



THE EMPLOYEES' COMPENSATION COMMISSION (ECC)

THE ECC. The Employees' Compensation Commission (ECC) was created in November 1, 1974 by virtue of Presidential Decree (PD) 442 or the Labor Code of the Philippines and became fully operational with the issuance of PD No. 626 which took effect on January 1, 1975. ECC is a quasi-judicial corporate entity created to implement the Employees' Compensation Program (ECP) that provides a package of benefits for public and private sector employees and their dependents in the event of work-connected contingencies such as sickness, injury, disability or death. As implementor of the ECP, ECC is mandated by law to provide meaningful and appropriate compensation to workers and its main functions are:

- To formulate policies and guidelines for the improvement of the ECP;
- To review and decide on appeal EC claims disapproved by the Systems (SSS and GSIS); and
- To initiate policies and programs toward adequate occupational health and safety and accident prevention in the working environment.

The ECC is attached to the Department of Labor and Employment (DOLE) for policy and program coordination. As such, the Secretary of Labor and Employment chairs the seven-member Commission composed of the heads of the Social Security System (SSS) and the Government Service Insurance System (GSIS), the Chairperson of the Philippine Health Insurance Corporation (PhilHealth), and the ECC Executive Director, all ex-officio members, and two members representing the employers' and employees' sectors appointed by the President of the Philippines.

THE POWERS AND FUNCTIONS OF THE COMMISSION. Article 177 of P.D. 626, as amended, states the twelve (12) powers and duties of the Commission as follows:

1. To assess and fix the rate of contribution from all employers;
2. To determine the rate of contribution payable by an employer whose records show a high frequency of work accidents or occupational diseases due to failure by the said employer to observe adequate safety measures;
3. To approve rules and regulations governing the processing of claims and the settlement of disputes arising therefrom as prescribed by the System;
4. To initiate policies and programs toward adequate occupational health and safety and accident prevention in the working environment, rehabilitation and other related programs and activities;
5. To make the necessary actuarial studies and calculations concerning the grant of constant help and income benefits for permanent disability or death, and the rationalization of the benefits for permanent disability and death and to upgrade benefits and add new ones subject to the approval of the President, provided such increases in benefits shall not require any increases in contribution;
6. To appoint the personnel of its staff, subject to the Civil Service law and rules;
7. To adopt annually a budget of expenditures of the Commission and its staff chargeable against the SIF; Provided, that the SSS and the GSIS shall advance on a quarterly basis the remittances of allotment of the loading fund for the Commission's operational expenses based on its annual budget as duly approved by the DBM;
8. To have the power to administer oath and affirmation, and to issue subpoena duces tecum in connection with any question or issue arising from appealed cases;
9. To sue and be sued;
10. To acquire property, real or personal, which may be necessary or expedient for the attainment of the purposes of the law;
11. To enter into agreements or contracts for such services or aids as may be needed for the proper, efficient and stable administration of the program; and
12. To perform such other acts as it may deem appropriate for the attainment of the purposes of the Commission.

COVERAGE. The ECP covers only the formal sector workers, specifically the paying members of the Social Security System (SSS) and the Government Service Insurance System (GSIS) as well as the members of the Judiciary, Philippine National Police, Armed Forces of the Philippines and Bureau of Jail Management and Penitentiary. Also covered are Filipino seafarers compulsorily covered under the SSS. Land-based contract workers are only subject to coverage under the ECP if their employer, natural or juridical, is engaged in any trade, industry or business undertakings in the Philippines.

BENEFITS. The compensation which a claimant may receive for a work-connected injury, sickness, disability or death are in the following forms:

- ◆ Cash Income Benefit - for disability or death;
- ◆ Medical and related services - for injury or sickness; and
- ◆ Rehabilitation services (in addition to monthly cash income benefit) for permanent disability.

