

C. NATIONAL CONCILIATION AND MEDIATION BOARD

STRATEGIC OBJECTIVES

MANDATE

The NCMB, created under Executive Order No. 126, reorganizing the DOLE, shall formulate policies, develop plans and programs and set standards and procedures relative to the promotion of conciliation and mediation of labor disputes through the preventive mediation, conciliation and voluntary arbitration; facilitation of labor-management cooperation through joint mechanisms for information sharing, effective communication and consultation and group-problem solving.

VISION

The NCMB shall be the center of excellence in enhancing harmonious relationship in every workplace.

MISSION

To sustain harmonious labor and management relations through continuous education, mainstreaming of Alternative Dispute Resolution (ADR) mechanisms, and implementation of innovation approaches toward workers' empowerment

KEY RESULT AREAS

Just and lasting peace and the rule of law

SECTOR OUTCOME

Productive and competitive Filipino workers

ORGANIZATIONAL OUTCOME

Social partnership promotion and dispute resolution services to preserve employment.

New Appropriations, by Program/Project

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	<u>Current Operating Expenditures</u>			
	<u>Personnel Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
PROGRAMS				
100000000 General Administration and Support	P 13,832,000	P 12,407,000	P 1,475,000	P 27,714,000
200000000 Support to Operations	7,019,000	4,661,000		11,680,000
300000000 Operations	72,550,000	46,438,000	9,939,000	128,927,000
MFO 1: Technical Advisory Services	31,286,000	23,944,000	9,100,000	64,330,000
MFO 2: Labor Conciliation, Mediation and Arbitration Services	41,264,000	22,494,000	839,000	64,597,000
Total, Programs	93,401,000	63,506,000	11,414,000	168,321,000
PROJECT(S)				
400000000 Locally-Funded Project(s)		3,787,000	8,772,000	12,559,000
Total, Project(s)		3,787,000	8,772,000	12,559,000
TOTAL NEW APPROPRIATIONS	P 93,401,000	P 67,293,000	P 20,186,000	P 180,880,000

New Appropriations, by Central/Regional Allocation

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	<u>Current Operating Expenditures</u>			
	<u>Personnel Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>

REGION

Central Office	P 20,851,000	P 20,855,000	P 10,247,000	P 51,953,000
Regional Allocation	72,550,000	46,438,000	9,939,000	128,927,000
National Capital Region (NCR)	15,589,000	6,740,000	1,420,000	23,749,000
Region I - Ilocos	2,095,000	2,023,000	1,300,000	5,418,000
Region II - Cagayan Valley	3,333,000	1,749,000	1,300,000	6,382,000
Cordillera Administrative Region (CAR)	4,482,000	2,032,000	1,340,000	7,854,000
Region III - Central Luzon	6,158,000	3,898,000	35,000	10,091,000
Region IVA - CALABARZON	6,304,000	4,439,000		10,743,000
Region IVB - MIMAROPA	1,100,000	2,079,000		3,179,000
Region V - Bicol	2,668,000	2,145,000	1,300,000	6,113,000
Region VI - Western Visayas	4,085,000	2,644,000	1,470,000	8,199,000
Region VII - Central Visayas	5,833,000	4,564,000	185,000	10,582,000
Region VIII - Eastern Visayas	4,695,000	1,929,000	32,000	6,656,000
Region IX - Zamboanga Peninsula	3,394,000	1,947,000	70,000	5,411,000
Region X - Northern Mindanao	5,161,000	2,304,000	60,000	7,525,000
Region XI - Davao	5,655,000	3,208,000		8,863,000
Region XII - SOCCSKSARGEN	1,998,000	2,283,000	107,000	4,388,000
Region XIII - CARAGA		2,454,000	1,320,000	3,774,000
TOTAL NEW APPROPRIATIONS	P 93,401,000	P 67,293,000	P 20,186,000	P 180,880,000

Special Provision(s)

1. **Special Voluntary Arbitration Fund.** In addition to the amounts appropriated herein, Five Hundred Thousand Pesos (P500,000) sourced from registration fees collected on Collective Bargaining Agreements (CBAs), constituted into the Special Voluntary Arbitration Fund, shall be used for the effective and efficient administration of the Voluntary Arbitration Program in accordance with Article 231 of P.D. No. 442, as amended by R.A. No. 6715.

Releases from said Fund shall be subject to the submission of a Special Budget pursuant to Section 35, Chapter 5, Book VI of E.O. No. 292, s. 1987.

The National Conciliation and Mediation Board (NCMB) shall submit, either in printed form or by way of electronic document, to the DBM, copy furnished the House Committee on Appropriations and the Senate Committee on Finance, quarterly reports on the financial and physical accomplishments of this Fund. The Executive Director of the NCMB and the Board's web administrator or his/her equivalent shall be responsible for ensuring that said quarterly reports are likewise posted on the official website of the NCMB.

2. **Appropriations for Programs and Specific Activities.** The amounts appropriated herein for the programs of the agency shall be used specifically for the activities in the amounts indicated under the Details of the FY 2014 Budget attached as Annex A (Volume 1) of this Act.

PERFORMANCE INFORMATION

KEY STRATEGIES :

1. Conduct of seminars, trainings and other activities jointly or in coordination with Social Partners (Basic Orientation Seminar, Area-Wide Seminars, Plant-Level Orientation Seminar, Skills Training, etc.)
2. Networking with LGUs, SSS/GSIS, CHED, PNP, AFP, CHR, BIR, DOJ, PAO, NGOs, etc.
3. Recognition and dissemination of Best Practices through Search for Best Labor-Management Cooperation and Best Enterprise-Based Mechanism for Dispute Resolution
4. NCMB-NWPC convergence on productivity improvement programs cum Two-Tiered Wage System
5. Enhanced conciliation-mediation training for Single Entry Assistance Desk Officers
6. Implementation of Memorandum of Agreement with POEA on availment of Overseas Filipino Workers/Seafarers of Single Entry Approach (SENA)
7. Review of SENA guidelines to incorporate provision in the area of convergence
8. Networking with LGUs, and other non-government organizations which can facilitate settlement
9. Cross-boundary sharing of the services of Conciliator-Mediators and Voluntary Arbitrators

MAJOR FINAL OUTPUTS (MFOs)/PERFORMANCE INDICATORS (PIs)**Targets****MFO 1: TECHNICAL ADVISORY SERVICES**

Number of advisory requests acted upon	3,072
Percentage of advisory services provided that result in the adoption of at least one (1) major recommendation	20%
Percentage of clients who consider that industrial harmony has been enhanced through advice from NCMB	20%
Percentage of requests for advisory services acted upon within three (3) days	70%
Percentage of clients who rate the timeliness of delivery of advisory services as good or better	70%

MFO 2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES

Number of cases resolved	3,385
Percentage of cases that are appealed to a higher authority	20%
Percentage of case decisions that are overturned by higher authority	25%
Percentage of mediations successfully resolved within thirty (30) days	85%