

NATIONAL CONCILIATION AND MEDIATION BOARD
Department of Labor and Employment

2022 HIGHLIGHTS OF ACCOMPLISHMENTS

The Department through the National Conciliation and Mediation Board has sustained its vital role in maintaining industrial peace across the country by ensuring operative and productive partnerships among workers and employers which are vital in fostering an investment-friendly environment. Through labor-management cooperation and other similar mechanisms, the workers utilize their talent in the most effective use benefitting not only their respective companies but the country as well.

The Board continues to adhere to its mission in sustaining harmonious labor and management relations in the workplace. The Board continuously endeavored in mainstreaming the alternative dispute resolution approaches, promoting bi-partite mechanisms and providing prompt responses to all labor-management disputes with fairness. Time and again, the NCMB is proving its worth as an indispensable component in the maintenance of industrial peace in the country.

The year 2022 saw the easing of restrictions from the pandemic which signaled the opening of the economy, ushering the stream of activity in the industrial front. Confronting the unusual challenges of the “new normal”, the Board went beyond and above what was expected of it and has remained steadfast in attaining its goals and initiatives toward continuous improvement of systems and procedures.

With immense pride of how individually and collectively the men and women of the Board responded, here are the highlights of accomplishments for the year 2022.

LABOR MANAGEMENT PARTNERSHIP AND EMPOWERMENT PROGRAM

A. WORKPLACE COOPERATION AND PARTNERSHIP

Workers’ participation is a major factor in the efficiency and success of enterprises. Additionally, it is a basic ingredient of workplace innovation, allowing companies to fully maximize workers’ capabilities and knowledge of production processes to accomplish organizational goals while at the same time enhancing mutual trust and respect through information sharing, discussion, consultation, and negotiations. This right of workers is manifested through the establishment of Labor-Management Cooperation programs in the workplace.

LMCs have reduced the rate of grievances, speed up the resolution of issues between the parties and facilitated better communication processes such that the benefits and welfare of workers were improved. The LMC program has significantly contributed in reducing incidences of Unfair Labor Practice (ULP) and Bargaining Deadlock (BD) cases. The strengthened workplace relations created a positive impact in sustaining industrial peace in the country with the help of our Conciliator-Mediators and LMC facilitators in the regional branches working closely in attending to issues faced by employees.

In 2022, the Board, through its 16 RCMBs, facilitated a total of **310** LMCs, **37** or **12%** of which are from the organized and **273** or **88%** are from the unorganized companies. About **232 (75%)** LMCs facilitated are from the small and medium enterprises (SMEs), and **71 (23%)** LMCs are from the large enterprises.

As of December 2022, there were about **4,858** existing LMCs (**1,612** in organized and **3,246** in unorganized companies) in **4,650** companies nationwide. As to the employment size, **2,295** are Small; **895** are Medium; and **1,460** are Large establishments. These plant-level mechanisms continue to benefit workers and companies in terms of best management practices, improved productivity, open communication lines, improved corporate social responsibility, and fewer incidence of labor disputes.

In terms of sustaining the LMC mechanism, the Board, through its RCMBs, conducted various online plant-level and area-wide enhancement activities to existing LMCs, participated in by about **10,019** labor and management representatives, **48% (4,769)** of which are male, and **52% (5,250)** are female. As of December 2022, **2,172** existing LMCs are enhanced, wherein **746** LMCs are from the organized, and **1,426** LMCs are from the unorganized companies nationwide.

Of the total **310** newly facilitated LMCs, **149** LMCs are facilitated through the Convergence Program, of which:

- **40** LMCs in companies with existing productivity programs;
- 139** LMCs in companies with existing occupational safety and health (OSH) programs; and
- 27** LMCs in companies with existing family welfare programs (FWP).

