

SSS CORPORATE GOVERNANCE SCORECARD COMPLIANCE for CY 2020

	Standard	SSS Compliance/Link
5.	Performance-enhancing mechanisms for employee participation	
	<p>a. Mentions health, safety and welfare policy for its employees</p>	<p>Yes. The SSS has implemented programs that promote employee relations, engagement, well-being, and safety as provided in the following:</p> <ul style="list-style-type: none"> A. SSS' Manual of Corporate Governance (Page 20) B. HR Manual of Personnel Policies, Rules and Regulations (Pages 49-61 and 237-239) <ul style="list-style-type: none"> • Internal Communications • Labor Relations • Employee Care Reach-out Program • Retirement Program • SSSS Volunteerism • Grievance Machinery • Administrative Disciplinary Rules on Sexual Harassment • Positive Feedback Mechanism Implementing Rules and Regulations (IRR) • Employee Satisfaction Survey (Year 2019) <p>In Addition:</p> <ol style="list-style-type: none"> 1.SSS organized the following : <ol style="list-style-type: none"> a) Sports Executive Committee b)Wellness Committees c) Sports Tournament and Technical Committees d)Cultural Clubs 2.SSS provided day care facility for employees' children. 3. Conducted survey to determine employees' interest. 4. Reviewed and enhanced employee wellness programs based on survey. 5. Coordinated with external wellness partners. 6. Created programs accessible to employees and families. 7. Conducted webinars on the following : <ol style="list-style-type: none"> a) health and wellness b) livelihood programs c) parenting 8. Conducted Challenges <ol style="list-style-type: none"> a) Virtual Run b) Virtual Cycling 9. Conducted online wellness programs : <ol style="list-style-type: none"> a. Zumba b. Fitness exercises 10. Organized SSS Bayanihan

	Standard	SSS Compliance/Link
		<p>11. Coordinated with LGUs for employees and SSS service providers vaccination programs.</p> <p>12. Posted at the EE Hub/FB account the ff.</p> <ol style="list-style-type: none"> a) wellness programs b) online livelihood programs <p>13. Conducted online/blended learning program for employees' children.</p> <p>15. Participated to the following external programs/ activities :</p> <ol style="list-style-type: none"> a) Independence Day Celebration b) Quincentennial Commemoration of the 500 years of Christianity in the Philippines <p>16. Conducted the ff. programs :</p> <ol style="list-style-type: none"> a) Online Chess Tournament b) Wellness Summit c) Virtual Christmas Program d) Contests (Essay Writing, Photography Contest, Battle of the Bands Contest, Dance Contest) e) Day Care programs <p>17. Consulted with Health Coaches to develop and enhance Wellness Programs</p> <p>18. Provided individual and team recognition programs to inspire and motivate employees</p> <p>See Annex A – 2020 OPCR of PMERD</p>
	<p>b. Publishes data relating to health, safety and welfare of its employees</p>	<p>YES (See Annex B)</p> <p>The SSS publishes data/information (policies, news, calendar of activities, reports, photos and other related information) on employee relations/engagement and welfare programs through SSS Intranet, SSS Employee Hub, Official Orders, and other platforms. Links and sample copies of reports are as follows:</p> <ol style="list-style-type: none"> A. SSS Intranet B. SSS Employee Hub C. Official Orders <ul style="list-style-type: none"> • Link: Issuance & Forms Management System (IFMS) D. Published Employee Programs (Summarized Proofs)
	<p>c. Provides training and development programmes for its employees</p>	<p>The SSS has training and development programs for its employees which are embodied in the following issuances:</p> <ol style="list-style-type: none"> 1. HR Manual of Personnel Policies, Rules and Regulations 2. Office Order No. 2015-065 (SSS Succession Management Program) 3. Office Order No. 2018-036 (Guidelines on Designations and Amended Rules on Reassignment and Additional Work Assignments)

	Standard	SSS Compliance/Link
		<p>Highlights:</p> <p>Total No. of attendees to various training programs conducted as of December 29, 2020:</p> <ul style="list-style-type: none"> • Face to Face: 422 • Webinars: 29,770 (Aggregate Number of Employee-Attendees in all Programs) • Computer Based Trainings / Bytesize <ul style="list-style-type: none"> ➢ Completed: 4,705 ➢ External Training Programs: 945 ➢ Continuing Professional Education (CPE) Programs: 22 <p>Total No. of various training programs conducted as of December 29, 2020:</p> <ul style="list-style-type: none"> • 13 Regular training programs • 30 Intervening Training Programs • 6 Computer Based Training (CBT)/Bytesize Program • 54 External Training Programs • 22 Continuing Professional Education (CPE) Program <p>Sources:</p> <ul style="list-style-type: none"> ✓ 2020 LDD Accomplishment Report (Annex C.1) ✓ 2020 OPCR, Learning & Devt Department (LDD) Head (Annex C.2)
	d. Publishes training and development programmes for its employees	<p>The SSS publishes data on training and development programs for its employees through email blast, SSS Intranet, SSS Employee Hub and SSS Academy. Annual Training Calendar (Posted thru internal SSS Intranet)</p> <p>(Annex D: LDD Training Calendar Screen Shots)</p> <p>Source Webpage: https://sssph.sharepoint.com/HRMatters/SitePages/Learning%20and%20Development.aspx</p>

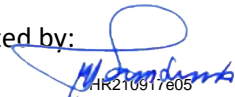
Submitted by:



MA. NYMPHA M. RAGEL

Vice President, HR Services Division

Noted by:



ELVIRA G. ALCANTARA-RESARE

Executive Vice President
Corporate Services Sector