



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

OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)
Regional Office No. 1

RATING SCALE

I, **GRACE Y. URSUA**, Regional Director of DOLE Region 1, 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. I further commit that the physical and financial reports shall be posted in the Regional Office website under the Transparency Seal.

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

ORGANIZATIONAL OUTCOME/ MAJOR FINAL OUTPUT (MFO)/ PROGRAM/ PROJECT/ ACTIVITY	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)
CORE INDICATORS							
MFO 2: Employment Facilitation and Capacity Building Services							
Special Program for Employment of Students (SPES)	<ul style="list-style-type: none"> 4,394 youth-beneficiaries assisted 	Grant – 13,560,000 MOOE – 520,000 Continuing – 1,959,450 BuB – 280,000	FOs, TSSD, IMSD	Regular - 4, 490 BuB - 92 Continuing - 635 5,217 youth beneficiaries assisted and placed			
	<ul style="list-style-type: none"> 2% - 3% increase in SPES beneficiaries who graduated/finished tech voc/college monitored 			434 SPES beneficiaries were monitored			
	<ul style="list-style-type: none"> 100% of check payments issued within three (3) days upon receipt by ROs of the terminal report from employers 			On-going			
	<ul style="list-style-type: none"> 70% of surveyed beneficiaries rated services as satisfactory or better 			99% of surveyed beneficiaries rated the service rendered satisfactory to excellent (1861 out of 1,867)			
Government Internship Program (GIP)	<ul style="list-style-type: none"> 499 youth-beneficiaries assisted 	Grant – 12,270,000	FOs, TSSD, IMSD	824 youth-beneficiaries assisted			
	<ul style="list-style-type: none"> 70% of surveyed beneficiaries rated services as satisfactory or better 			100% of surveyed beneficiaries rated the service rendered satisfactory to excellent (355 out of 355)			

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Public Employment Service (PES) thru PESO	<ul style="list-style-type: none"> 55,660 qualified jobseekers referred for placement 	231,000	FOs, TSSD	52,398 qualified jobseekers referred for placement				
	<ul style="list-style-type: none"> 80% of referred qualified jobseekers placed 				41,438 qualified jobseekers placed			
	<ul style="list-style-type: none"> At least 5 PESOs institutionalized 		FOs, TSSD	5 PESOS Institutionalized <ol style="list-style-type: none"> Adams, Ilocos Norte (IN) Urbiztondo, Pangasinan (WP) Sta. Barbara, Pangasinan (CP) Dagupan City (CP) Natividad, Pangasinan (EP) San Manuel, Pangasinan (EP) Umingan, Pangasinan (EP) 				
	<ul style="list-style-type: none"> 2 capability-building trainings conducted for PESO personnel (50% of active PESOs) <ol style="list-style-type: none"> LMI Analysis and Report Writing Project Monitoring and Evaluation 	250,000 (BLE)	FOs, TSSD, IMSD	Two (2) trainings conducted for PESO Managers and personnel				
	<ul style="list-style-type: none"> 70% of surveyed jobseekers rated services provided as satisfactory or better 			99% of surveyed beneficiaries rated the service rendered satisfactory to excellent (530 out of 531)				
	<ul style="list-style-type: none"> 100% of walk-in clients provided services within 1 day (referral, provision of LMI, career guidance/coaching) 			100% of walk-in on referral and provision of LMI to clients provided services within 1 day Career guidance/coaching were coordinated to schools/colleges/universities to set date of the actual orientation/advocacy activities. A total of 52,463 clients were assisted				
National Jobs Fairs (Independence Day, Labor Day)	<ul style="list-style-type: none"> 100% of applicants registered during the conduct of Job Fairs 	158,000	FOs, TSSD	<p>May 1 Job Fair</p> <p>Conducted in San Nicolas, Ilocos Norte and Rosales, Pangasinan with 1,587 registered jobseekers</p> <p>June 12 Job Fair</p> <p>Conducted in Candon City, Ilocos Sur, San</p>				

