

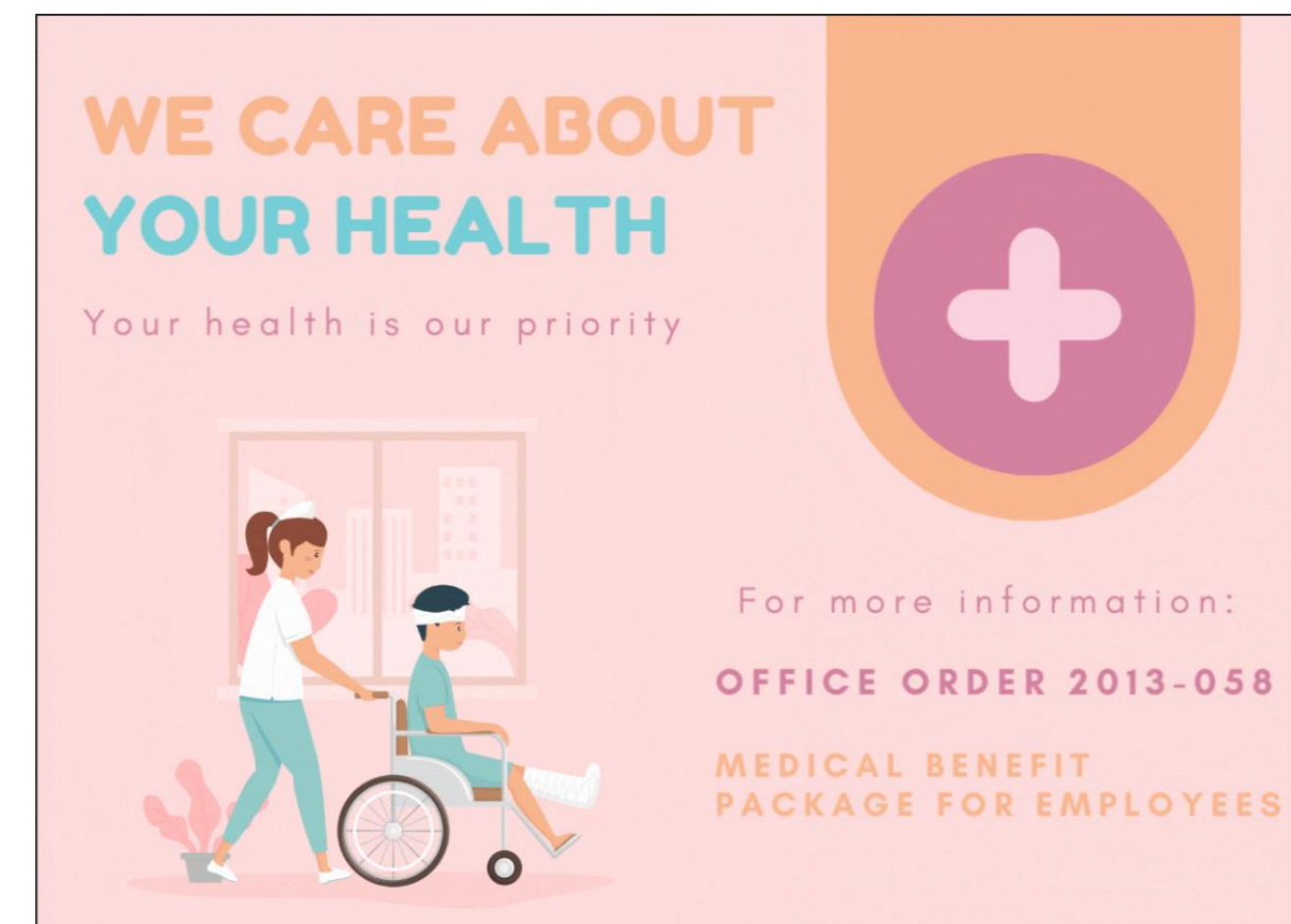


Employee Relations Programs

FY 2024

Employee Care Reach Out Program

The Employee Care Reach-Out Program is designed to provide various forms of assistance to employees such as Hospital Visits, Bereavement Assistance, and Coaching Support to help and/or support the employees in times of life's challenges as well as to extend management's care or sympathy during difficult times or untoward events to aid in their physical, emotional, and psychosocial recovery.



