



## 2023 Performance Evaluation of the Social Security Commission

The 2023 Performance Evaluation of the Social Security Commission was carried out in February 2024. The average ratings given to the evaluation statements by the members of the Commission in the 2023 Performance Evaluation are as follows:

<b>Statements</b> (Rating Scale: 1 - "Strongly Disagree" to 5 - "Strongly Agree")	<b>Average Rating</b>
1. The Commission operates under a set of policies and procedures which have been made known to all members.	4.78
2. The Commission, as a collegiate body, is diverse and possesses the right mix of knowledge, skills and experience.	4.56
3. The Commission provides director development activities (e.g., trainings, seminars, etc.) to keep its members up to date with the relevant national and global developments, and to equip them with adequate knowledge and skills to perform their responsibilities.	4.67
4. The meetings of the Commission are timely scheduled and adequate in terms of frequency and duration.	4.89
5. The meetings of the Commission have useful materials and an atmosphere that is conducive to a fair discussion of the items on the agenda.	4.89
6. The members of the Commission participate actively during meetings, are supportive of each other, and debate each other constructively in case of disagreement.	5.00
7. The roles of the Commission and the Management are clearly distinguished. The Commission neither interferes with matters that are within the purview of Management nor abdicates its responsibilities to Management.	4.89
8. The Commission gives policy directions and support to Management.	5.00
9. The Commission discusses sufficiently with objectivity and independence, proposals from Management before granting approval.	5.00
10. The Commission has effective monitoring tools and regularly monitors the overall performance of the Management as well as its implementation of corporate strategies and policies, business plans and operating budget.	4.78
11. The Commission provides the GOCC's VMG, strategy maps, values and standards which it revisits from time to time to ensure continued relevance.	4.89
12. The Commission monitors the performance, state, and prospects of the GOCC on a regular basis.	5.00

**Comments:**

13. Which governance principles and practices should the Commission devote more time and resources?	<ul style="list-style-type: none"> <li>- environment and sustainability,</li> <li>- long term viability,</li> <li>- personal and professional development for employees,</li> <li>- health and safety,</li> <li>- accountability,</li> <li>- avoidance of conflict,</li> <li>- CSR,</li> <li>- fiduciary duty,</li> <li>- professionalism,</li> </ul>
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	- transparency
14. Other comments:	Members of the board should concentrate more in their duties, attend meetings regularly, participate in meetings and discussion, possibly give solution to problems.

The Social Security Commission, under its Resolution No. 140 dated 21 March 2024, noted the results of the 2023 Performance Evaluation Report of the Commission.