



Employee Relations Programs

FY 2025

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 initiative of the HRMG, this program was designed to extend meaningful support to SSS employees and non-SSS personnel who were affected by the series of calamities and disasters that happened consequently in the 2nd semester of 2025.

Through the generosity and collective efforts of contributors, the initiative raised a remarkable amount of assistance, bringing relief and hope to 216 SSS employees and 142 non-SSS personnel.



Volunteer Program and Activities

The SSS Volunteer Program encourages employees to experience the true meaning of volunteerism. The following were conducted last 2025:

- Blood Donation Activities

Veterans Memorial Medical Center with 104 qualified donors

Philippine Red Cross with 288 qualified donors

- Tree Planting Activity with 272 employee-participants systemwide

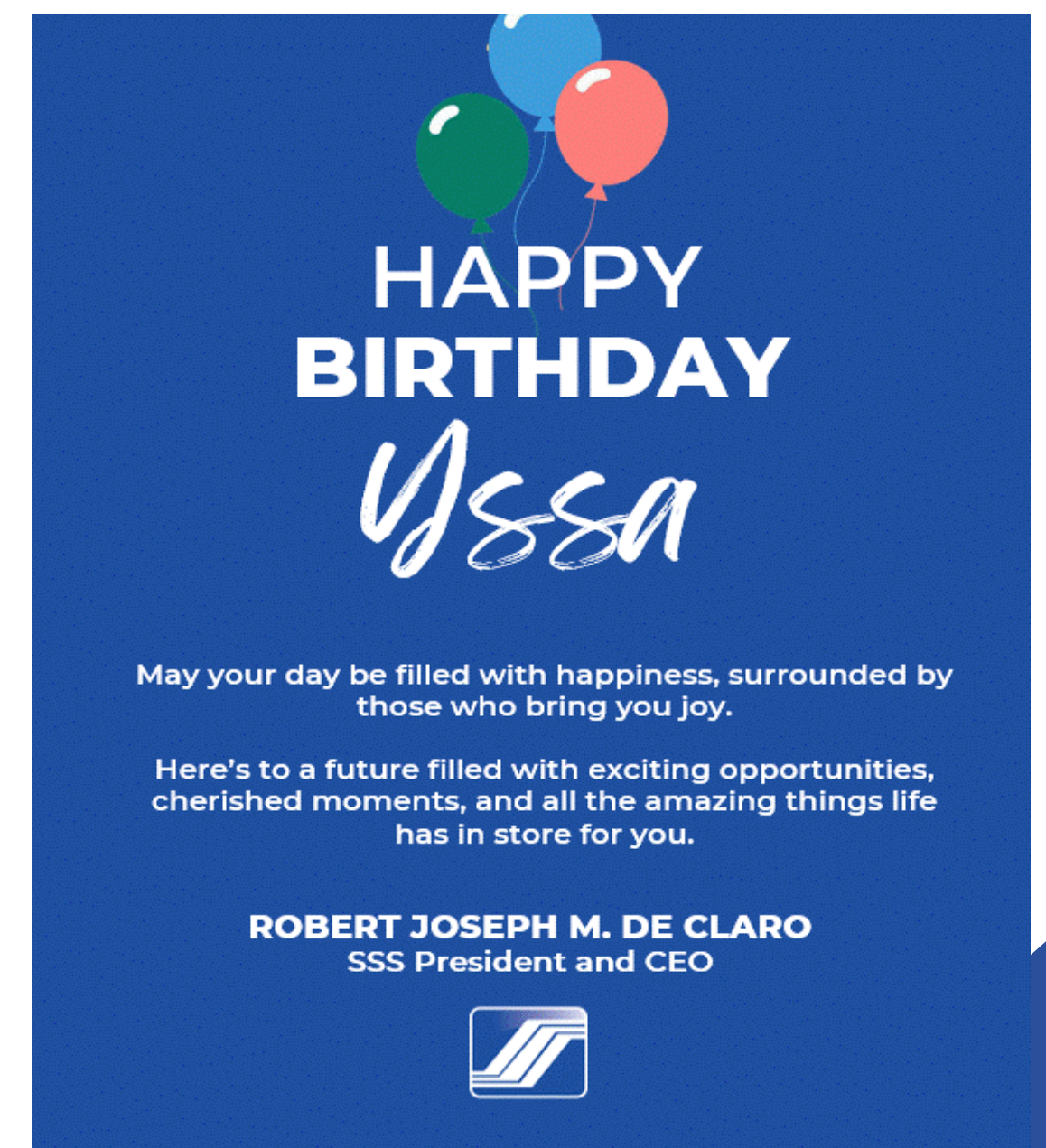
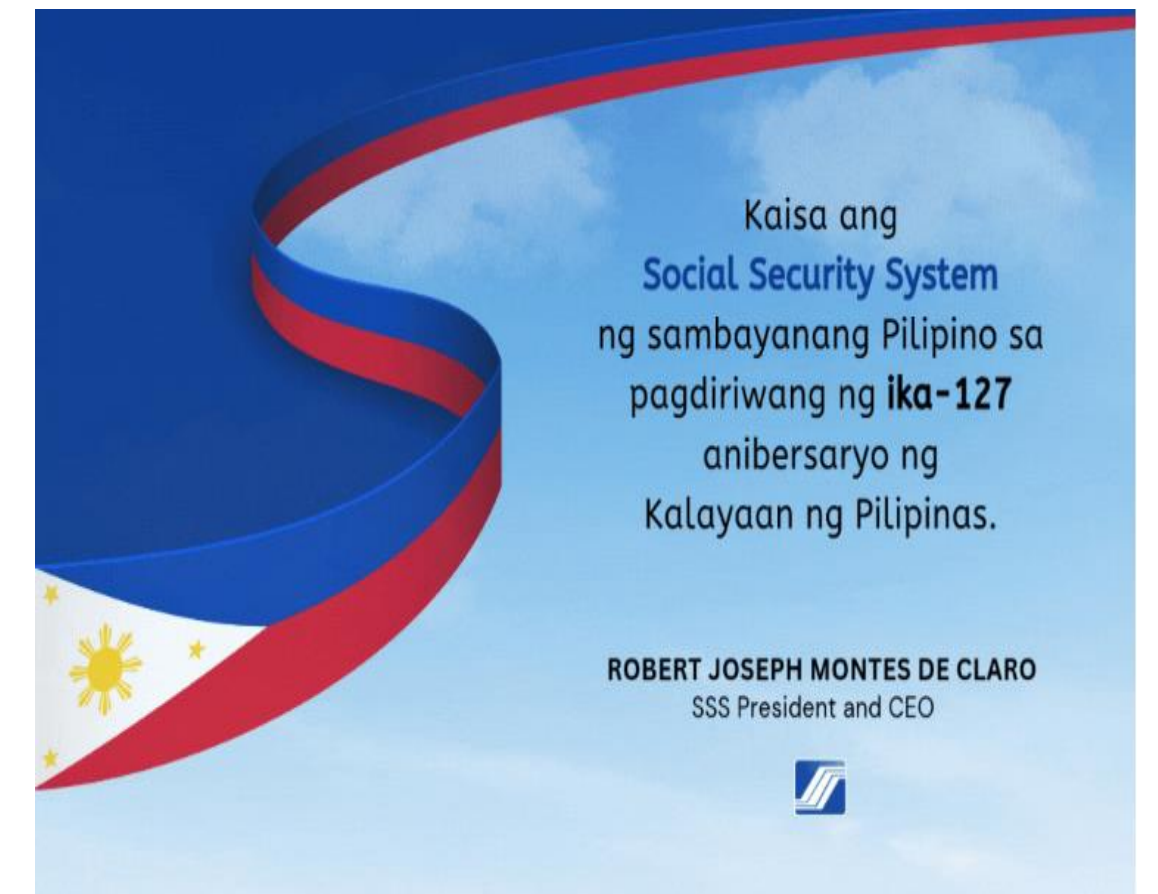
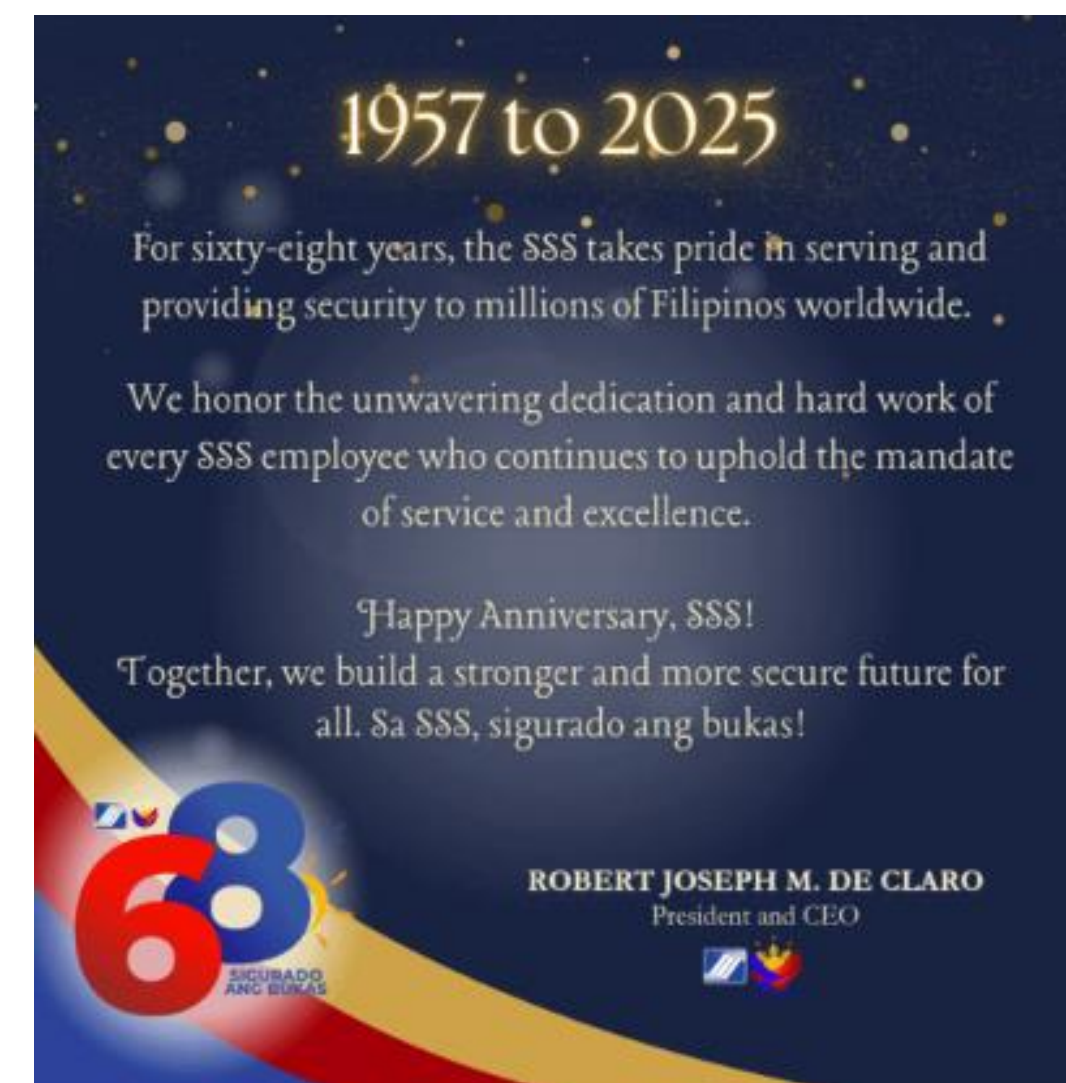
- Request for Blood Assistance – **13** employees assisted