HR and Union Meetings

A meeting designed to facilitate productive dialogue between the union and HRM Heads with the end view of fostering sound and better employee-management relationships and strengthening flow of information and communication.



Collective Negotiation Agreement (CNA) Meetings

Regular meetings between Management and Union Representatives with a common intent and purpose to establish, maintain, and promote the terms and conditions of employment with the employees of the System. It also provides peaceful settlement of harmony, integrity, and competence.



Grievance Machinery

Cognizant of the rights of the employees to ventilate their grievances, the SSS has set up a Grievance Machinery, a mechanism where employees may ventilate their work-related grievances.



Financial Assistance

An HRMG initiated activity to assist SSS Employees, Job Order Workers, Utility Personnel and Security Guards affected by various disasters and calamities, whose area of residence is declared by NDRRMC.

In 2024, two (2) Financial Assistance were conducted: (1) for employees affected by Typhoon Carina and monsoon rains that covered 327 qualified employees (regular and JOWs); and (2) for employees affected by typhoons Kristine, Leon, Marce, Nika, Ofel, and Pepito that covered 155 qualified employees (regular, JOWs, security guards, and utility personnel).



Volunteer Program and Activities

The SSS Volunteer Program encourages employees to experience the true meaning of volunteerism. The following were conducted last 2024:

- Blood Donation Activities

Veterans Memorial Medical Center with 134 qualified donors

Philippine Red Cross with 298 qualified donors

- Tree Planting Activity with 280 employee-participants systemwide

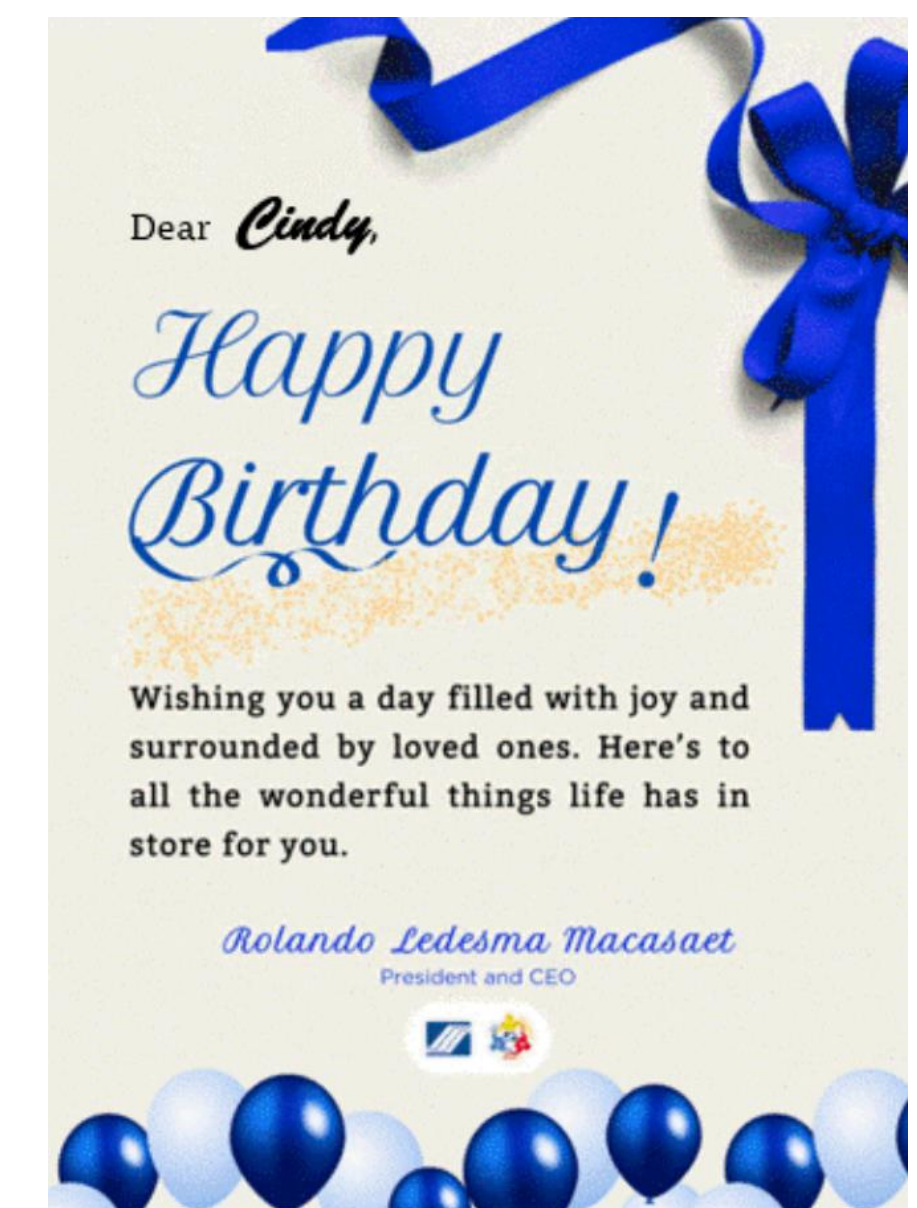
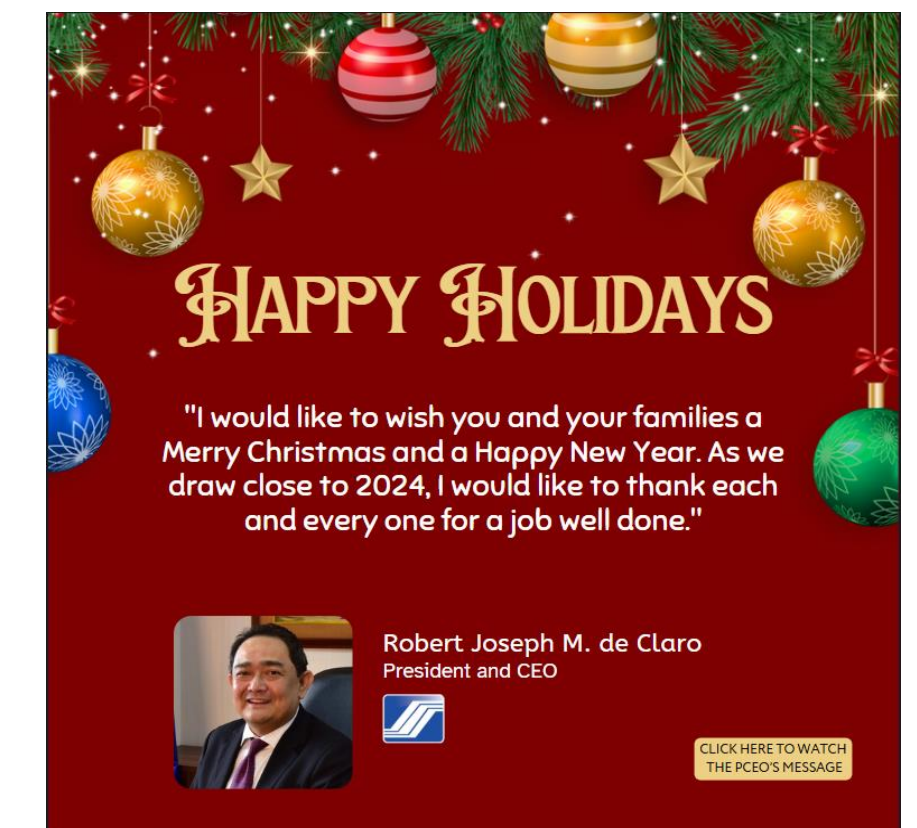
- Request for Blood Assistance – 7 employees assisted