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				Fernando City, La Union, Urdaneta City and Dagupan City, Pangasinan with 2,933 registered jobseekers A total of 4,520 jobseekers registered during the May 1 and June 12 Jobs Fair			
	<ul style="list-style-type: none"> 15% of qualified applicants hired-on-the-spot (HOTS) 			Posted 878 HOTS or 20% (878 HOTS out of 4,361 qualified applicants)			
	<ul style="list-style-type: none"> Assessment report on placement submitted within 90 days after the conduct of Jobs Fair 			Assessment for June 12 placement and FFI submitted September 2015			
National and 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 			Schedule of Jobs Fair posted in RO1 website, FB account and PJN account			
	<ul style="list-style-type: none"> Calendar of Job Fairs updated quarterly 			Calendar of Job Fairs posted in PJN and RO1 Website updated monthly			
Labor Market Information	<ul style="list-style-type: none"> 138,867 individuals reached <ul style="list-style-type: none"> Of the total target individuals reached, 50% are youth aged 15-24 years old 1,222 institutions reached 70% of surveyed individuals rated services as satisfactory or better 	156,000	FOs, TSSD	162,504 individuals were reached * 62,161 were students			
				1,409 institutions were reached			
				99% of surveyed beneficiaries rated the service rendered satisfactory (1,152 out of 1,156)			
Phil-JobNet	<ul style="list-style-type: none"> 10% increase in vacancies posted 	115,000		13,839 vacancies posted			
	<ul style="list-style-type: none"> 10% increase in establishments registered with vacancy postings 			158 establishments registered with vacancy postings			
Skills Registry System (SRS) and DOLE Data Ware-house Sub-system in coordination	<ul style="list-style-type: none"> 43 covered in 6th wave of SRS implementation Monthly monitoring report on NSRS database updating submitted to BLE 	1,255,000	FO, TSSD	43 SRS orientation conducted			
		Validation Exercises - 360,000		Monthly updating of database conducted			

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with PESO	<ul style="list-style-type: none"> ▪ Quarterly Monitoring Reports on NSRP submitted to BLE within a week after the reference quarter 	Training/Orientation – 120,000 Advocacy Materials – 300,000 Supplies – 50,000 JO Salaries – 250,000 TEV – 75,000 IT Support – 100,000		1 st Quarter – submitted on April 10, 2015 2 nd Quarter – submitted on July 8, 2015 3 rd Quarter – submitted on October, 2015			
	<ul style="list-style-type: none"> ▪ Regional validation exercise at the PESO level conducted 			Scheduled for the 3 rd quarter			
	<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 			Conducted Regional and Provincial Validation on August 26-27, 2015 Submitted result of workshop on September 9, 2015 (as per advisory of BLE on the deadline of submission on the same day)			
Career Guidance Advocacy Program (CGAP)	<ul style="list-style-type: none"> ▪ 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 Centers, and SUCs) in the region (405 public schools/training centers and SUCs) 	155,000		Conducted CGEC activities and orientations in 170 public high schools, training centers and SUCs.			
	<ul style="list-style-type: none"> ○ 200 participants covered in Capacity-Building Activities for Career Advocates 	205,000 (BLE)		Scheduled for the November 16-17, 2015			
	<ul style="list-style-type: none"> ▪ Regional Career Congress conducted by the end of the 3rd Quarter of the year 	100,000 (BLE)		Scheduled for the November 16-17, 2015			
	<ul style="list-style-type: none"> ▪ At least 3% increase in membership of established Networks of Career Guidance Advocates (NCGAs) 						
DOLE Integrated Livelihood and Emergency Employment Program (DILEEP)	<ul style="list-style-type: none"> ▪ 4,069 beneficiaries provided with assistance: 	DILP: Grant – 18,868,000 MOOE – 3,023,000	FOs, TSSD, IMSD	3,033 beneficiaries were provided with livelihood assistance			
	<ul style="list-style-type: none"> ○ DILP: 2,816 beneficiaries ○ TUPAD: 1,253 beneficiaries 			<ul style="list-style-type: none"> ○ DILP – 3,033 ○ TUPAD - 			
	<ul style="list-style-type: none"> ▪ 20 existing livelihood projects supported by DOLE are assisted towards transitioning to sustainable enterprise 			20 existing livelihood projects were identified.			

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	<ul style="list-style-type: none"> ▪ 10% increase in livelihood income of 15 group projects and 158 individual beneficiaries achieved due to improved production for the first year of implementation ▪ 100% of beneficiaries assisted within 15 days upon submission of complete documents ▪ 70% of surveyed beneficiaries rated the services as satisfactory or better 			<p>Survey of 15 group projects beneficiaries and 15 individual project beneficiaries conducted</p> <p>100% of livelihood projects funded within 15 days upon submission of complete documents (as per RPMT review)</p> <p>100% of surveyed beneficiaries rated the service rendered satisfactory to excellent (434 out of 434 surveys)</p>			
Productivity Toolbox for MSMEs in KEGs	<ul style="list-style-type: none"> ▪ 720 MSMEs assisted ▪ 70% of surveyed individuals rated training services as satisfactory or better 	150,000	TSSD, RTWPB	<p>563 MSMEs assisted</p> <p>100% of surveyed beneficiaries rated the service rendered satisfactory to excellent (119 out of 119 surveys)</p>			
MFO 3: Labor Force Welfare Services							
Tripartism	<ul style="list-style-type: none"> ▪ <u>Strengthened</u> Industry Tripartite Councils (ITCs) in 6 industries in Hotel & Restaurants, Construction, Educational Institutions, Retail Service, Transportation & Tobacco established <ul style="list-style-type: none"> ○ Ilocos Norte - Hotel & Restaurants, Construction, Educational Institutions, ○ Ilocos Sur – Hotel and Restaurants, Construction ○ La Union – Hotel & Restaurants, Educational Institutions ○ Western Pangasinan – Hotel & Restaurant ○ Eastern Pangasinan – Hotel & Restaurants, Retail Service, Construction, Educational Institutions 	150,000 20,000 (BLR)	FOS, TSSD	ITC Meeting on Hotel, Resorts & Restaurants and Construction Industry in: <ol style="list-style-type: none"> 1. Ilocos Sur 2. Eastern Pangasinan; and 3. Central Pangasinan 4. Ilocos Norte 5. Western Pangasinan 			