- PRC Membership - 310 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 Program

The HR CAREavan Program is a continuation of the Visits in the Branches, focusing 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 support they need. The HR CAREavan Helpline was introduced as the online counterpart of the personal consultations during the afternoon session.

For 2025, the HR Team visited the following Divisions in the Branch Operations Sector:

- Mindanao South 1 Division – April 29, 2025
- Luzon South 1 Division – May 8, 2025
- Visayas Central 1 Division – May 15, 2025
- NCR West Division – May 30, 2025



Recognizing Individual Success and Excellence (RISE) Program

The Recognizing Individual Success and Excellence (RISE) Program formally acknowledges the career advancement of Social Security System (SSS) officials and employees. This half-day activity provided a venue to recognize and celebrate the employees who demonstrated outstanding performance and have moved to higher ranks by bringing them together with the SSS senior officials.

For the 2025, the RISE Program was conducted in 2 batches, 29 July and 22 November, at the Ramon Magsaysay Hall, SSS Main Office.



HR Connect & Resolve (CoRe) Online

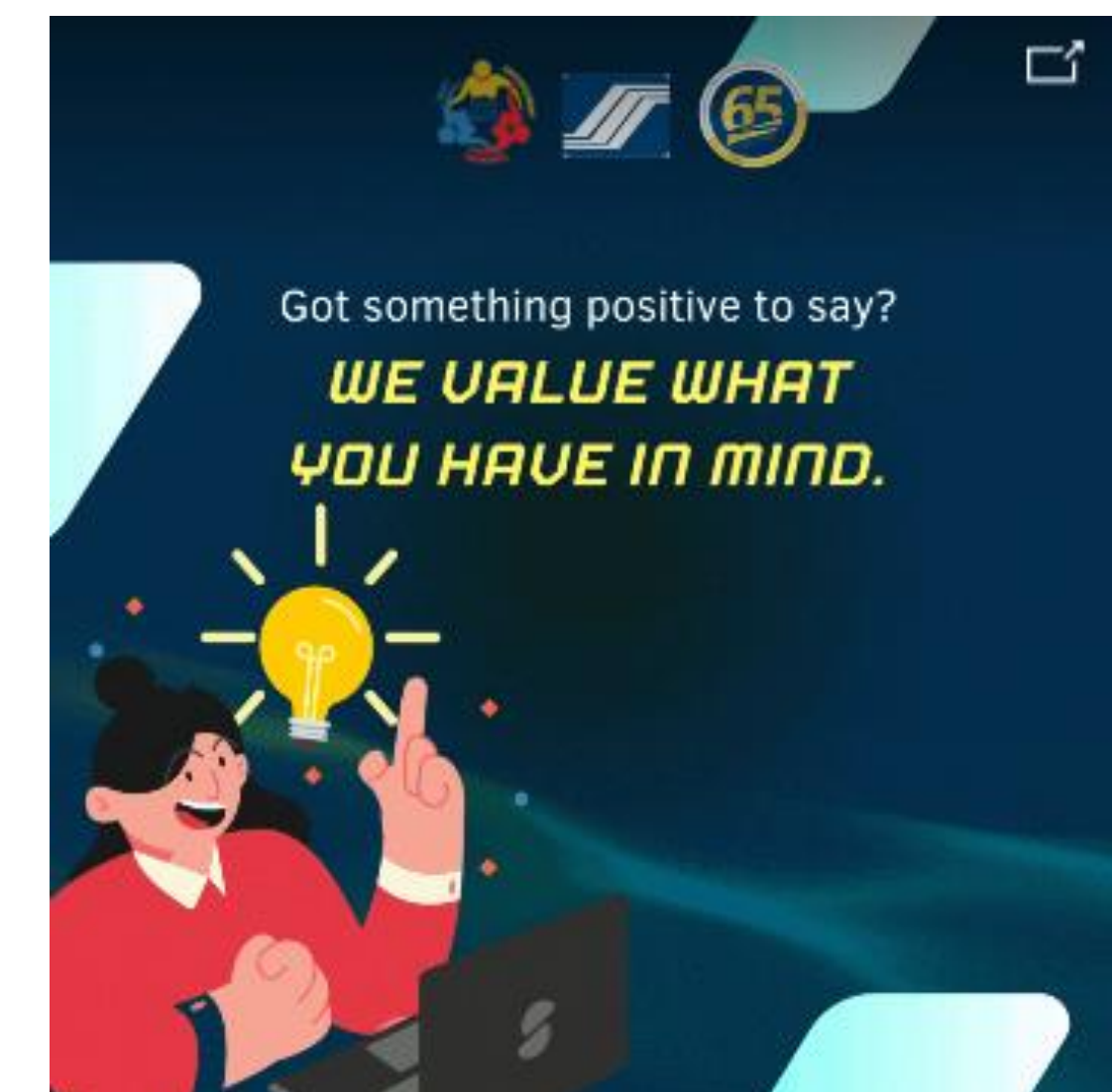
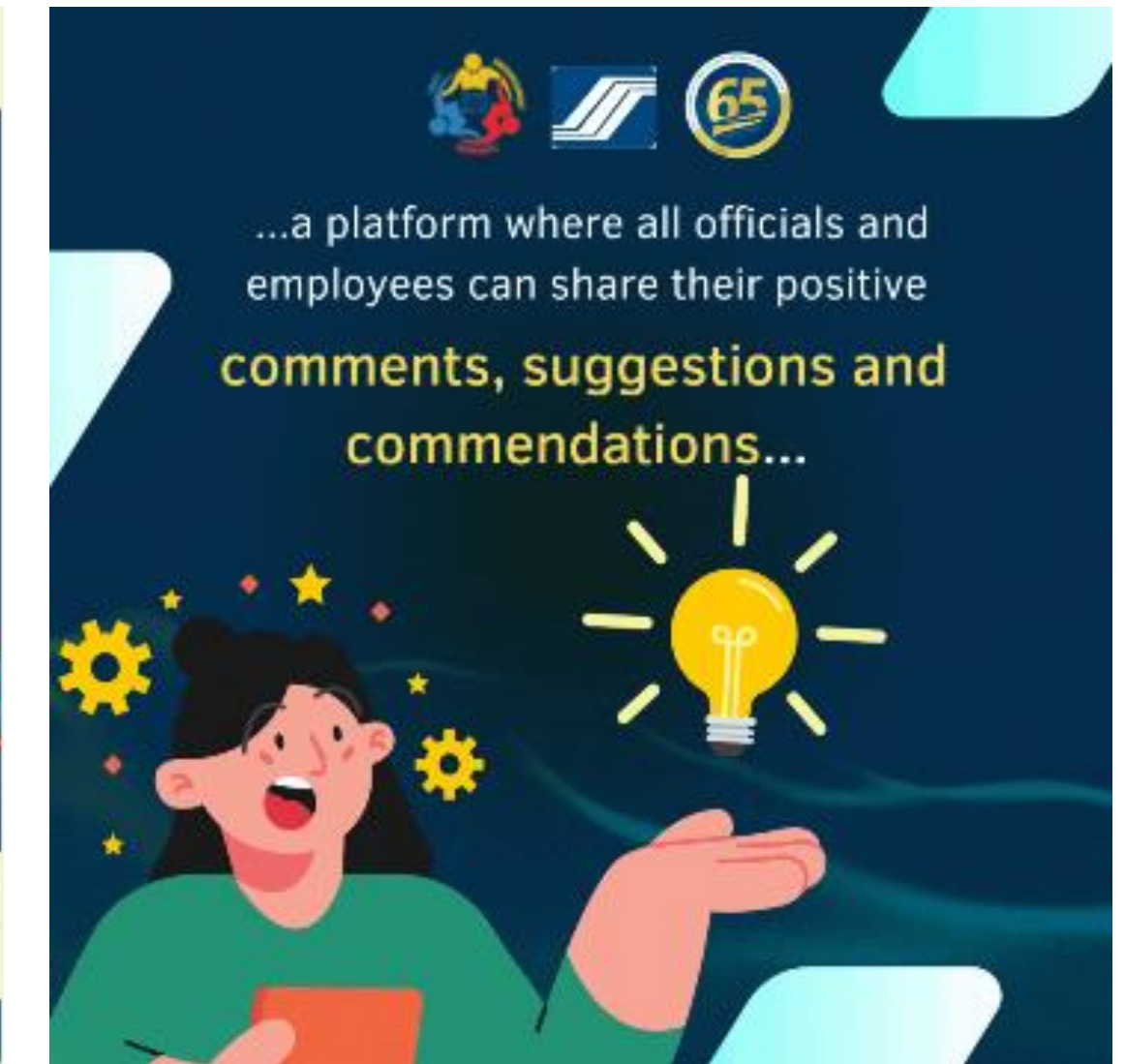
The HR Connect & Resolve (CoRe) Online is a new employee experience program that is designed to address personal concerns, provide human resource services, consultations, and counselling with the representatives of each HR Department through an online platform.