- PRC Membership - 326 employees/family members of employees



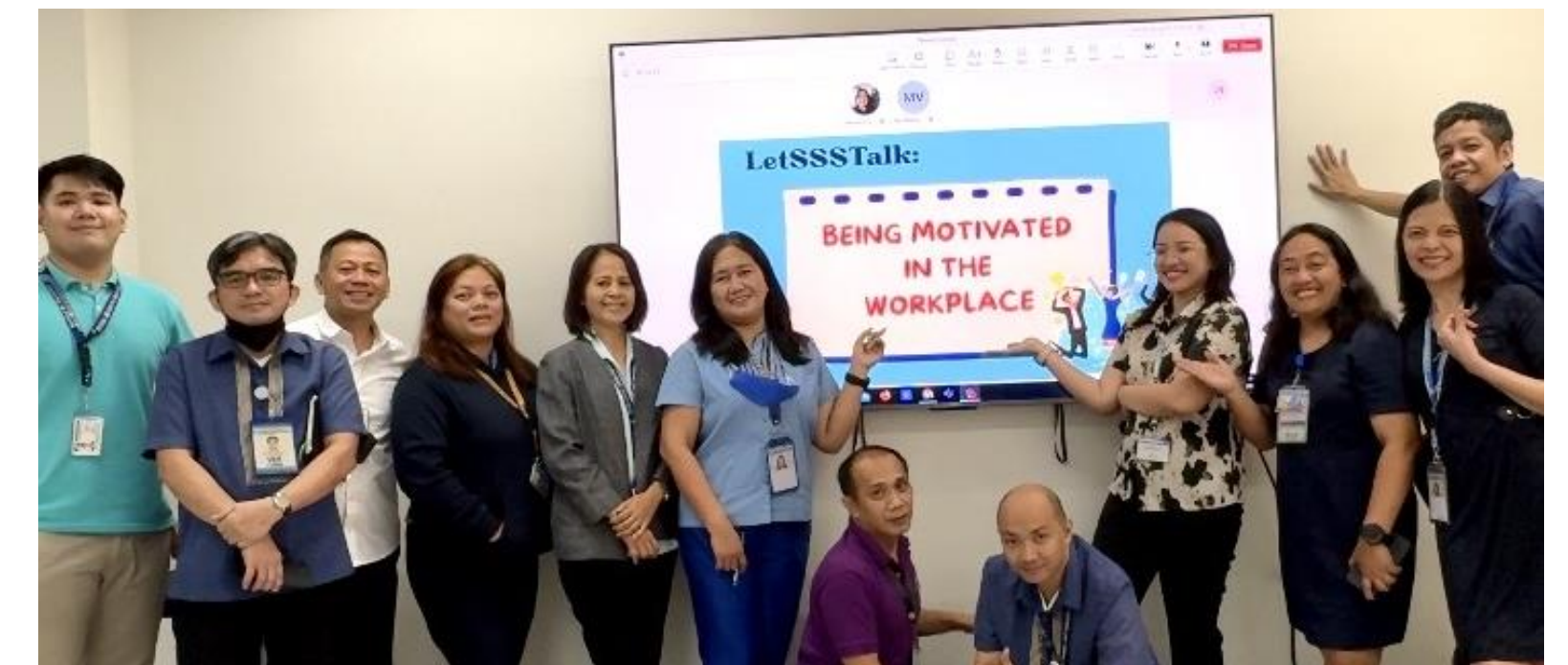
SSS Digital Greetings

An enhanced program of sending animated and innovative e-card messages to recognize employees' milestones and important events such as anniversaries (birthdays & employment milestones), welcome greetings, retirement greetings, commendations, holiday and sympathy messages. The program aims to promote SSS' image as an organization that remembers and cares for its employees.



Workplace Huddle

Workplace Huddle is a regular employee engagement program conducted weekly to set directions, realign the focus of employees and empower them to get informed on the latest corporate updates and issuances. The program also encourages employees to strive for high performance and get motivated to work to deliver efficient quality services.