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	<ul style="list-style-type: none"> ○ Central Pangasinan - Hotel & Restaurant, Construction, Educational Institution ○ Region – Transportation and Tobacco 						
	<ul style="list-style-type: none"> ▪ 70% of surveyed members of the RTIPCs rated the execution of approved resolutions as satisfactory or better 						
	<ul style="list-style-type: none"> ▪ <u>Strengthened</u> existing ITCs in Hotel and Restaurant, Educational Institutions, Construction and capacitated to become partners in labor education, dispute prevention, among others 			Conducted capacity building activities to members of ITC in Hotel and Restaurant, Educational Institutions and Construction on June 18-19, 2015			
Industry Self-Regulation through Voluntary Codes of Good Practices	<ul style="list-style-type: none"> ▪ Strengthened the VCGPs in ITCs in Hotel and Restaurant, Tobacco and Transportation 	100,000	FOs, TSSD	VCGP on Hotel, Resorts & Restaurants and Construction Industry in: <ol style="list-style-type: none"> 1. Ilocos Sur 2. Ilocos Norte; and 3. Central Pangasinan 4. Eastern Pangasinan 5. Western Pangasinan 			
	<ul style="list-style-type: none"> ▪ VCGPs in ITCs in Hotel & Restaurant, Tobacco and Transportation maintained 						
	<ul style="list-style-type: none"> ▪ 100% VCGPs Action Plans of ITCs in Hotel & Restaurant, Tobacco and Transportation implemented 						
Workers Organization and Development (WODP) Program	<ul style="list-style-type: none"> ▪ <u>25</u> members of unions and workers' organizations trained 	Grant – 73,000 MOOE – 59,000	FOs, TSSD	47 members of 19 unions were trained			
	<ul style="list-style-type: none"> ▪ <u>1</u> training grants provided to unions and workers' organizations 			1 training granted to 19 unions and workers organizations.			
	<ul style="list-style-type: none"> ▪ <u>0</u> individuals provided with scholarship grants 	No funds allotted for scholarship		Not applicable			
	<ul style="list-style-type: none"> ▪ 100% of applications for trainings and scholarships grants processed within one day upon receipt of complete requirements 			100% of applications were granted			

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Labor and Employment Education Program	<u>Labor Relations, Human Relations and Productivity (LHP)</u> <ul style="list-style-type: none"> ▪ <u>71</u> LHP Seminars conducted 	140,000	FOs, TSSD, IMSD	Conducted 72 seminars			
	<u>Continuing Labor Education Seminars (CLES) /Special Topics</u> <ul style="list-style-type: none"> ▪ <u>112</u> CLES conducted 			Conducted 174 seminars			
	<ul style="list-style-type: none"> ▪ 70% of surveyed beneficiaries rated the seminars conducted as satisfactory or better 			100% of surveyed beneficiaries rated the seminars conducted satisfactory (185 estab. out of 185)			
	<u>Labor Education for Graduating Students (LEGS)</u> <ul style="list-style-type: none"> ▪ Oriented 7% graduating students State Universities and Colleges/private schools/institutions 	*budget incorporated in CEC activities		Conducted 161 orientation in 149 school covering 27,633 graduating students			
Child Labor Prevention and Elimination Program (CLPEP)	<ul style="list-style-type: none"> ▪ <u>10</u> Low-Hanging (LH) barangays certified as Child Labor-Free 	150,000	FOs, TSSD	10 Low-Hanging (LH) barangays assisted for the certification as CLFB <ul style="list-style-type: none"> • No barangay certified as CLFB yet 			
	<ul style="list-style-type: none"> ▪ <u>24</u> Continuing barangays upgraded to low-hanging (C-LH) barangays 			24 Continuing Barangays assisted and provided assistance.			
	<ul style="list-style-type: none"> ▪ <u>0</u> New-Frontiers barangays upgraded to Continuing (NF-C) barangays 			No target NF barangays			
	<ul style="list-style-type: none"> ▪ 70% of surveyed beneficiaries rated the services as satisfactory or better 			*No survey form submitted yet			
Family Welfare Program	<ul style="list-style-type: none"> ▪ <u>49</u> establishments reached through DOLE initiated FWP-related services/activities <ul style="list-style-type: none"> ➤ <u>4,900</u> workers served 	100,000	FOs, TSSD				

