



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

MEMORANDUM

TO: **DIRECTOR AHMMA CHARISMA LOBRIN-SATUMBA**
Bureau of Workers with Special Concerns (BWSC)

SUBJECT: **2014 OPCR RATING**

DATE: 15 April 2015

This is to recognize BWSC's contributions in achieving the Department's targets and commitments for 2014.

In summary, BWSC garnered an overall final rating of **3.75** or **Very Satisfactory** in its performance for 2014. This Office Performance Commitment and Review (OPCR) rating shall be your basis in the final assessment of the performance level of your employees through their Individual Performance Commitment and Review (IPCR) for 2014.

Based on the assessment of your OPCR, note that there is a need to improve performance in the following success indicators:

Success Indicator	2014 Validated Rating
• Conducted CO-RO Consultative Workshop, November 2014	1.5
• Submitted at least three (3) good news to LCO, every month	1.42
• Submitted monthly performance monitoring report every 5 th working day after reference month (OPCR-MFO indicators)	1.708
• Monitored the status of complaints and cases filed against officials and employees of the office and submitted complete report to the Legal Service not later than 5 th day of the month after the reference quarter	2.50
• Filled up 80% of vacant positions as of March 30, 2014 by end of June 2014 and as of September 30, 2014 by end of December 2014 and submit to HRDS report on semestral filling-up of vacancies (July 7, 2014 and January 6, 2015 per memo dated February 21, 2014)	1.5
• Submitted the BWSC GODP Plan 2014 to AS, by end of February 2014	2

Again, thank you for all the support and I look forward for your continuous provision of quality public service.


ROSALINDA DIMAPILIS-BALDOZ
Secretary

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

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*an
Jan. 20, 2015
10:45 am*

OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)
Accomplishment as of December 31, 2014

I, **AHMMA CHARISMA LOBRIN-SATUMBA**, Acting Director IV of the **Bureau of Workers with Special Concerns (BWSC)**, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to December 2014.

MFO	Success Indicators (Targets + Measures)	Allotted Budget (Php)	Division Accountable	Actual Accomplishments (As of December 31, 2014)	Self Rating	Validated Rating	Remarks
MFO 1: Labor Policy Services		813,000.00					
	<ul style="list-style-type: none"> 2 policies issued, updated and disseminated 						
Livelihood and Emergency Employment Program	a. Guideline on DILEEP (amended DILP due to inclusion of Emergency Employment) , end of March 2014		WIEDD	DO 137-14 was issued and disseminated in March 2014, prescribing the guidelines in the implementation of DILEEP.	4	4	
Implementation of Kasambahay Law	b. Issued and disseminated the Protocol on the Rescue and Rehabilitation of Abused Kasambahay pursuant to Republic Act No. 10361 entitled an Act Instituting Policies for the Protection and Welfare of Domestic Workers, end of December 2014		WWDD	Final draft of the Protocol on Rescue and Rehabilitation of Abused Kasambahay prepared which is already for approval by concerned agencies (TWG) The Draft Memorandum Circular will be issued and disseminated immediately once signed by concerned agencies (DOLE, DSWD, DILG, NBI and PNP). It is scheduled for signing during the HDPR Meeting.	4	4	Issuance is based upon approval which is not controlled by BWSC.