HR CAREavan

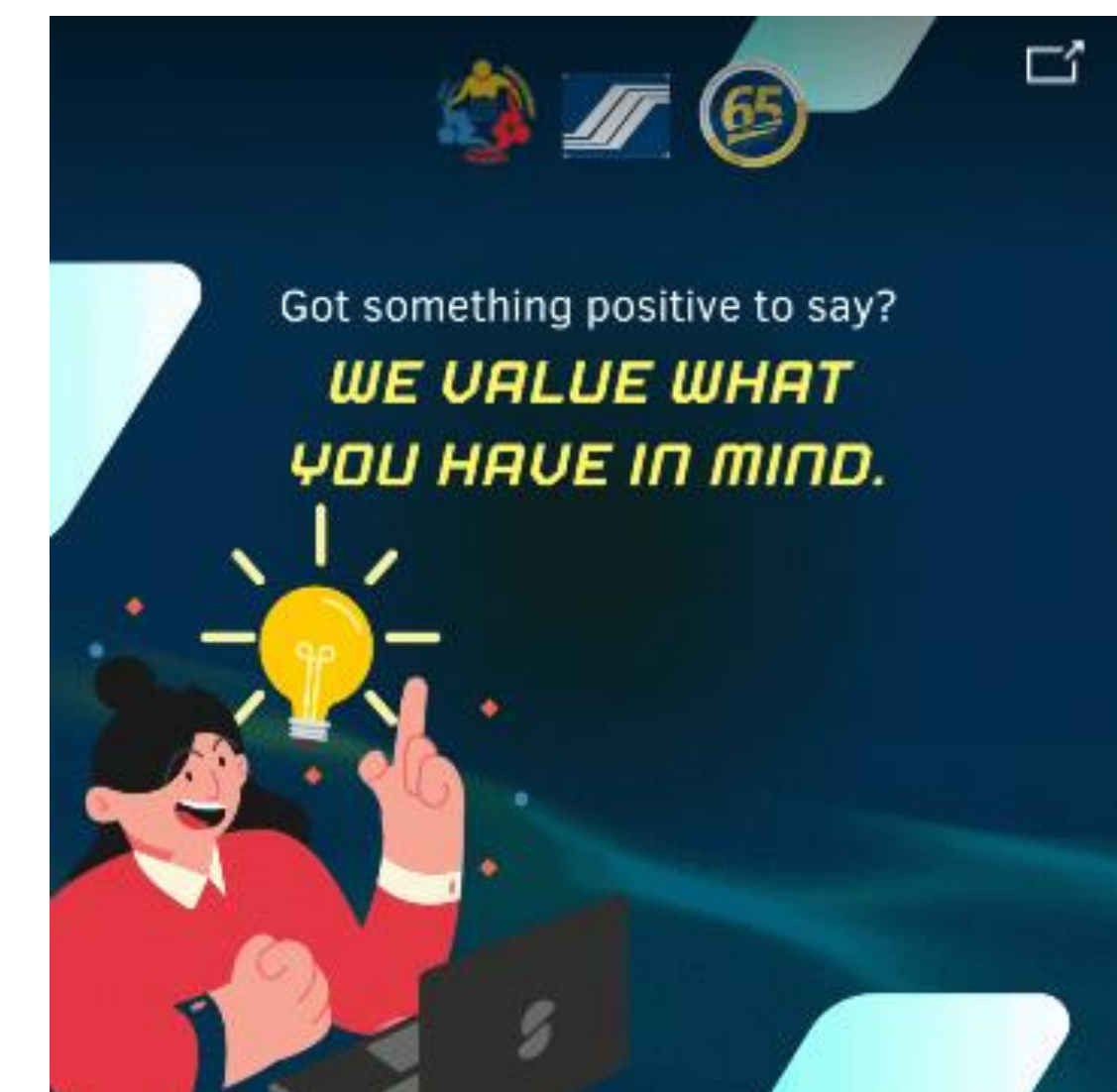
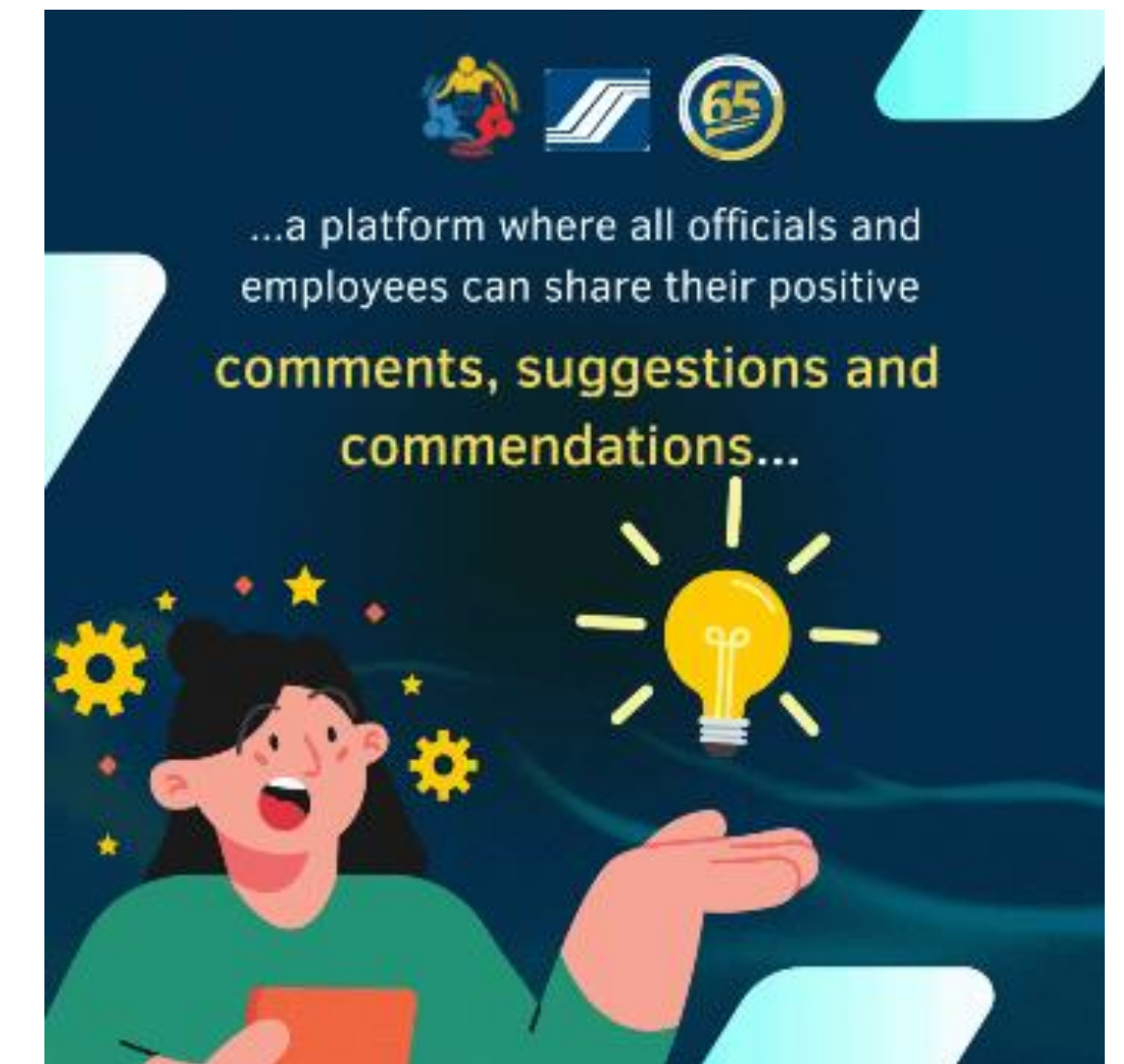
An enhancement to the previously conducted HR Visits in the Branches. It focuses more on delivering firsthand information pertaining to various issues and concerns affecting workplace and work life, straight from various HRMG's resource persons and the provision of HR services, ensuring that employees receive the HR support they need.