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	<ul style="list-style-type: none"> 70% of surveyed beneficiaries rated the services as satisfactory or better 						
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 	2,055,000	FOs, TSSD				
NRCO Reintegration Services	<u>Financial Awareness Seminar (FAS) and Small Business Management Training (SBMT)</u> <ul style="list-style-type: none"> 140 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 	84,000	NRCO Regional Coordinator, TSSD	304 OFW returnees/families provided with FAS and SBMT services			
	<u>Livelihood Assistance</u> <ul style="list-style-type: none"> 140 returning OFWs and/or their families served At least 10% of the beneficiaries provided livelihood formation assistance with continued employment and income after six months of availment by end of 2015 (10K and BPBH) 70% of surveyed beneficiaries rated the services provided as satisfactory or better 100% of beneficiaries assisted within 15 days upon receipt of complete documents 	Grant - 1,400,000		169 returning OFWS and their families provided livelihood assistance			
	<u>Advocacy Activity on Savings and Investment (Mag-Impok Magnegosyo Movement)</u> <ul style="list-style-type: none"> 140 returning OFWs and/or their families reached 			304 OFW returnees/families reached			
				100% of surveyed beneficiaries rated the seminars conducted satisfactory (36 estab. out of 36)			

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Reintegration of returning teachers <ul style="list-style-type: none"> ▪ 100% of qualified applicants profiled and endorsed to NRCO Central Office/DepEd 			Assisted 16 qualified applicants: 2 were already placed 6 awaiting for placement 8 application were undergoing evaluation			
MFO 4: Employment Regulation Services							
Labor Laws Compliance System	<ul style="list-style-type: none"> ▪ 1,633 establishments covered by LLCS as reflected in the LLCS-MIS by end of November 2015 <p>*RO quarterly target: (no. of establishments assessed at least 25% of the total target)</p> <ul style="list-style-type: none"> ○ 100% of 5 Philippine Registered Domestic Ships ○ 100% of 33 registered Contractors ○ 100% of 10 POEA to assess registered recruitment and manning agencies 	1,302,000	LLCO, TSSD	Assessed 1,327 establishments			
	<ul style="list-style-type: none"> ▪ 70% Compliance Rate achieved 			0 domestic ships assessed			
	<ul style="list-style-type: none"> ▪ 100% of establishments with deficiencies provided assistance leading to compliance 			61 contractors/subcontractors assessed			
	<p>OSH Investigation</p> <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 			14 POEA Licensed recruitment agencies assessed			
	<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 			80.30% compliance rate on the initial assessment			
	<ul style="list-style-type: none"> ▪ Work Stoppage Orders Issued within 24 hours to 100% of establishments where disabling injury occurred/imminent danger exists 			89.7% of establishments w/ deficiencies provided assistance leading to compliance			
				1 OSH Investigation conducted			
				No work stoppage orders issued to date			

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	<p>LLCS-MIS</p> <ul style="list-style-type: none"> 100% of assessments conducted synced into the System (LLCS-MIS) within 72 hours after the conduct of assessment 			Synced 100% of 1,137 assessment			
	<p>Incentivizing Compliance Program (ICP)</p> <ul style="list-style-type: none"> ICP 1ST Level (TCCLS and CLFE) <ul style="list-style-type: none"> 3 establishments with issued TCCLS 3 establishments with issued CLFE ICP 2ND Level (Secretary's Award) <ul style="list-style-type: none"> At least 3 ICP 1st level establishments endorsed for the Secretary's Award 			1 establishment issued TCCLS (LDP Farms, Rosario, La Union)			
	<ul style="list-style-type: none"> 1 Tourist destinations nominated for Labor Laws Compliance <p><i>*Vigan City as Labor Law Compliant City</i></p>						
	<ul style="list-style-type: none"> Submit to the BWC within the last week of February 2015 the strategies to include high-impact clustering in tourism destination zones (and) industries using the ITCs 			Report submitted in February 29, 2015			
Assessment/Audit of all construction site in the region	<p>Assessment/Audit of all construction sites</p> <ul style="list-style-type: none"> 100% of 56 construction projects/sites assessed by April 2015 100% of assessment conducted syched into the System (LLCS-MIS) within 72 hours after the conduct of assessment 			Conducted assessment to 63 on-going construction projects with approve CSHP			
Dispute Resolution	<p>Single Entry Approach (SEnA)</p> <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 	100,000	FOs, TSSD	74% settlement rate or 439 settled RFA out of 617 RFAs handled with Ph15,212224.11 monetary restitution covering 828 workers			
				99% of total RFAs or 605 RFAs out of 617 total RFAs handled were disposed with an average of 15 days to dispose			