Further, through the Convergence Program, about **1,158** existing LMCs were enhanced through the interventions of the different DOLE offices, to wit:

872 LMCs enhanced on productivity programs through the intervention of the National Wages and Productivity Commission (NWPC) or its Regional Tripartite Wages and Productivity Boards (RTWPBs);

664 LMCs enhanced on OSH and employees' compensation (EC) programs through the intervention of Occupational Safety and Health Center (OSHC) or its Regional Extension Units (OSHC-REUs) and Employees Compensation Commission (ECC); and

643 LMCs were enhanced on FWP through the intervention of the Bureau of Workers with Special Concerns (BWSC), through the DOLE-Regional Offices. The prevention or resolution of workplace conflicts through the LMC has been instrumental in the maintenance of industrial peace throughout the country, aside from the numerous benefits leading towards productivity and economic growth, as a whole.

- Out of the **4,650** companies with LMCs in 2022, **142 (3.05%)** have filed labor cases with NCMB. This indirectly implies that **96.95% or 4,508** companies are dispute-free or with an effective bipartite mechanism such as LMC to either prevent or resolve workplace conflict/issues.

On the Board's contribution to the strategies of the new DOLE administration, the following were accomplished, through the RCMBs, from August to December 2022:

- Reached **1,545** companies (**1,123** unorganized, **422** organized) in convergence with DOLE and other agencies and provided with webinars/seminars on topics focusing on new wage orders, wage distortions and other relevant topics; (**582** were pre-facilitated; **4** new LMCs were facilitated; **959** LMCs were enhanced);
- Provided **674** companies (**408** unorganized, **266** organized) with webinars/seminars covering topics on work attitudes, values and ethics; (**164** were pre-facilitated; **24** new LMCs were facilitated; **486** LMCs were enhanced)
- Prioritized **473** companies (**422** unorganized, **51** organized) belonging to the specialized groups in the conduct of LMC activities (**232** companies were pre-facilitated, **14** LMCs facilitated, and **227** LMCs enhanced);
- Prioritized **156** companies with labor cases in the conduct of LMC activities (**100** companies were pre-facilitated, **7** LMCs facilitated, and **49** LMCs enhanced)

B. GRIEVANCE SETTLEMENT MACHINERY

Pursuant to the Board's utmost commitment to promote peaceful settlement of labor disputes, the Board remains resolute in facilitating the Grievance Machinery program. For FY 2022, the Board through its Regional Branches has facilitated the following accomplishments:

The NCMB conducts area-wide seminars and skills training on grievance handling, conflict management, and joint problem-solving processes to help labor and management settle workers' grievances at the shop floor.

For CY 2022, the Board operationalized 42 GMs in organized companies and institutionalized 269 GMs in unorganized companies. Also, the Board was able to enhance 2,127 GMs.

Of the 4,693 companies with Grievance Machineries nationwide, only 177 companies, or 3.77% on the average were involved in labor disputes.

The Board also reached out to a total of 3,438 companies in the pre-institutionalization activities, 130 in organized and 3,308 in unorganized companies.

The existence of functional GMs ready to process workplace grievances helped diminish the number of unresolved plant-level disputes.

As of December 2022, there are 5,019 active GMs nationwide.

II. LABOR DISPUTE SETTLED AND RESOLVED

A. CONCILIATION-MEDIATION

Conciliation-mediation continues to be one of the flagship programs of the Department in terms of providing immediate response to workers needing assistance to address their complaints, issues, and concerns on matters affecting terms and conditions of employment, especially during the time of the pandemic.

SINGLE ENTRY APPROACH (SENA)

In 2022, the NCMB received 3,126 new Requests for Assistance through the Single Entry Approach (SEnA) Program. The Board observed that the handled RFAs in 2022 decreased by 9% from the 3,436 handled RFAs in 2021. With 130 RFAs carried over from the previous year, the total cases handled by the Board are 3,256 during the period.

Out of the total cases handled, the Board disposed of 97% or 3,147 cases out of the 3,256 cases. Looking into the cases disposed of by the Board, 2,105 cases were amicably settled for a settlement rate of 65%.

