



Sigurado ang Bukas

## 2025 Performance Evaluation of the Social Security Commission

The 2025 Performance Evaluation of the Social Security Commission (SSC) was carried out in February 2025.

The SSSS, under its Resolution No. 112 dated 11 March 2026, noted the results of the SSC Performance Evaluation for 2025 based on the Board Assessment Forms filled up by all nine (9) members of the SSC:

Statements (Rating Scale: 1 – “Strongly Disagree” to 5 – “Strongly Agree”)		Average Rating
1.	The Commission operates under a set of policies and procedures which have been made known to all members.	5.00
2.	The Commission, as a collegiate body, is diverse and possesses the right mix of knowledge, skills, and experience.	4.89
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.	4.56
6.	The members of the Commission participate actively during meetings, are supportive of each other, and debate each other constructively in case of disagreement.	4.78
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.	4.78
8.	The Commission gives policy directions and support to the Management.	5.00
9.	The Commission discusses sufficiently, with objectivity and independence, proposals from Management before granting approval.	4.78
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 budgets.	4.56
11.	The Commission provides the GOCC’s VMG, strategy maps, values and standards which it revisits from time to time to ensure continued relevance.	4.78
12.	The Commission monitors the performance, state, and prospects of the GOCC on a regular basis.	4.67

Comments		
13.	Which governance principles and practices should the Commission devote more time and resources?	<ul style="list-style-type: none"> <li>▪ Transparency and fiduciary oversight</li> <li>▪ Meritocracy and continuous professional development</li> <li>▪ Long-term viability</li> <li>▪ Policymaking, oversight; avoid micromanagement</li> <li>▪ Trainings on SSS core functions</li> <li>▪ Recognition of Stakeholders</li> <li>▪ Environment and Sustainability</li> <li>▪ Accountability</li> <li>▪ Reinforcing conflict-of-interest</li> </ul>
14.	Other comments:	<ul style="list-style-type: none"> <li>▪ More trainings on the SSS core function of providing social security protection to all Filipinos. Presently, this is given primarily to Management.</li> <li>▪ Improve the timeliness of the distribution of the materials for the agenda items.</li> <li>▪ Management needs to have a permanent Compliance Officer position that should directly report to the Commission the progress of policy implementation.</li> <li>▪ Need to ensure that the minutes of the meeting accurately reflect the discussions and decisions of the Commission</li> <li>▪ There is a need for regular reporting (quarterly or every 4 months) of accomplishments with respect to performance scorecard/commitment with GCG and at least major sectoral objectives.</li> </ul>