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	<ul style="list-style-type: none"> ▪ 70% of surveyed clients rated services as satisfactory or better <p>SpeED Cases: Labor Standards and Arbitration Cases*</p> <ul style="list-style-type: none"> ▪ 100% of handled med-arbitration cases disposed within the prescribed period pursuant to D.O. 40-03 ▪ 100% of Labor Standards cases handled disposed within 40 days ▪ 70% of surveyed clients rated services as satisfactory or better 		FOs, TSSD	<p>100% of surveyed beneficiaries rated the service rendered satisfactory (388 out of 388 survey)</p> <p>No med-arb cases</p> <p>72% disposition rate or 54 cases disposed out of 73 with PhP2,913,053.29 covering 442</p>			
Reporting Requirements	<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: <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 		TSSD	Submitted Special Reporting System on: January - February 6 February – March 5 March – April 7 April – May 5 May – June 5 June – July 3 July – August 5, 2015 August – September 5, 2015 September – October 5, 2015 October – November 3, 2015			
	<ul style="list-style-type: none"> ▪ Monthly report submitted to BWC every 5TH day after the end of the reference month <p><i>*Monthly Detailed Reporting Form:</i></p>		TSSD	Submitted Special Reporting System on: January - February 6 February – March 5 March – April 7			

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	<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 ○ List of establishments with issued COC on Labor Relations ○ List of establishments with issued COC on Labor Relations with COC on GLS/OSH 			April – May 5 May – June 5 June – July 3 July – August 5, 2015 August – September 5, 2015 September – October 5, 2015 October – November 3, 2015			
	<ul style="list-style-type: none"> ▪ Compliance with 13th month pay Report to be submitted not later than January 25th of the following year 		TSSD	Submitted Report on January 20, 2015 (partial) and on February 6, 2015 (final)			
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: 	100,000	FOs, TSSD				
	<ul style="list-style-type: none"> ○ <u>Alien Employment Permit (AEP)</u> – within 3 working days upon filing of application with complete requirements 			114 AEP applications were processed and issued 108 permits			
	<ul style="list-style-type: none"> ○ <u>Private Recruitment and Placement Agency's (PRPA) license</u> – within 10 days upon filing of application 			1 application received and processed and issued license			

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	<ul style="list-style-type: none"> ○ Authority to Recruit – within 30 working days upon filing of application 			No applications received			
	<ul style="list-style-type: none"> ○ Job Fair Clearance / Permit – within 5 working days upon filing of application 			114 Job Fair Clearances were issued			
	<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 			2 Mechanical Plan received, processed and approved Approved 2 mechanical plan			
	<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 			Processed 1,295 CSHP applications an approved 1,078			
	<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 			20 application for renewal received and processed Issued 20 certificate of accreditation			
	<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 working days upon receipt of complete documents ➢ Issued certificates of registration to 100% of approved applications upon payment of fees 		TSSD	30 applications were processed and approved Issued 30 permits to engage in contracting and subcontracting activities			
	<ul style="list-style-type: none"> ○ <u>Working Child Permit</u> <ul style="list-style-type: none"> ➢ processed within eight (8) hours upon 			No application received to date			

ORGANIZATIONAL OUTCOME/ MAJOR FINAL OUTPUT (MFO)/ PROGRAM/ PROJECT/ ACTIVITY	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)
	receipt of payment						
NON-CORE INDICATORS							
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 		TSSD	Submitted reports on: January – February 12, 2015 February – March 6, 2015 March – April 10, 2015 April – May 8, 2015 May - June 10, 2015 June – July 10, 2015 July – August 10, 2015 August – September 8, 2015 September – October 9, 2015			
Communication Program	<ul style="list-style-type: none"> Submitted to LCO at least three (3) good news at the end of the month 		LCO, FOs, TSSD	Submitted 50 good news to LCO			
	<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 			Developed and disseminated 68 news releases			
	<ul style="list-style-type: none"> Attended to 100% of request for TV appearance/radio guesting 			Attended to 117 TV appearances and radio guesting			
	<ul style="list-style-type: none"> Conducted press briefings at least once a month 			Conducted 40 Press Briefings			
	<ul style="list-style-type: none"> At least 2 success stories of programs under each MFO are documented and submitted by the RO to the LCO within the year 			MFO 2: Documented 3 success stories of DILEEP			
Performance Accountability Reports	<ul style="list-style-type: none"> Submitted to Bureaus (using SPRS format) monthly performance monitoring report not later than the 3rd working day of the following month 		FOs, TSSD	Submitted validated SPRS Report via email to PS, BLE, BWSC, BWC, BLR			