It is an initiative to further digitalize one of the processes of HR of providing efficient communication channels for all employees.



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
"Overcoming Setbacks and Building Resilience"

“Lagi po nating tandaan na ang pagsubok ay pansamantala lamang. Huwag po tayong susuko. Isipin natin na ito ay oportunidad na may matututunan tayo.”

MARILOU CONSTANCIA A. LIBRES
SOCIAL SECURITY OFFICER IV
ORGANIZATIONAL PLANNING AND STAFFING DEPARTMENT
2024 BEST SUPERVISOR-INVESTMENTS SECTOR AND UNITS UNDER SSC & OPCEO

Flag Raising Ceremony
17 February 2025

HUB
CLICK TO WATCH

The banner features a white portrait of Marilou Constancia A. Libres on the right. The background is decorated with blue and green geometric shapes and a white grid pattern. At the top, it includes the SSS logo and a '67 Years' anniversary mark. A central green box contains a quote in Tagalog. Below the quote is a blue button with a play icon and the text 'CLICK TO WATCH'. The event details are listed at the bottom right.



KICKSTARTSSS
"Growth Mindset and Lifelong Learning"

“Your journey is not about reaching some final, perfect destination. It's about recognizing that every single day is an opportunity for a new lesson, a new skill, and a new perspective..”

GARY I. BERNALES
Department Manager III
Valuation Services Department

Flag Raising Ceremony
17 November 2025

HUB
CLICK HERE

The banner features a white portrait of Gary I. Bernales on the right. The background is decorated with blue and green geometric shapes and a white grid pattern. At the top, it includes the SSS logo and a '68 Years' anniversary mark. A central green box contains a quote in English. Below the quote is a blue button with a play icon and the text 'CLICK HERE'. The event details are listed at the bottom right.

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.

SharePoint Search this site

SSS EMPLOYEE HUB

Today 10:39 AM Thursday, Mar 12, 2026

DAILY TIME ATTENDANCE

WHAT'S NEW

National Women's Month Celebration

EMPLOYEE DEVELOPMENT & ENGAGEMENT PORTALS

SSS ACADEMY CAREER DEVELOPMENT AND EXPERIENCE EMPLOYEE RELATIONS

EMPLOYEE WELLNESS PERFORMANCE MANAGEMENT REWARDS & RECOGNITION

DAY CARE CENTER FLAG RAISING CEREMONY POWER

ESSENTIAL LINKS

Employee Portal Provident Fund Intranet

ADMIN ADVISORY NO. 2026-003 ENERGY CONSERVATION

HR ADVISORY NO. E2026-10 FLEXIBLE WORK ARRANGEMENT

HR ADVISORY NO. E2026-09 REMINDER ON SUBMISSION OF 2025 STATEMENT OF...

