



Sigurado ang Bukas

2025 Performance Assessment of the SSC Committees

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

The SSC, under its Resolution No. 113 dated 11 March 2026, noted the results of the Performance Evaluation of the Social Security Commission Committees [i.e., Audit Committee, Benefits and ESG Oversight Committee (BESGOC), Contributions and Collection Oversight Committee (CCOC), Investment Oversight Committee (IOC) and Risk Management and Actuary Oversight Committee (RMAOC)] for 2025, viz:

Categories	Audit Comm	BESGOC	CCOC	IOC	RMAOC
1. Knowledge and Personal Development	4.81	4.65	4.60	4.66	4.99
2. Preparedness and Participation	4.75	4.54	4.48	4.52	4.93
3. Teamwork and Communication	4.88	4.71	4.58	4.68	4.98
4. Conduct/Behavior	4.94	4.73	4.63	4.71	4.96
5. Committee Management	4.70	4.90	3.20	4.70	4.92

The figures shown above are the average of the ratings obtained by the Chairperson and all Members of the SSC Committee by category.

The breakdown of the results per Committee:

➤ **Audit Committee**

Questions		Average Rating	Average by Category
1. Knowledge and Personal Development			4.81
1.1	Understands the duties and responsibilities as a Chairperson/Member of a Board Committee.	4.69	
1.2	Willingness to participate in director development activities (e.g. seminars, trainings, etc.)	4.81	
1.3	Is open to feedback about his/her performance.	4.94	
2. Preparedness and Participation			4.75
2.1	Devotes sufficient time and attention to properly discharge and effectively perform his/her duties and responsibilities as a Chairperson/Member of a Board Committee.	4.75	
2.2	Is updated on developments regarding the programs and projects of the Board Committee.	4.56	
2.3	Has working knowledge of the statutory and regulatory requirements affecting the Charter of the Board Committee.	4.63	
2.4	Actively participates in Board Committee discussions and deliberations.	4.81	
2.5	When absent from meetings, acquires information from what had been discussed to stay informed.	4.81	
2.6	Contributes to strategy formulation by proposing policies and suggesting corresponding initiatives.	4.94	
2.7	Is involved in the oversight of strategy execution with particular efforts in its monitoring and assessment.	4.75	
3. Teamwork and Communication			4.88

3.1	Actively establishes and maintains good personal relations with co-members of the Board Committee and management representatives.	4.94	
3.2	Handles work conflict positively and constructively.	4.88	
3.3	Listen attentively to the contribution of others.	4.81	
3.4	Explores differences of opinion in a positive way.	4.81	
3.5	Maintains objectively in the face of difficult decisions.	4.94	
4. Conduct/Behavior			4.94
4.1	Acts in a manner characterized by transparency, accountability, integrity and fairness.	4.94	
4.2	Ensures the confidentiality of business information acquired by reason of my position as Chairperson of the Committee.	4.94	
4.3	Treats others within the Committee with courtesy and respect.	4.94	
5. Committee Management			4.70
5.1	Manages Board Committee meetings effectively and promote/solicit participation among members thereof.	4.75	
5.2	Manages the agenda of the Board Committee meetings taking into consideration the relevant and appropriate issues concerning the SSS.	4.75	
5.3	Establishes harmonious relationship with the members of the Board Committee and management representatives.	4.75	
5.4	Ensures the quality, quantity, and timeliness of the information being disseminated to the members of the Board Committee.	4.50	
5.5	Engages the participation of all members of the Board Committee, particularly in getting them to contribute to strategy formulation and oversight of strategy execution.	4.75	