ORGANIZATIONAL OUTCOME/ MAJOR FINAL OUTPUT (MFO)/ PROGRAM/ PROJECT/ ACTIVITY	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)
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 		LCO, TSSD, IMSD	2014 Annual Report were submitted to Cluster Head and Planning Service on February 27, 2015			
Gender and Development (GAD)	<ul style="list-style-type: none"> ▪ Submitted to BWSC the 2017 GAD Plan by end of October 2015 		TSSD	Submitted 2017 GAD Plan and Budget on October 30, 2015			
	<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 			Submitted Report on 1 st Quarter - April 17, 2015 2 nd Quarter - July 8, 2015 3 rd Quarter - October 28, 2015			
	<ul style="list-style-type: none"> ▪ Submitted to PS the 2015 GAD Annual Report by 1st week of December 2015 						
Establishment of a Quality Management System (QMS) aligned with International Organization for Standardization (ISO) standards or Continuing ISO Certification of Process/es and System/s	<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 certification and submitted report/s on the same to FMS not later than the 15th day following the reference semester 	500,000	FOs, TSSD, IMSD, QMR	Submitted status report on QMS-related activities to FMS			
Citizens Charter/Anti-Red Tape Act (ARTA)	<ul style="list-style-type: none"> ▪ Submitted to HRDS the following: (1) report on ARTA implementation and (2) report on Citizens Feedback results 		LCO, FOs	Report submitted to FMS before the set deadline			
	<ul style="list-style-type: none"> ▪ Submitted the semestral report on ARTA implementation and monthly report on citizens feedback results, using the following prescribed forms on or before the deadline set below: 			Report submitted to FMS before the set deadline			
	<ul style="list-style-type: none"> ○ Citizens Feedback Results (Form 1) – every 15th day following the reference month 			Report submitted to FMS before the set deadline			

ORGANIZATIONAL OUTCOME/ MAJOR FINAL OUTPUT (MFO)/ PROGRAM/ PROJECT/ ACTIVITY	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"> ○ Summary of Citizens Feedback Results and Action/s Taken (Regional Office and Field Offices) [Form 1a] – every 15th day following the reference month 			Report submitted to FMS before the set deadline			
	<ul style="list-style-type: none"> ○ Inventory of Citizens/Clients Served (Form 2) – every 15th day following the reference month 			Report submitted to FMS before the set deadline			
	<ul style="list-style-type: none"> ○ Accomplishment and Status/Progress Report on ARTA Implementation (Form 3) – every 15th day following the reference month 			Report submitted to FMS before the set deadline			
GENERAL ADMINISTRATION AND SUPPORT SERVICES (GASS)							
Integrity Development Program	<ul style="list-style-type: none"> ▪ Submitted complete report to the LS not later than the 5th day of the month after the reference quarter on the status of complaints and cases filed against officials and employees of the office 		IMSD	Submitted Report on: 1 st Quarter - April 10, 2015 2 nd Quarter – July 2, 2015 3 rd Quarter – October 2015			
	<ul style="list-style-type: none"> ▪ Submitted to HRDS the Office/Agency EIDP Semestral Report (Form B) within 10 days after the reference semester 			Submitted Report on: 1 st Semester– July 2, 2015			
	<ul style="list-style-type: none"> ▪ Submitted to HRDS the DOLE EIDP Semestral Report(Form C) within 10 days after the reference semester 			Submitted Report on: 1 st Semester– July 2, 2015			
	<ul style="list-style-type: none"> ▪ Implemented 100% the EIDP programs/projects as scheduled 			Implemented the EIDP programs and projects as scheduled			
	<ul style="list-style-type: none"> ▪ Submitted 100% of SALN to HRDS end of March 2015 <ul style="list-style-type: none"> ○ Regional Offices (Heads down to Division Chief) w/ certificate of complete submission of SALN by all staff and the list of SALN Joint Filers using the prescribed forms by the PBB Secretariat 			Submitted 100% of SALN to HRDS on March 30, 2015			

ORGANIZATIONAL OUTCOME/ MAJOR FINAL OUTPUT (MFO)/ PROGRAM/ PROJECT/ ACTIVITY	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)
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 		FOs, TSSD, IMSD	Submitted 2015 OPCR on January 30, 2015 thru email (<i>preliminary</i> ; acknowledged by PS PPD) <i>*Copy of 2015 OPCR w/ RD's signature submitted on February 2, 2015 thru email (acknowledged by PS PPD)</i>			
	<ul style="list-style-type: none"> Submitted to the Secretary thru the Cluster Head for approval a reformulated OPCR, if necessary, within 30 days after the conduct of the Mid-Year Performance Assessment (MYPA) 			Reformulated OPCR submitted on September 18, 2015.			
	<ul style="list-style-type: none"> Submitted to PS monthly 2015 OPCR accomplishments within 5 working days after the reference month 			Submitted monthly report thru DPX			
	<ul style="list-style-type: none"> Complied 100% with the preparation and submission of IPCR 2015 (commitments) to the Office PMT 30 calendar days after receipt of approved OPCR commitments 			Complied 100% with the preparation og 2015 IPCR commitments to RO1 PMT.			
	<ul style="list-style-type: none"> Complied 100% with the preparation and submission of semestral IPCR accomplishments to the Office PMT on the 4th week of August for the first semester (evaluation with preliminary rating) and 2nd week of February for the second semester (with annual IPCR rating) 						
	<ul style="list-style-type: none"> Submitted to HRDS summary of IPCR ratings within the third week of February (covers accomplishment in the previous year) 						
Individual Competency Assessment	<ul style="list-style-type: none"> Pilot-tested the use of Individual Competency Assessment (ICA) Form to complement 2014 IPCR and submitted to HRDS the Summary of the ICA sixty days 		IMSD	Individual Competency Assessment (ICA) Form for submission on July 2015			