The program was successfully launched on 20 November 2024 at Luzon Central 2 Division (Pampanga) and was simultaneously livestreamed via MS Teams so that the employees in the Branches could also tune in during the sessions. A total of 117 employees participated in the program.



Positive Feedback Mechanism

A communication platform wherein employees can share **POSITIVE COMMENTS** on various programs and projects, **SUGGESTIONS** for process improvement opportunities for current and future plans and systems, as well as **COMMENDATIONS** for employees who have shown exemplary performance in their job.



Kudos Board

An enhancement to the Positive Feedback Mechanism, the “Kudos Board” encourages employees to contribute “Positivities” in SSS. It contains praises/commendations given by an employee to a co-employee, a program/project or a policy/guideline.



Sharing PositivieSSS

A feature of the Positive Feedback Mechanism, the Sharing PositivieSSS aims to gather feedback (positive views, comments, or experiences of employees) on a specific theme/subject released monthly. Monthly theme/subject are blasted through email and employees are encouraged to share their responses in the Employees' Community.



KickstartSSS

In line with our thrust to strengthen and institutionalize the corporate values of Trust, Empowerment, and Teamwork (TET) towards service quality and excellence, “kickstarters” are invited to deliver a 2 to 3 minute talk to share their views, insights, advises or experiences on various topics.

KICKSTARTSSS
"MY MOTHER IS MY ROLE MODEL"

"I'd like to use the "BeH" framework in sharing to you the wisdom of my mom. These are five (5) words that start with "H". She always tells me to be hopeful, hardworking, honorable, healthy, and human.

Although we may have our different versions of "BeH", let's always take time to honor that one person who brought us into this world and made us see the beauty of life."

MA. KRISTINA P. MAMARIL
Department Manager III
Corporate Communications Department
Flag Raising Ceremony
20 May 2024


KICKSTARTSSS
"ACHIEVING DREAMS"

"Achieving your dreams is a journey that requires belief, hard work, perseverance, and a positive mindset. It's not always easy, but the rewards are worth the effort. So, dream big, set your goals, and take that first step towards making your dreams a reality."

MARIA JOYCE M. OBISPO
Department Manager III
SMD Benefits Administration Department &
Concurrent Acting Head - Pensions Administration Department
Flag Raising Ceremony
16 December 2024

Employee (EE) Hub

A communication platform developed for SSS employees through MS Teams / Sharepoint to drive employee engagement. It is self-service and any-device portal that employees can visit for employee information, services, resources, well-being support, collaboration or knowledge sharing.



SSS EMPLOYEE HUB

Edit

Following Site access

New


Page details Analytics


Published 2/17/2025


Share Edit

Today

2:16 PM Tuesday, Feb 18, 2025


 **MOBILE TIME RECORDER**






News

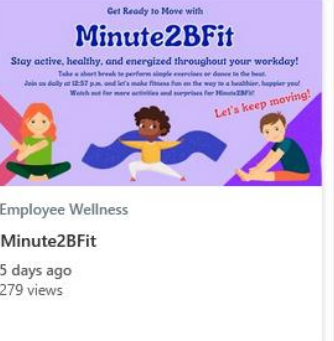
+ Add



SSS Employee Hub
Presidential Communications Office (PCO) Press Briefing with PCEO Robe...
Jan 7, 2025
705 views



Employee Wellness
SSS Participation to the UNTV Basketball Cup Season 11 (Semifinals...
4 days ago
237 views



Employee Wellness
Minute2BFit
5 days ago
279 views

Employee Wellness


SSS Participation to the UNTV Basketball C...

Performance Management

CONDUCT OF 2024 COMPETENCY ASSESS...











Rewards and Recognition


Application for Professional Achievement I...

 **TRAINING CALENDAR**

+ Add event


See all


 Jan 1 - Apr 30	Competency Development Program New Account Wed, Jan 1, 8:00 AM	 Feb 17 - 19	Coaching Skills Development Program Mon, Feb 17, 8:00 AM	 Feb 26 - 28	Coaching Skills Development Program Wed, Feb 26, 8:00 AM	 Feb 28	Executive Briefing on Gender and Development Fri, Feb 28, 8:00 AM
 Mar 3 - 5	Coaching Skills Development Program Mon, Mar 3, 8:00 AM	 Mar 3 - 21	Corporate Orientation Course Mon, Mar 3, 8:00 AM	 Mar 10 - 12	Coaching Skills Development Program Mon, Mar 10, 8:00 AM	 Mar 12	Fire Prevention and Disaster Preparedness Seminar Wed, Mar 12, 8:00 AM
 Mar 17 - 19	Coaching Skills Development Program Mon, Mar 17, 8:00 AM	 Mar 25 - 28	Corporate Orientation Course Tue, Mar 25, 8:00 AM				