➤ **Benefits and ESG Oversight Committee**

Questions		Average Rating	Average by Category
1. Knowledge and Personal Development			4.65
1.1	Understands the duties and responsibilities as a Chairperson/Member of a Board Committee.	4.64	
1.2	Willingness to participate in director development activities (e.g. seminars, trainings, etc.)	4.61	
1.3	Is open to feedback about his/her performance.	4.69	
2. Preparedness and Participation			4.54
2.1	Devotes sufficient time and attention to properly discharge and effectively perform his/her duties and responsibilities as a Chairperson/Member of a Board Committee.	4.53	
2.2	Is updated on developments regarding the programs and projects of the Board Committee.	4.47	
2.3	Has working knowledge of the statutory and regulatory requirements affecting the Charter of the Board Committee.	4.64	
2.4	Actively participates in Board Committee discussions and deliberations.	4.50	
2.5	When absent from meetings, acquires information from what had been discussed to stay informed.	4.61	
2.6	Contributes to strategy formulation by proposing policies and suggesting corresponding initiatives.	4.56	
2.7	Is involved in the oversight of strategy execution with particular efforts in its monitoring and assessment.	4.50	
3. Teamwork and Communication			4.71
3.1	Actively establishes and maintains good personal relations with co-members of the Board Committee and management representatives.	4.72	
3.2	Handles work conflict positively and constructively.	4.81	
3.3	Listen attentively to the contribution of others.	4.61	
3.4	Explores differences of opinion in a positive way.	4.72	
3.5	Maintains objectively in the face of difficult decisions.	4.67	
4. Conduct/Behavior			4.73
4.1	Acts in a manner characterized by transparency, accountability, integrity and fairness.	4.81	
4.2	Ensures the confidentiality of business information acquired by reason of my position as Chairperson of the Committee.	4.61	
4.3	Treats others within the Committee with courtesy and respect.	4.78	
5. Committee Management			4.90
5.1	Manages Board Committee meetings effectively and promote/solicit participation among members thereof.	4.83	
5.2	Manages the agenda of the Board Committee meetings taking into consideration the relevant and appropriate issues concerning the SSS.	5.00	
5.3	Establishes harmonious relationship with the members of the Board Committee and management representatives.	4.83	

5.4	Ensures the quality, quantity, and timeliness of the information being disseminated to the members of the Board Committee.	5.00	
5.5	Engages the participation of all members of the Board Committee, particularly in getting them to contribute to strategy formulation and oversight of strategy execution.	4.83	

➤ Contribution and Collection Oversight Committee

Questions		Average Rating	Average by Category
1. Knowledge and Personal Development			4.60
1.1	Understands the duties and responsibilities as a Chairperson/Member of a Board Committee.	4.64	
1.2	Willingness to participate in director development activities (e.g. seminars, trainings, etc.)	4.56	
1.3	Is open to feedback about his/her performance.	4.60	
2. Preparedness and Participation			4.48
2.1	Devotes sufficient time and attention to properly discharge and effectively perform his/her duties and responsibilities as a Chairperson/Member of a Board Committee.	4.40	
2.2	Is updated on developments regarding the programs and projects of the Board Committee.	4.56	
2.3	Has working knowledge of the statutory and regulatory requirements affecting the Charter of the Board Committee.	4.64	
2.4	Actively participates in Board Committee discussions and deliberations.	4.40	
2.5	When absent from meetings, acquires information from what had been discussed to stay informed.	4.44	
2.6	Contributes to strategy formulation by proposing policies and suggesting corresponding initiatives.	4.44	
2.7	Is involved in the oversight of strategy execution with particular efforts in its monitoring and assessment.	4.48	
3. Teamwork and Communication			4.58
3.1	Actively establishes and maintains good personal relations with co-members of the Board Committee and management representatives.	4.60	
3.2	Handles work conflict positively and constructively.	4.56	
3.3	Listen attentively to the contribution of others.	4.52	
3.4	Explores differences of opinion in a positive way.	4.64	
3.5	Maintains objectivity in the face of difficult decisions.	4.60	
4. Conduct/Behavior			4.63
4.1	Acts in a manner characterized by transparency, accountability, integrity and fairness.	4.60	
4.2	Ensures the confidentiality of business information acquired by reason of my position as Chairperson of the Committee.	4.60	
4.3	Treats others within the Committee with courtesy and respect.	4.68	
5. Committee Management			3.20
5.1	Manages Board Committee meetings effectively and promote/solicit participation among members thereof.	3.00	
5.2	Manages the agenda of the Board Committee meetings taking into consideration the relevant and appropriate issues concerning the SSS.	3.00	
5.3	Establishes harmonious relationship with the members of the Board Committee and management representatives.	3.60	
5.4	Ensures the quality, quantity, and timeliness of the information being disseminated to the members of the Board Committee.	3.20	
5.5	Engages the participation of all members of the Board Committee, particularly in getting them to contribute to strategy formulation and oversight of strategy execution.	3.20	

➤ Investments Oversight Committee

Questions		Average Rating	Average by Category
1. Knowledge and Personal Development			4.66
1.1	Understands the duties and responsibilities as a Chairperson/Member of a Board Committee.	4.83	
1.2	Willingness to participate in director development activities (e.g. seminars, trainings, etc.)	4.50	
1.3	Is open to feedback about his/her performance.	4.64	
2. Preparedness and Participation			4.52
2.1	Devotes sufficient time and attention to properly discharge and effectively perform his/her duties and responsibilities as a Chairperson/Member of a Board Committee.	4.50	