To be more specific, the benefits given to the employee or his dependents are in the form of:

- ◆ Daily cash income benefit for temporary total disability (TTD);
- ◆ Monthly cash income benefit for permanent total disability (PTD) on a lifetime basis;
- ◆ Monthly cash income benefit for permanent partial disability (PPD);
- ◆ Monthly cash income benefit for death, also on lifetime basis, except for benefit paid to secondary beneficiaries, which is a monthly pension not to exceed 60 months but not less than fifteen thousand pesos (₱15,000.00);
- ◆ Medical services, appliances and supplies for injury or sickness;
- ◆ Rehabilitation services for permanent disability; and
- ◆ Carer's allowance for permanent disability.

PROGRAM IMPLEMENTATION AND FUND ADMINISTRATION. ECP implementation is the responsibility of three agencies, namely: the ECC, for policy and program coordination as well as appealed case disposition, and the two Systems, the Social Security System (SSS) and the Government Service Insurance System (GSIS), for program administration for the private and public sector, respectively, including the administration of the State Insurance Fund (SIF). The acceptance and processing of the employees' EC claims are done by the Systems. They are also responsible for the determination and payment of all the benefits the claimants are entitled to. Consequently, the Systems are responsible for the management of the funds collected from employers which are pooled to form the SIF. Decisions of the Systems on the claims of employees are appealable to the ECC. In 1987, a special office was established within the ECC to handle the special concern of occupational health and safety. This office is called the Occupational Safety and Health Center or the OSHC.

THE STATE INSURANCE FUND (SIF). Under the ECP, the employer is no longer responsible for the payment of the employee's EC claims. Rather, the employer is required to pay a fixed regular monthly contribution of not more than one percent (1%) of the worker's basic salary to a special fund called the **State Insurance Fund** or **SIF**. The Fund is administered by the SSS for the private employers' contributions and by the GSIS for the government offices' contributions. Presently, the rate of employers' contribution is set at ₱10.00 to ₱30.00/worker/month for the private sector and ₱100.00/worker/month for the public sector. The employers' contributions are pooled into the SIF and invested for earning purposes. From the investment earnings of the Funds are drawn the payments for all employees' compensation claims. Also, the operating funds of the ECC, the Occupational Safety and Health Center (OSHC) and the Employees' Compensation Program operations of both the GSIS and the SSS are sourced from the SIF. The law, however, puts a limit as to how much of the annual investment earnings and contributions to the SIF can be used for operations. At present, this is pegged at 12% of investment earnings and contributions or the loading fund.

ECC VISION:

A nationally-acclaimed institution in social security promotion that is in full control of the Employees' Compensation Program, managing a sound, strong and wisely invested State Insurance Fund and delivering promptly, effectively and efficiently to the Filipino worker a comprehensive package of services and benefits for work-connected contingencies through pro-active, humane and dynamic policies, programs and activities.

ECC MISSION:

The ECC champions the welfare of the Filipino worker. Its mission is to:

- ◆ Build and sustain among employees and employers a culture of safety and healthful environment in the workplace;
- ◆ Ensure at all times that workers are informed of their rights, benefits and privileges under the Employees' Compensation Program (ECP);
- ◆ Develop and implement innovative policies, programs and projects that meet the needs of workers with work-connected contingencies;
- ◆ Promptly and fairly resolve all cases brought before it;
- ◆ Restore dignity and self-esteem among occupationally disabled workers; and
- ◆ Safeguard the integrity of the State Insurance Fund.

ECC STRATEGIC MISSION:

- ◆ To prevent the occurrence of work-connected contingencies among workers; and
- ◆ To promptly provide workers and their dependents with meaningful benefits and other curative and rehabilitative services in the event of work-connected contingencies.

ECC CORPORATE VALUES STATEMENTS:

We at the ECC are God-loving, dedicated and steadfast professionals and public servants.

We stand for transparency, efficiency and effectiveness in our office operations.