On the average, settled RFAs take 10 days to reach settlement. This is one day faster from the 11 days average process cycle time in the previous year.

PREVENTIVE MEDIATION (PM)

The Board received **363** new preventive mediation cases in 2022 with **87,573** workers involved. For the period, the Board handled a total of **390** PM cases including the **27** pending cases in 2021.

Of the **363** total cases filed, **308** involved unfair labor practice. Deadlock in collective bargaining, mostly on economic issues, totaled to **42**, while **13** cases raised both ULP and BD.

The Board disposed of **97% or 377** cases of the **390** preventive mediation cases handled this year. The settlement rate was recorded at **91% or 353** cases.

NOTICES OF STRIKE/LOCKOUT (NS/L)

The Board docketed **136** new notices of strike/lockout during the said period with **29,505** workers involved. Of the **136** new cases filed, **82** raised the issue of unfair labor practice, **42** involved deadlocks in bargaining negotiations, and **12** had a combination

of both issues. Total notices of strike handled reached **162**, including the **26** carry-over cases from 2022.

The Board has disposed of **85% or 137** cases of the total **162** NS/L handled. Settlement rate, on the other hand, is at **75%** or equivalent to **122** cases.

ACTUAL STRIKE/LOCKOUT (AS/L)

The National Conciliation and Mediation Board effectively maintained a peaceful industrial relations climate towards job preservation as it continued to maintain the annual incidence of work stoppages within single digit level.

The Board was able to contain the number of strikes within its annual commitment of 6% of the total notices of strikes handled. Only **six (6)** work stoppages were declared involving **622** workers raising the issue of unfair labor practices (ULP). Of the six (6) strikes monitored, one (1) case was a wildcat strike and one (1) was declared as deemed not filed. The four (4) strikes (6 AS/L less 2 cases) comprise 2.47% of the 162 NS/L cases handled during the year.

Wildcat strikes are work stoppages that did not file the necessary Notice of Strike to the NCMB Regional Branch concerned. Notices of Strike are considered deemed not filed if they are filed by Unions that were not the sole and exclusive bargaining representatives of the bargaining agent or those filed whose issues raised are non-strikeable.

The Board, through its timely and efficient conciliation-mediation services, achieved a **100%** disposition rate on the eight (8) work stoppages handled in 2022, thus achieving a peaceful industrial climate nationwide.

The Board also managed to stabilize the industrial relations front with no actual strikes declared in four (4) months from July to October 2022 of the Marcos Administration.

As to duration to dispose of Actual Strike/Lockout, **three (3)** cases took only 1-5 days to dispose, **two (2)** cases in 6 -10 days, **one (1)** case in 11-20 days, and **two (2)** cases in more than 40 days.

VOLUNTARY ARBITRATION (VA)

In 2022, **1,564** VA cases were monitored by the Board with 21,649 workers involved. A total of **1,467** cases have been resolved out of the **1,994** VA cases handled, for a disposition rate of **74%**. The accomplishment not only surpassed the Board's 60% target disposition but also registered the second highest disposition rate achieved by the Board so far.

In keeping with the Board's commitment to make Voluntary Arbitration the better alternative to labor dispute settlement, the Board undertakes to intensify its efforts in assisting its social partners in the management of the voluntary arbitration program, with the ultimate end of promoting speedy and effective delivery of labor justice.

DISPUTE MANAGEMENT RATE

The Board maintained a low level of labor disruption of business operations through good communication and cooperation between labor and management. This allows the self-regulation of companies with the support of chambers of commerce and industry associations. Of the cases handled by the Board, only 0.6% or a small percentage ripened into an actual work stoppage. This yielded a high dispute management rate of 99.3%.

MONETARY BENEFITS

Under the conciliation-mediation program, the Board was able to facilitate a total of **Php5,647,460,230.00** monetary benefits resulting from case settlement of conciliation-mediation and voluntary arbitration cases benefitting **21,806** workers.