2.2	Is updated on developments regarding the programs and projects of the Board Committee.	4.50	
2.3	Has working knowledge of the statutory and regulatory requirements affecting the Charter of the Board Committee.	4.53	
2.4	Actively participates in Board Committee discussions and deliberations.	4.56	
2.5	When absent from meetings, acquires information from what had been discussed to stay informed.	4.44	
2.6	Contributes to strategy formulation by proposing policies and suggesting corresponding initiatives.	4.64	
2.7	Is involved in the oversight of strategy execution with particular efforts in its monitoring and assessment.	4.44	
3. Teamwork and Communication			4.68
3.1	Actively establishes and maintains good personal relations with co-members of the Board Committee and management representatives.	4.75	
3.2	Handles work conflict positively and constructively.	4.78	
3.3	Listen attentively to the contribution of others.	4.53	
3.4	Explores differences of opinion in a positive way.	4.69	
3.5	Maintains objectively in the face of difficult decisions.	4.64	
4. Conduct/Behavior			4.71
4.1	Acts in a manner characterized by transparency, accountability, integrity and fairness.	4.72	
4.2	Ensures the confidentiality of business information acquired by reason of my position as Chairperson of the Committee.	4.64	
4.3	Treats others within the Committee with courtesy and respect.	4.78	
5. Committee Management			4.70
5.1	Manages Board Committee meetings effectively and promote/solicit participation among members thereof.	4.67	
5.2	Manages the agenda of the Board Committee meetings taking into consideration the relevant and appropriate issues concerning the SSS.	4.67	
5.3	Establishes harmonious relationship with the members of the Board Committee and management representatives.	4.83	
5.4	Ensures the quality, quantity, and timeliness of the information being disseminated to the members of the Board Committee.	4.83	
5.5	Engages the participation of all members of the Board Committee, particularly in getting them to contribute to strategy formulation and oversight of strategy execution.	4.50	

➤ Risk Management and Actuary Oversight Committee

Questions		Average Rating	Average by Category
1. Knowledge and Personal Development			4.99
1.1	Understands the duties and responsibilities as a Chairperson/Member of a Board Committee	4.96	
1.2	Willingness to participate in director development activities (e.g. seminars, trainings, etc.)	5.00	
1.3	Is open to feedback about his/her performance	5.00	
2. Preparedness and Participation			4.93
2.1	Devotes sufficient time and attention to properly discharge and effectively perform his/her duties and responsibilities as a Chairperson/Member of a Board Committee	4.92	
2.2	Is updated on developments regarding the programs and projects of the Board Committee	4.84	
2.3	Has working knowledge of the statutory and regulatory requirements affecting the Charter of the Board Committee.	4.84	
2.4	Actively participates in Board Committee discussions and deliberations	5.00	
2.5	When absent from meetings, acquires information from what had been discussed to stay informed	5.00	
2.6	Contributes to strategy formulation by proposing policies and suggesting corresponding initiatives	4.96	
2.7	Is involved in the oversight of strategy execution with particular efforts in its monitoring and assessment	4.92	
3. Teamwork and Communication			4.98
3.1	Actively establishes and maintains good personal relations with co-members of the Board Committee and management representatives	4.96	
3.2	Handles work conflict positively and constructively	4.92	
3.3	Listen attentively to the contribution of others	5.00	
3.4	Explores differences of opinion in a positive way	5.00	
3.5	Maintains objectively in the face of difficult decisions	5.00	
4. Conduct/Behavior			4.96

4.1	Acts in a manner characterized by transparency, accountability, integrity and fairness	5.00	
4.2	Ensures the confidentiality of business information acquired by reason of my position as Chairperson of the Committee	4.88	
4.3	Treats others within the Committee with courtesy and respect	5.00	
5. Committee Management			4.92
5.1	Manages Board Committee meetings effectively and promote/solicit participation among members thereof	4.80	
5.2	Manages the agenda of the Board Committee meetings taking into consideration the relevant and appropriate issues concerning the SSS	5.00	
5.3	Establishes harmonious relationship with the members of the Board Committee and management representatives	5.00	
5.4	Ensures the quality, quantity, and timeliness of the information being disseminated to the members of the Board Committee	4.80	
5.5	Engages the participation of all members of the Board Committee, particularly in getting them to contribute to strategy formulation and oversight of strategy execution	5.00	