

## PHILIPPINE CROP INSURANCE CORPORATION

### INFORMATION ON EMPLOYEE'S HEALTH, SAFETY, AND WELFARE; AND TRAINING AND DEVELOPMENT PROGRAMMES ATTENDED CY 2023

#### Policy and data relating to the health, safety, and welfare of employees

##### 2023 Medical benefit

Pursuant to PCIC Board Resolution No. 97-062, PCIC provides for a hospitalization, medical, dental, and optical benefit plan to eligible employees. This plan is translated into the procurement of health cards/plans from a health maintenance organization (HMO). In view of the implementation of the Compensation and Position Classification System (CPCS), this benefit was discontinued as it is among the authorized allowances, benefits, and incentives (ABIs) outside the CPCS and will be paid the three-year present value of the ABI.

Upon the initiative and facilitation of management and the PCIC employees' association, PCIC officers and employees availed of health cards/plans from an HMO at their own expense. For CY 2023, a total of 57 employees (27 males and 30 females) availed of this service.

##### 2023 Trainings and Seminars

As part of PCIC's quality policy statement such as empowering the workforce by providing continuous learning and development in the workplace, PCIC officers and employees participated in various learning and development interventions to expand skill sets, enhance knowledge retention, generate new ideas and perspectives, boost morale, and raise overall performance. The table below enumerates all learning and development activities in 2024 provided to PCIC officers and employees.

#### **A. LEADERSHIP/SUPERVISORY TRAININGS**

TITLE OF TRAINING / SEMINAR	OBJECTIVES	VENUE	PARTICIPANTS		PARTICIPANTS	DATE	SERVICE PROVIDER
			Male	Female			
Seminar on Personal Leadership	By the end of this training participants will be able to gain knowledge and skills on Personal Leadership.	Online via Zoom	37	28	65 Head Office officers and employees	April 18, 2023	Philippine Crop Insurance Corporation
Developmental Conversations for Leaders	By the end of this training participants will increase the awareness and enhance supervisory skills.	Quezon City	15	25	Head Office and Regional Offices officers and employees	July 11-14, 2023	Civil Service Institute
Supervisory Development Course Track 1	By the end of this training participants will develop mentoring and coaching skills of supervisors in relation with CSC PRIME-HRM Performance Management System	Virtual via Zoom	10	25	Head Office and Regional Offices officers and employees	July 11-14, 2023	Civil Service Institute

Workforce Planning with Career Development and Succession Management	By the end of this training participants will develop strategic and measurable steps to achieve the goals and initiatives concerned with workforce planning.	Virtual via Zoom	17	33	Head Office and Regional Offices' officers and employees	August 7-9, 2023	Civil Service Institute
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B. FUNCTIONAL/TECHNICAL TRAININGS							
TITLE OF TRAINING / SEMINAR	OBJECTIVES	VENUE	PARTICIPANTS		PARTICIPANTS	DATE	SERVICE PROVIDER
			Male	Female			
Webinar on Records Inventory and Disposition Administration	By the end of this training participants will enhance the competence of participants on sound records management practices	Virtual via Zoom	17	43	Regional Offices' officers and employees	January 31, 2023	National Archives of the Philippines
Continuing Education for GAD Focal Persons – GAD Agenda Setting	By the end of this training participants will continuously strengthen the GAD Focal Point System to efficiently and effectively carry out duties and responsibilities.	Virtual via Zoom	18	26	Head Office Regional Offices' officers and employees	September 15, 2023	Philippine Commission on Women
Re-orientation on the Competency-Based Human Resource System (CBHRS) Program	By the end of this training participants will re-orient on the competency assessment process,	Virtual via Zoom	15	35	Head Office and Regional Offices' officers and employees	October 19-20, 2023	Civil Service Institute
Training on Procurement Management	This training aims to update all participants on recent GPPB and Procurement Management issuances and procedures	Virtual via Zoom	73	105	HO and RO's GAD, TWG, End User, and concerned employees	November 9-10, 2023	Government Procurement Policy Board (GPPB) / PCIC
PhilSys 101 Webinar	By the end of this training participants will gain knowledge in Salient Features of RA 11055 and Relevant Issuances.	Virtual via Zoom	177	278	HO and Ro's officers and employees	November 13, 2023	Philippine Statistics Authority
Technical Sharing Session on How Satellite Data is Changing Agricultural Insurance	By the end of this activity participants will be able to gain knowledge on satellite data and its effects to agricultural insurance.	Quezon City	37	34	Head Office officers and employees	December 21, 2023	Philippine Crop Insurance Corporation