ORGANIZATIONAL OUTCOME/ MAJOR FINAL OUTPUT (MFO)/ PROGRAM/ PROJECT/ ACTIVITY	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)
	after the receipt of the OPCR rating.						
Financial Management	Funds Utilization						
	<p><i>Budget Utilization Rate (BUR)</i></p> <ul style="list-style-type: none"> ▪ Utilized the allotted funds for priority programs/projects/activities (P/P/A) and commitments of the Department under the Philippine Labor and Employment Plan (PLEP) [2011-2016] as follows: <p style="margin-left: 40px;">1st quarter – 20%</p> <p style="margin-left: 40px;">2nd quarter – 30%</p> <p style="margin-left: 40px;">3rd quarter – 25%</p> <p style="margin-left: 40px;">4th quarter – 25%</p> <p><i>*Obligations BUR (ratio of total obligations to total releases) = Obligation/Allotment</i></p>		IMSD, Budget Unit				
	<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]: <p><i>*Disbursement BUR [ratio of total disbursements (cash and non-cash excluding personal services) to total obligations] = NCA/Obligation</i></p> <p><i>*Both ratios are for Maintenance and Other Expenses (MOOE) and Capital Outlays (CO)</i></p>		IMSD, Accounting Unit				
<ul style="list-style-type: none"> ▪ Submitted the monthly Statement of Allotment, Obligations and Balances (SAOB) report to FMS not later than the 5th working day after the reference month 		IMSD, Budget Unit	Submitted SAOB on: January – February 5, 2015 February – March 5, 2015 March – April 5, 2015 April – May 5, 201				

ORGANIZATIONAL OUTCOME/ MAJOR FINAL OUTPUT (MFO)/ PROGRAM/ PROJECT/ ACTIVITY	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)
				May – June 5, 2015 June – July 3, 2015 July – August 5, 2015 August – September 5, 2015 September – October 5, 2015 October – November 5, 2015			
	<ul style="list-style-type: none"> ▪ Submitted the quarterly Budget and Financial Accountability Reports (BFARs) to FMS not later than the 5th working day after the reference quarter 			1 st Quarter – April 27, 2015 2 nd Quarter – July 2, 2015 3 rd Quarter – October 26, 2015			
	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: 		IMSD, Accounting Unit	Submitted report on: January – March 4, 2015 February – March 8, 2015 March – March 27, 2015 April – April 30, 2015 May – June 1, 2015 June – July 1, 2015 July – August 2, 2015 August – September 2, 2015 September – October 1, 2015 October – November 5, 2015			
	<ul style="list-style-type: none"> ○ Account 148 (<i>Cash Advances to Officials and Employees</i>) by 80% for prior and current years 						
	<ul style="list-style-type: none"> ○ Account 104 (Petty Cash Fund) by 100% 						
	<ul style="list-style-type: none"> ▪ Submitted monthly report on the status of the following accounts to FMS not later than the 1st working day following the reference month: 			Submitted report on: January – March 4, 2015 February – March 8, 2015 March – March 27, 2015 April – April 30, 2015 May – June 1, 2015 June – July 1, 2015 July – August 2, 2015 August – September 2, 2015			

ORGANIZATIONAL OUTCOME/ MAJOR FINAL OUTPUT (MFO)/ PROGRAM/ PROJECT/ ACTIVITY	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"> ○ Account 138 – Due from LGUs ○ Account 139 – Due from NGOs/POs ○ Account 148 – Advances to Officials and Employees ▪ Submitted monthly report of actual income to FMS not later than the 1st working day after the reference month ▪ Submitted Report of Collections/Settlement of Loan Receivables (Account 126) by at least 50% to IAS not later than end of December 2015. 			<p>September – October 1, 2015 October – November 5, 2015</p> <p>Submitted report on: January – March 4, 2015 February – March 8, 2015 March – March 27, 2015 April – April 30, 2015 May – June 1, 2015 June – July 1, 2015 July – August 2, 2015 August – September 2, 2015 September – October 1, 2015 October – November 5, 2015</p>			
	<ul style="list-style-type: none"> ▪ Submitted status report on 100% compliance on actions taken on COA recommendations to IAS every 1st and 3rd quarters of every 15th day of the ensuing month of the reference quarter or on April 15, 2015 and October 15, 2015, respectively ○ Audit Observation Memorandum ○ Notice of Suspension ○ Notice of Disallowance ○ Notice of Charge 			<p>Submitted report on: 1st Quarter – May 19, 2015 3rd Quarter – October 15, 2015</p>			