TYPE OF CASE	January to December 2022	
	Monetary Benefits in Pesos	Workers Benefitted
SENA	315,173,273	3,291
Preventive Mediation	452,583,001	8,087
Notices of Strike/Lockout	884,865,452	8,787
Actual Strike/Lockout	3,376,038	75
Voluntary Arbitration	3,991,462,466	1,566
Total Monetary Benefits facilitated by NCMB	5,647,460,230	21,806

The 2022 Accomplishment Report presents the summary of performance of the Board's Central Office and the Regional Conciliation Mediation Branches (RCMBs) in enhancing labor-management relations and case disposition vis-a-vis its targets under the 2022 General Appropriation Act (GAA) of the Department of Budget and Management (DBM).

The Board's accomplishments on major programs for FY 2022 are summarized as follows:

I. Labor Management Partnership and Empowerment Program

LABOR-MANAGEMENT RELATIONS IMPROVED		
OUTCOME INDICATOR	TARGET	ACTUAL
Percentage of incidence of Preventive Mediation (PM) and Notices of Strike/Lockout (NS/L) cases involving companies with Labor Management		

Cooperation/Councils / Committees (LMCs) and/or Grievance Machineries (GMs)		
a. Percentage of Incidence of PM and NS/L cases involving companies with LMCs	Not more than 10%	3.05%
b. Percentage of Incidence of PM and NS/L cases involving companies with GMs	Not more than 10%	3.77%
OUTPUT INDICATOR		
a. LMCs Facilitated	288	310
b. LMCs Enhanced	1,897	2,172
c. GMs Institutionalized/Operationalized	288	311
d. GMs Enhanced	1,897	2,127

II. Labor Case Management Program

LABOR DISPUTE SETTLED/ RESOLVED		
OUTCOME INDICATOR	TARGET	ACTUAL
Percentage of Notices of Strike/Lockout handled which resulted to strike incidence	Not more than 6%	2.47%
OUTPUT INDICATOR		
<i>1. Disposition Rates of:</i>		
a. Actual Strike/Lockout (AS/L)	100%	100%
b. Voluntary Arbitration(VA)	60%	74%
<i>2. Settlement Rates of:</i>		
a. Requests for Assistance (RFAs)	70%	65%
b. Preventive Mediation (PM)	85%	91%
c. Notices of Strike/Lockout (NS/L)	70%	75%
<i>3. Percentage of cases/RFAs settled within process cycle time (NS/L, PM and SENA)</i>	60%	66%

Linkage and Collaboration with Social Partners

The Board maintained strong linkage with stakeholders such as the Philippine League of Labor-Management Cooperation Practitioners, Inc. (PHILAMCOP) along with LMC regional associations through regular and special meetings held in person and via Zoom on February 3, June 10, July 5, August 30, September 2, September 20, October 4, October 21, and November 14, 2022.

Conduct of Luzon and Visayas-Mindanao Cluster Conventions jointly with PHILAMCOP

LMC practitioners in Luzon and Visayas-Mindanao clusters gave overwhelming support to the face-to-face conventions manifested by their attendance, as follows:

- Luzon Cluster Convention conducted on September 9, 2022, in Baguio City was attended by 280 labor and management representatives coming from 80 organized and unorganized companies from NCR and Regions I to V; and

Visayas-Mindanao Cluster Convention conducted on November 29, 2022, in Davao City garnered 527 participants from the 65 companies throughout the Visayas and Mindanao regions.



Decision Writing Workshop

To further hone the skills of successful applicants, and to ensure fairness, quality, and acceptability of decisions of the newly accredited Voluntary Arbitrators, the Board and the Tripartite Voluntary Arbitration Advisory Council (TVAAC) conducted an online post-accreditation workshop on Effective Decision Writing. The activity served as guidance for the newly accredited Voluntary Arbitrators in crafting well-thought-out and equally well-written decisions.

