annual Audit Report/Management Letter 			
HRD Interventions	Recruitment and Selection			
	<ul style="list-style-type: none"> ▪ Filled up 80% of vacant positions, as follows: <ul style="list-style-type: none"> - As of March 30, 2014 by end June 2014 and submit to HRDS report on semestral filling-up of vacancies by July 7, 2014 - As of September 30, 2014 by end December 2014 and submit to HRDS report on semestral filling-up of vacancies by January 6, 2015 	Lumped with Support Services	Submitted to HRDS	
	<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) 		Submitted	
	<ul style="list-style-type: none"> ▪ Completed the four-step process toward CES eligibility end of December 2014 (for incumbent of CES positions who are not yet CESOs) 			Complied
	Capability Building of Staff			
	<ul style="list-style-type: none"> ▪ Trained/provided training opportunities to 80% of staff and submitted semestral report to HRDS on the trainings attended by staff by end June and December 2014 	Lumped with Support Services		Provided training and submitted semestral report
	<ul style="list-style-type: none"> ▪ Implemented 100% the HRDS recommended interventions under the Management Succession Program as scheduled 			Implemented

MFO (1)	SUCCESS INDICATORS (Targets + Measures) (2)	ALLOTTED BUDGET (3)	DIVISION'S ACCOUNTABLE (4)	ACTUAL ACCOMPLISHMENTS (5)
Green Our DOLE Program (GODP)	<ul style="list-style-type: none"> ▪ Submitted to AS GODP Plan 2014 by end February 2014 			Submitted
	<ul style="list-style-type: none"> ▪ Submitted to AS Annual Accomplishment Report on or before end of November 2014 			Submitted
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 2014 General Appropriations Act (GAA): 			
	<ul style="list-style-type: none"> - Agency's mandates and functions, names of its officials with their position and designation, and contact information 			Posted
	<ul style="list-style-type: none"> - Physical Accountability Reports, as required under National Budget Circular (NBC) Nos. 507 and 507-A dated January 31, 2007 and June 12, 2007, respectively, financial accountability reports, as required under Commission on Audit (COA) and Department of Budget and Management (DBM) joint Circular (JC) No. 2013-1 dated March 1, 2013, and such guidelines as may be issued by the DBM 			Posted
	<ul style="list-style-type: none"> - Approved budgets and corresponding targets immediately upon approval of 2014 GAA 			Posted
	<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 			Posted
	<ul style="list-style-type: none"> - Program/project beneficiaries as identified in the applicable special provisions 			Posted
	<ul style="list-style-type: none"> - Status of implementation of said program/projects and project evaluation and/or assessment reports 			Posted
	<ul style="list-style-type: none"> - Annual Procurement Plan, contracts awarded and the name of contractors/ suppliers/consultants 			Posted