TET MESSAGE RESPONSIVE
Flag Raising Ceremony
11 July 2025
SVP MARIO R. SUBICAO
Executive Vice President, Large Accounts Division

See all

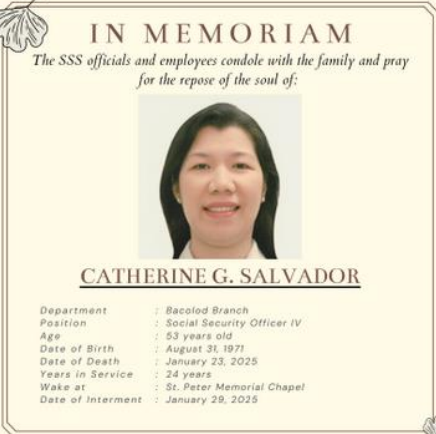
 **TRIBUTE WALL**



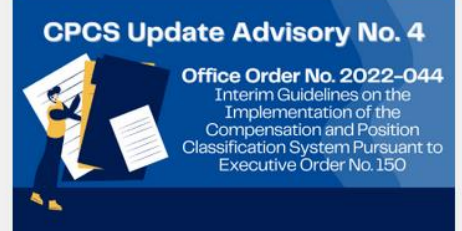
KUDOS BOARD



Happy Retirement!
JUNE




IN MEMORIAM
The SSS officials and employees condole with the family and pray for the repose of the soul of:
CATHERINE G. SALVADOR
Department: Social Security Officer IV
Position: Social Security Officer IV
Age: 83 years old
Date of Birth: August 30, 1971
Date of Death: January 23, 2025
Years in Service: 24 years
Wife of: St. Peter Memorial Chapel
Date of Interment: January 28, 2025



CPCS Update Advisory No. 4
Office Order No. 2022-044
Interim Guidelines on the Implementation of the Compensation and Position Classification System Pursuant to Executive Order No. 150

FOR MORE INFO VISIT THE GCG SITE HERE



Employees' Community

The official media platform of the SSS officials and employees where they connect, interact, share, and engage with other officials and employees. It is the official communication channel made to address the identified communication gap in our organization particularly in the dissemination of new and complete information and the non-uniformity in the interpretation of policies, guidelines, and procedures.

The screenshot displays the 'EMPLOYEES' COMMUNITY' page. At the top is a large group photo of many people. Below it is the community name and a brief description: 'Official online community for all SSS Officials and Employees where you can share your ideas, experiences, and interact with colleagues.' Navigation tabs include 'Conversations', 'About', 'Files', and 'Events'. A section for sharing thoughts, ideas, or updates offers options for 'Discussion', 'Question', 'Praise', and 'Poll'. A post by John Paul M. Angeles, dated 1h ago, features a video titled 'MCAD TikTok Challenge during our Valentines Celebration entitled, 'MCAD United With Love'' led by Shara and yours truly. The video shows a group of people dancing. To the right of the main content are several sidebars: 'Members' (4,788), 'Community experts' (Assign members who offer expertise in this community), 'Community summary' (Jan 22, 2025 - Feb 19, 2025; 4,663 People reached; 348 28% People engaged; 54 Only admins can see this summary), 'Info' (The Employees' Community is the official social network of SSS employees. Everyone is encouraged to connect, interact, discuss matters that affect work-life and workplace, exchange ideas, knowledge, opinions, and experiences and help others perform better.), 'Pinned' (Feel Good OPM Playlist, Love Month Playlist, OPM Playlist Para sa Li...), and 'Community resources' (SharePoint library, SharePoint site, OneNote).



MYSSSPH



PHLSSS