- **Maritime Voluntary Arbitrators Online Continuing Education Seminar (MVA CESAVA) cum Multi-Sectoral Consultation**

Pursuant to its mandate to ensure the maintenance of industrial peace and protection of the rights of both employers and employees through voluntary arbitration program

including those in the maritime industry, the Board, through the Voluntary Arbitration Division, conducted the online Specialized Continuing Education Seminar for Maritime Voluntary Arbitrators (MVA CESAVA) cum Multi-Sectoral Consultation Dialogue via Zoom application on 26 October 2022.

- **Continuing Education Seminar for Voluntary Arbitrators (CESAVA)**

In line with its mandate to promote and ensure the attainment of industrial peace through voluntary arbitration program by maintaining a corps of trustworthy Accredited Voluntary Arbitrators (AVAs), the National Conciliation and Mediation Board, in collaboration with the Tripartite Voluntary Arbitration Advisory Council (TVAAC), conducted the Continuing Education Seminar for Accredited Voluntary Arbitrators via online platform Zoom on 23-24 August 2022.

This year's training was composed of knowledge and skills enhancement. On knowledge enhancement, the topics included discussions on unfair labor practice and the latest Supreme Court decisions on labor law. Skills enhancement covered effective conciliation and mediation techniques. In addition, to ensure the continued delivery of voluntary arbitration services in the new normal, the seminar likewise included a lecture on alternative platforms for meetings/conferences and practical tips on managing virtual arbitration proceedings.

- **Coordination and Assistance in the Conduct of TVAAC Regular and Special Meetings**

For FY 2022, the Board continuously facilitated the regular and special meetings with the TVAAC. With the physical limitations posed by the COVID-19 pandemic, the Board took advantage of available technological applications to ensure continued assistance to the Council. This year's meetings were centered on the preparations for the Decision Writing Workshop, Continuing Education Seminar for Accredited Voluntary Arbitrators, and Administrative complaints, to wit:

- **10 February 2022** - 121st TVAAC Regular Meeting: The Council convened to strategize plans for the Voluntary Arbitration Program's activities for FY 2022, namely: Decision Writing Workshop, CESAVA, Multi-Sectoral Stakeholders Dialogue, and VAD Research Project. The body also discussed the pending nomination for the vacant position of TVAAC Government Sector Representative.
- **26 May 2022** – 122nd TVAAC Regular Meeting: During the meeting, the Board presented to the Council the report of proceedings on the decision-writing workshop for New AVAs and updates on the preparation for the Continuing Education Seminar for Accredited Voluntary Arbitrators. On other matters, the Board likewise presented to the Council the updates on the nomination of the government sector representative to the TVAAC.
- **28 July 2022** – 123rd TVAAC Regular Meeting: The Council convened to discuss the Board's proposed provisions to TVAAC Resolutions 01-2016 Amending the Guidelines on the Amount of Subsidy for Voluntary Arbitration

Cases and 01-2017 Rules in the Accreditation, De-Accreditation, and De-listing of Voluntary Arbitrators. The Board likewise presented the various areas of concern, agreements, and recommendations concerning the voluntary arbitration program given during the DOLE 2022 Performance Assessment.

- **15 September 2022** – 124th TVAAC Special Meeting: The meeting was called to discuss the positions of the Legal Service and the Bureau of Labor Relations on the holdover capacity of TVAAC Commissioners

- **TVAAC Nominations**

In addition to the vacant government sector representative seat, the rest of the TVAAC Commissioners' terms of office had also expired in 2022. Thus, in coordination with the Bureau of Labor Relations, the Board solicited nominees from both the labor and management sectors for possible appointment to the Council. We have received three (3) nominations for the two (2) seats reserved for the labor sector representatives. Likewise, we have also received three (3) nominations for the two (2) vacancies reserved for the management sector representatives.

As of December 2022, the nominations have been submitted to the Office of the President for the signing of appointment papers.