ORGANIZATIONAL OUTCOME/ MAJOR FINAL OUTPUT (MFO)/ PROGRAM/ PROJECT/ ACTIVITY	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"> ○ Annual Audit Report/Management Letter 						
HRD Interventions	Recruitment and Selection						
	<ul style="list-style-type: none"> ▪ Filled up 80% of vacant positions as of March 30, 2015 by end of June 2015 and as of September 30, 2015 by end of December 2015 respectively and submit to HRDS report on semestral filling-up of vacancies (July 7, 2015 and January 6, 2016) 		IMSD, HRMO	By end of June 2015 Filled up 10 out of 21 vacant position			
	<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%			
	<ul style="list-style-type: none"> ▪ Undergone the 4-steps process toward CES eligibility end of December 2015 (for incumbent CES who are not yet CESOs) 						
	Capacity 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 of June and December 2015 						
	<ul style="list-style-type: none"> ▪ Implemented 100% the HRDS recommended interventions under the Management Succession Program as scheduled 				No applicants under MSP		
Green Our DOLE Program (GODP)	<ul style="list-style-type: none"> ▪ Submitted to AS the GODP Plan 2015 by end of February 2015 		IMSD	Submitted GODP Plan on February 27, 2015			

ORGANIZATIONAL OUTCOME/ MAJOR FINAL OUTPUT (MFO)/ PROGRAM/ PROJECT/ ACTIVITY	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"> ▪ Submitted to AS Quarterly Accomplishment Report on or before the 5th day of the month following the reference quarter 			Submitted report on: 1 st Quarter – April 10, 2015 2 nd Quarter – July 2, 2015 3 rd Quarter – October 5, 2015			
Transparency Seal Compliance	<ul style="list-style-type: none"> ▪ Posted in the respective office's/agency's official website the following updated Transparency Seal requirements pursuant to 2015 General Appropriations Act (GAA): 		TSSD, IMSD	Posted on RO1 website			
	<ul style="list-style-type: none"> ○ Agency's mandates and functions, names of its officials with their position and designation, and contact information 						
	<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 COA and DBM Joint Circular (JC) No. 2013-1 dated March 15, 2013, and such guidelines as may be issued by the DBM; 						
	<ul style="list-style-type: none"> ○ BEDs (Yearly Updated) <ul style="list-style-type: none"> ➢ Financial Plan (BED No.1) ➢ Physical Plan (BED No. 2) ➢ Monthly Disbursement Program (BED No. 3) ➢ Estimate of Monthly Income ➢ List of Not Yet Due and Demandable Obligations 						
<ul style="list-style-type: none"> ○ BFARs (Quarterly Updated) <ul style="list-style-type: none"> ➢ Quarterly Physical Report of Operation (QPRO) – BAR No.1 ➢ Statement of Appropriations, Allotments, Obligations, Disbursements and Balances (SAAODB) – FAR No. 1 ➢ Summary of Appropriations, 							

ORGANIZATIONAL OUTCOME/ MAJOR FINAL OUTPUT (MFO)/ PROGRAM/ PROJECT/ ACTIVITY	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)
	Allotments, Obligations, Disbursements and Balances by Object of Expenditures (SAAODBOE) – FAR No. 1-A ➤ List of Allotments and Sub-Allotments (LASA) – FAR No. 1-B ➤ Statement of Approved Budget, Utilizations Disbursements and Balances (SABUDB) –FAR No. 2 (for Off-Budget Fund) ➤ Summary of Approved Budget, Utilizations, Disbursements and Balances by Object of Expenditures (SABUDBOE) – FAR No. 2-A (for Off-Budget Fund) ➤ Aging of Due and Demandable Obligations (ADDO) – FAR No. 3 ➤ Monthly Report of Disbursements (MRD) – FAR No. 4 ➤ Quarterly Report of Revenue and Other Receipts (QRROR) – FAR No. 5						
	<ul style="list-style-type: none"> ○ Approved budgets and corresponding targets immediately upon approval of 2015 GAA 						
	<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 						
	<ul style="list-style-type: none"> ○ Program/project beneficiaries as identified in the applicable special provisions – every end of quarter 						
	<ul style="list-style-type: none"> ○ Status of implementation of said programs/ projects and project evaluation and/or assessment reports - every end of quarter 						
	<ul style="list-style-type: none"> ○ Annual Procurement Plan (APP), contracts awarded and the name of contractors/suppliers/ consultants- every 						

ORGANIZATIONAL OUTCOME/ MAJOR FINAL OUTPUT (MFO)/ PROGRAM/ PROJECT/ ACTIVITY	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)
	end of quarter						
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 		IMSD, Supply Unit				
Total Budget							
Total Overall Rating:							
Final Average Rating:							
Adjectival Rating:							

	Date	Endorsed by:	Date	Validated by:	Date	Recommended by:	Date
GRACE Y. URSUA Regional Director		UNDERSECRETARY REBECCA C. CHATO Chairperson-DOLE PMT		DOLE Validation Team		Cluster Head	

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