We deal with our clients and other publics with utmost courtesy, patience and compassion.

We deliver excellent services promptly and fairly to all.

Most of all, we are honest, industrious and committed to our work and to the Filipino worker.

ORGANIZATIONAL PROFILE:

The ECC has two main functional bodies, the Commission Proper and the Secretariat.

The Commission Proper

The Employees' Compensation Commission is composed of seven (7) members, five of whom are ex-officio and two who are appointed by the President for a term of six years. The Commission is composed of:

- ▶ The Secretary of Labor and Employment as Chairman;
- ▶ The SSS President and Chief Executive Officer;
- ▶ The GSIS President and General Manager;
- ▶ The Chairperson of the Philippine Health Insurance Corporation;
- ▶ The Executive Director of the ECC;
- ▶ The Employees' Representative; and
- ▶ The Employers' Representative.

The ECC Secretariat

The ECC Secretariat is headed by an Executive Director assisted by a Deputy Executive Director and are appointed by the President. It has six (6) operating Divisions, namely:

- ▶ Appeals Division;
- ▶ Work Contingency Prevention and Rehabilitation Division;
- ▶ Information and Public Assistance Division;
- ▶ Policy, Programs and Systems Management Division;
- ▶ Finance Division; and
- ▶ Administrative Division.

Appeals Division (AD)

The Appeals Division is task to provide speedy evaluation and adjudication of EC appealed cases. It acts as legal counsel for the ECC and formulates and recommends policies and guidelines in the handling and disposition of appealed cases and other legal or medical matters affecting ECC. It participates in setting guidelines and review of prescribed standard, rules, regulations and existing legislations for a more effective

and speedy delivery of EC benefits. It undertakes studies for the improvement of the provisions of the Labor Code on Employees' Compensation and State Insurance Fund (SIF) and other studies on legal/medical matters to keep management abreast of the latest laws, rules, legal decisions and other judicial developments affecting the agency.

Work Contingency Prevention and Rehabilitation Division (WCPRD)

The Work Contingency Prevention and Rehabilitation Division develops and implements programs and services that will promote the prevention of work-related contingencies, the sustenance of safe and healthy work environment, the restoration of the dignity and self-esteem of Persons with Work-Related Disability (PWRDs), maintenance of proactive approaches in assisting workers and their families in the event of work-related contingencies.

Information and Public Assistance Division (IPAD)

The Information and Public Assistance Division is task to strategize and implement a comprehensive communication and information program and prepare and develop materials for information dissemination. It coordinates with print, radio and television facilities in the publication and broadcast of ECC materials and programs. It provides assistance to claimants in connection to claims for compensation benefits. It also conducts various seminars and workshops on employees' compensation and the sustenance of safe and healthy work environment.

Policy, Programs and Systems Management Division (PPSMD)

The Policy, Programs and Systems Management Division (PPSMD) is responsible for providing the agency with timely, accurate and relevant services relative to the conduct of researches/studies on ECP in aid of policy formulation and decision-making. It is tasked to initiate planning and programming agency programs, projects and activities, develop new ones, and monitor performance. It also provides the agency with effective and efficient information and communication technology (ICT) services such as development and management of information systems, maintenance of ECC website, enhancement of network systems and infrastructure, upgrading of existing ICT resources, and ICT trainings. It is also in-charge in the implementation of Quality Management System to continually improve the services and meet the needs of its customers and other stakeholders as well as implementation of ECC's gender and development (GAD) plan which is in support of the government's advocacy in mainstreaming of GAD in all government programs and projects.

Finance Division (FD)

The Finance Division's (FD) major thrust is the effective management of the agency's financial transactions, the periodic preparation of various financial reports including annual budget in accordance with the financial plan.

Administrative Division (Admin)

The Administrative Division's is the division in-charge on the provision of the necessary administrative services like human resource management, records, supply and building administration.

ECC ORGANIZATIONAL STRUCTURE