COMPETENCE ADVANCEMENT FOR NCMB PROGRAM IMPLEMENTERS

- The Board organized its first face-to-face training workshop after the IATF eased the restriction Level of the COVID-19 Pandemic. A Web Development Training using WordPress with Elementor Plug-ins was conducted in Baguio City on 26-30 April 2022. The training aimed to equip the Board's webmasters with technical know-how in developing and enhancing the NCMB Central Office and regional branches' websites.
- Aimed at invigorating interpersonal relationships and trust between and among its employees, a Joint Capacity Building Program of the Central Office and Regional Conciliation and Mediation Branch-MIMAROPA was conducted on 20-22 April 2022 at Dawal Beach Resort, Barrera St., Bo. Uacon, Candelaria, Zambales. A tree planting was also held during the activity.
- To enhance the competencies of the Board's senior officials, regional branch directors, conciliator-mediators, and Board chiefs in handling labor and employment issues and equip them with new strategies that can be applied in the new normal, the Board conducted its Labor Dispute Management Course XXVI on 21-24 June 2022 at Dawal Beach Resort, Candelaria,



Zambales.



- The

key to a

successful and effective advocacy program is keeping the technical frontline officers fully capacitated and competent. Thus, the National Conciliation and Mediation Board (NCMB), with its vision of becoming the center of excellence in enhancing harmonious relationships in every workplace, conducted its first face-to-face Trainers' Training for LMC and GM implementers after two years of remote learning.

Held at Hotel Lucky Chinatown, Manila from 16-20 May 2022, the training was attended by 60 technical and administrative staff from the 16 Regional Conciliation and Mediation Branches (RCMBs) and the Central Office. The participants were expected to learn and relearn the ins and outs of the processes in the implementation of Labor-Management Cooperation (LMC), Grievance Machinery (GM) and Voluntary Arbitration (VA) programs of the Board, and the standard operating procedures (SOP) of the said programs in preparation for the Board-wide Quality Management System (QMS).

- The Board conducted the training for its docket officers on the management of the newly developed Alternative Dispute Resolution Information System (ADRIS) at Alta D' Tagaytay Hotel, Tagaytay City last 15 – 18 November 2022. The training aimed to equip the Board's docket officers with the necessary knowledge to utilize the information system as well as differentiate the new features of ADRIS from the Case Docket and Monitoring System (CDMS). The

new system is designed to cater to the new data demands to effectively craft better policies for efficient case management and monitoring.



- Dedicated to delivering quality services to its clientele, the National Conciliation and Mediation Board held a Specialized Training for Conciliator-Mediators on 21-22 November 2022 and Single-Entry Assistance Desk Officers (SEADOs) Training for NCMB Personnel on 23-24 November 2022. The two (2) consecutive training courses were conducted at Microtel UP Technohub by Wyndham, Commonwealth Avenue, Quezon City, and attended by the Board's case and RFA handlers nationwide.



- To equip the Board's Labor Information Officers and Information Technology Focal with the knowledge and skills to create infographics and provide the public with an easy to understand information about the programs and services being offered by the Board through social media, the Board conducted a Social

Media and Infographics Development Seminar on 11-15 December 2022 at Hertz Hotel and Resorts in Tagaytay City.



COMPETENCE ADVANCEMENT FOR DOLE PROGRAM IMPLEMENTERS

The Board in its efforts to capacitate all SENA Implementers has conducted the following seminars in support to its commitment in the maintenance of industrial peace in the workplace:

- Enhancement Training on Conciliation-Mediation for DILEEP Implementers
 - ROs CAR, I, II and III (22 March 2022)
 - ROs IV-A, V, VIII and IX (24 March 2022)
 - ROs X, XI, XII and XIII (30 March 2022)
- Capacity-Building on Conciliation-Mediation and the DOLE Single Entry Approach for DOLE9 and RCC Personnel (DOLE RO9) 23 - 25 March 2022
- Capacity Building Activity for Single Entry Assistance Desk Officers (SEADOs) and SEADO Alternates (DOLE RO6) 24 -25 March 2022 & 06 April 2022
- Basic Training for Labor Inspectors of DOLE NCR on NCMB Programs on 4 April 2022
- Basic Training for SEADOs of POEA (blended on 21-22 April 2022)
- Capacity Building for New Single-Entry Assistance Desk Officers (SEADOs) (DOLE RO2) 28 - 29 April 2022
- Advanced Training for the Single Entry Approach (SENA) Desk Officers/Conciliators and Conciliation Support Staff of POEA/DMW on 05 - 06 May 2022

- DOLE-NCR Basic Training for Single-Entry Assistance Desk Officers (SEADOs) on 11-12 August 2022
- DOLE-RCC X: Basic and Refresher SEADO Training on 25-26 August 2022
- Skills Enhancement Training for Single-Entry Assistance Desk Officers (SEADOs) (DOLE RO8) on 19 - 21 September 2022
- Basic Training Program for Single Entry Assistance Desk Officers of DOLE RO3 on 27-28 September 2022
- Capacity Building Seminar for DOLE IV-A Single Entry Assistance Desk Officers (SEADOs) (DOLE RO4A) on 13 - 14 October 2022
- Basic Single-Entry Assistance Desk Officer Training For New SEADOs (DOLE RO5) on 12-14 October 2022
- Advanced Training on Conciliation Mediation for DOLE Regional Offices (DOLE RO3) on 19 October 2022
- Hybrid Advanced Training Capacity Building Training for the Single-Entry Assistance Desk Officers/Conciliators and Conciliation Support Staff (DMW/POEA) on 09-10 December 2022

QUALITY MANAGEMENT SYSTEM AND SERVICE IMPROVEMENT

Selected employees were provided opportunities to participate in related trainings such as Quality Management System Audit Process Review, Re-assignment of Risks and Opportunities, Conduct of Quality Management System Audit Learning Sessions and Audit Preparatory Meeting, and DOLE Service Quality Improvement Program (SQiP). Members of the Board's QMS Team participated in various training/workshops as follows:

- QMS Development and Enhancement of Documents in conformance with the ISO 9001:2015, and Technical Guidance/Monitoring of QS Implementation, Review, finalization and approval of Procedures by the Consultant with Process Owners, 05-07 January 2022
Coaching and Mentoring to Document Control Officer, 20 January 2022
7S Training Workshop, 25 January 2022
Training on Root Cause analysis and Corrective Assessment, 4 February 2022
Internal Audit by the IQA Team, 24-25 February 2022
Management Review by the Client, 01 March 2022
Mock Audit by Consultant/Guidance on Certifying Body Selection by the Consultant, 3-4 March 2022

WELFARE AND BENEFITS

A comprehensive program on health and wellness in all aspects was launched in June 2022 to provide a health and wellness program for the Board's personnel to improve their health and well-being. The program aims to empower employees with health

education and lifestyle skills that will enable them to achieve their best possible health, improved employees morale, and job satisfaction that will lead to optimize performance and productivity towards overall organizational effectiveness.

The NCMB Health and Wellness Program is a holistic and continuing activity that serves as an important factor in nurturing relationships and maintaining employees' commitment and passion for work. The Central Office and its Regional Branches have conducted activities to implement the program such as:

- Thirty minutes zumba dance exercises
- Cooking demonstrations to promote healthy diet
- Mini-sportsfest was conducted simultaneously from August to November 2022. The following events were played in the mini-sportsfest: scrabble, table tennis, darts and volleyball.
- Provision of influenza and pneumococcal vaccines in August 2022
- Biggest Loser Challenge launched in June 2022. The contest ran for six (6) months.

The winners of the mini sportsfest and biggest loser challenge were recognized and awarded during the celebration of the 35th founding anniversary of the Board.



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