Create an event

Month 01 Title of event Tuesday 12:00 AM - 1:00 PM

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TRAINING CALENDAR

WEEK Gender Equality Inclusive Society

TRIBUTE WALL

PCEO CORNER

FLAG CEREMONY ASSETS

SSS CORPORATE REFRESH BRANDING ESSENTIALS

iCare Healthcare Program Benefits

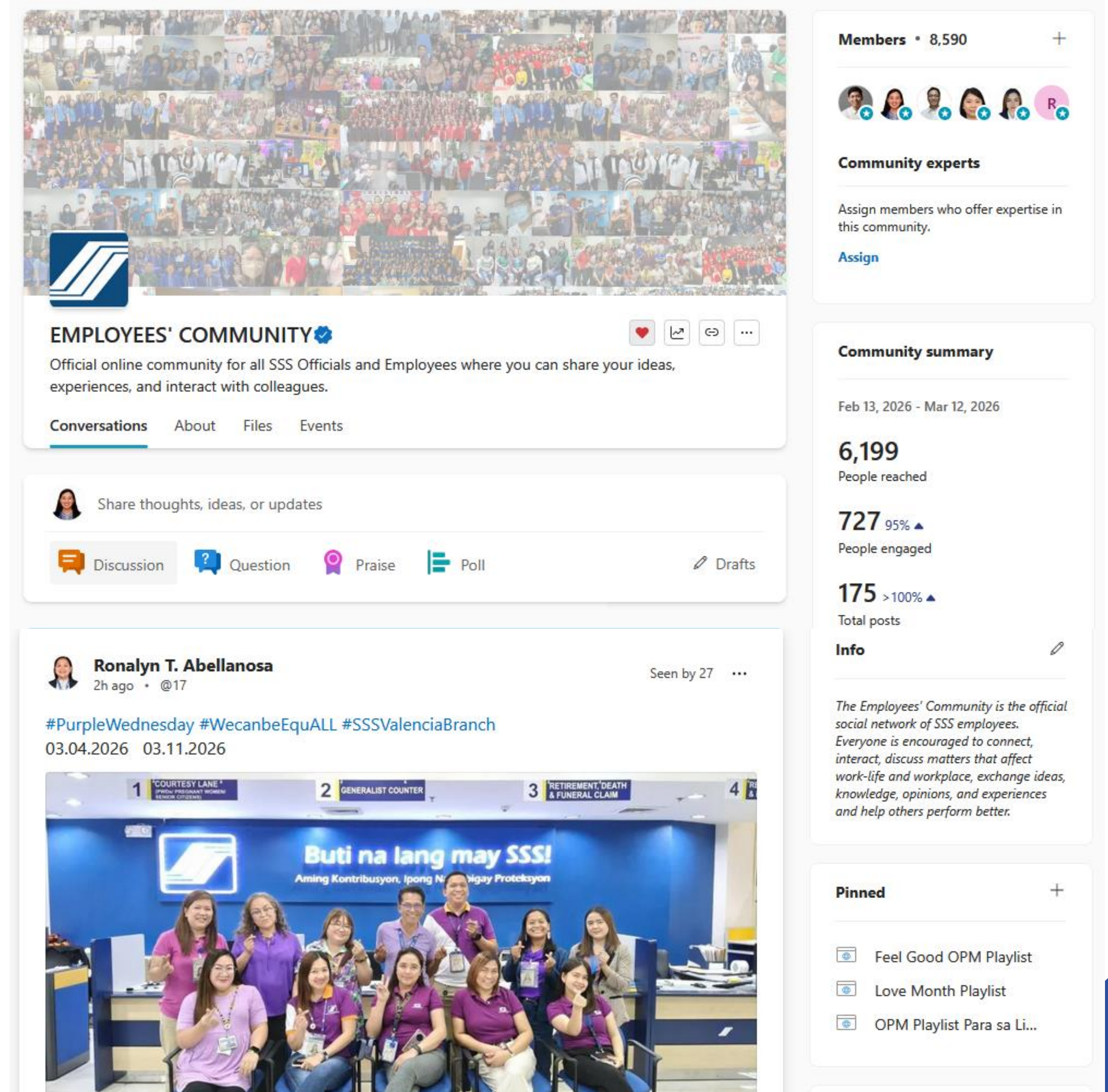
TET CORNER

KUDOS! 2025

HAPPY RETIREMENT!

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 Facebook page for the 'EMPLOYEES' COMMUNITY'. The page header shows 8,590 members and a large group photo of many employees. Below the header, the community description reads: 'Official online community for all SSS Officials and Employees where you can share your ideas, experiences, and interact with colleagues.' Navigation tabs for 'Conversations', 'About', 'Files', and 'Events' are visible. A post by Ronalyn T. Abellanosa is shown, dated 2h ago, with the caption: '#PurpleWednesday #WecanbeEquALL #SSSValeciaBranch 03.04.2026 03.11.2026'. The post features a group photo of employees in purple shirts in an office setting with a sign that says 'Buti na lang may SSS! Aming Kontribusyon, Ipong Nagkakaisang Pagpapaligay Proteksyon'. To the right of the post, a 'Community summary' box provides statistics: 6,199 people reached, 727 people engaged (95% increase), and 175 total posts (>100% increase). Below the summary, a 'Pinned' section lists three playlists: 'Feel Good OPM Playlist', 'Love Month Playlist', and 'OPM Playlist Para sa Li...'. The 'Info' section contains a description: '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.'



MYSSSPH



PHLSSS