C. FOUNDATIONAL TRAININGS							
TITLE OF TRAINING / SEMINAR	OBJECTIVES	VENUE	PARTICIPANTS		PARTICIPANTS	DATE	SERVICE PROVIDER
			Male	Female			
Virtual Orientation on Public Service Continuity Plan (PSCP)	By the end of this training participants will gain knowledge, skills and attitude required in the development of PSCP that forms part of the overall Public Service Continuity Management for the government	Online via Zoom	33	29	Head Office and Regional Offices' officers and employees	January 18, 2023	Office of Civil Defense
Film-showing on Women in Technology, Innovation, and Cyberspace	To participate in the celebration of National Women's Month which include activities, but are not limited to, the conduct of seminars and trainings, physical and wellness programs, and financial and livelihood programs among others.	Quezon City	33	29	Head Office officers and employees	March 1, 2023	Philippine Commission on Women  Council for the Welfare of Children  National Council on Disability Affairs
Celebrating International Women's Day with Philippine Commission on Women & Motivational Talk on Confidence-Building Through Skincare"		Quezon City	33	29		March 8, 2023	
Philippine Commission on Women's DigiALL Forum Series "ChatGE: Talk About Gender Equality"		Quezon City	33	29		March 15, 2023	
Seminar on Newly Enacted Child Protection Laws & Their Implications on Girl Children		Quezon City	33	29		March 23, 2023	
Gender Equality and Mental Wellness in the Workplace		Quezon City	33	29		March 24, 2023	
Women in Fire Forum		Quezon City	34	30		March 30, 2023	

Orientation on Sexual Orientation, Gender Identity and Expression, and Sexual Characteristics (SOGIESC)	By the end of this training participants will be able to mainstream GAD in PCIC programs and to include the corporate social responsibility advocacy of the Corporation	Region I	98	93	Head Office officers and employees	May 4-5, 2023	Philippine Commission on Women
PCIC Updates on Special Projects	By the end of this training participants will be able to gain knowledge on PCIC Updates on Special Projects	Quezon City	35	31	Head Office officers and employees	May 8, 2023	Philippine Crop Insurance Corporation
Pre-Retirement Seminar	By the end of this training participants will be able to gain knowledge on GSIS Retirement Benefits	Quezon City	8	3	Head Office officers and employees	May 26, 2023	Government Service Insurance System
Orientation on 6S in the Workplace and Job Hazard Analysis	By the end of this training participants will be able to explain the expansion of the traditional 6S of housekeeping to 6S in order to incorporate the concept of safety awareness in the organization	Quezon City	35	31	Head Office officers and employees	May 30, 2023	Occupational Safety and Health Center
GSIS Multi-Purpose Loan Plus Briefing	By the end of this training participants will be able to gain knowledge on GSIS MPL Plus and other GSIS Benefits	Quezon City	35	31	Head Office officers and employees	May 30, 2023	Government Service Insurance System
Pag-IBIG Fund Briefing	By the end of this training participants will be able to gain knowledge on Pag-IBIG Benefits	Quezon City	35	31	Head Office officers and employees	June 23, 2023	Pag-IBIG Fund - Cubao
Operations and Administrative Updates	By the end of this training participants will be able to gain knowledge on the PCIC Operations and Administrative Updates	Quezon City	35	31	Head Office officers and employees	August 24, 2023	Philippine Crop Insurance Corporation
Seminar of Gender and Development and Mental Health and Wellness	By the end of this training participants will be able to gain knowledge in GAD and enhance mental and health wellness	Region IV	192	216	All PCIC officers and employees	December 5-7, 2023	PCIC and Philippine Commission on Women

D. OTHER TRAININGS / SEMINARS ATTENDED BY PCIC EMPLOYEES							
TITLE OF TRAINING / SEMINAR	OBJECTIVES	VENUE	PARTICIPANTS		PARTICIPANTS	DATE	SERVICE PROVIDER
			Male	Female			
40-hour Basic Occupational Safety and Health Training	This training aims to equip participants with the basic knowledge and skills on identifying safety, health, and environmental hazards.	Online via Zoom	1	1	Aida Castro Mansueto Tizon	February 20-24, 2023	Occupational Health and Safety Center (OSGC) - DOLE
Climate Change Expenditure Tagging (CCET) Orientation	This training aims to l provide the latest information on climate budget tagging for national government planning, budget, and climate change officers.	Online via Zoom	2	2	Sem Cordial Cleofas Ventic Rita May Pura Bryan Paguirigan	March 7, 2023	Climate Change Commission
DAP Senior Executive Class Shuttle Course - Public Sector Economics and Finance Module	This training aims to enhance the management and leadership competencies of senior executives.	Tagaytay City	2	0	Allan Retamar Manuel Cortina	May 22-24, 2023 and June 19-22, 2023	Development Academy of the Philippines (DAP)
3rd Government Internal Auditors Summit	This training aims to underscore the basics of fraud and the participant's role in preventing and detecting fraud, and the thin line between fraud audit and investigation.	Online via Zoom	1	3	Rowena Samia Solita D. Samera Evalyn T. Austria Eduardo D. Adino	June 22-23, 2023	Association of Government Internal Auditors Inc.
CSI Leadership Series" Embracing LeaderSHIFT towards Leading A Multigenerational Workforce"	This training aims to enhance leadership effectiveness and showcase the best practices of successful leaders and managers.	Online via Zoom	1	0	Julius Batenga	June 23, 2023	Civil Service Institute (CSI)
Manager's Role in Capacity Building Training	By the end of this training participants will be able to prepare a draft Office Development Plan for own office/division and strategize on Plan implementation	Online via Zoom	1	0	Julius Batenga	July 4-6, 2023	Civil Service Institute (CSI)
Ethical Leadership Training	By the end of this training participants will be able to apply ethical and moral standards in practicing leadership in public sector.	Online via Zoom	1	0	Julius Batenga	July 19-21, 2023	Civil Service Institute (CSI)

Effective Audit Report Writing	This training aims to enhance the skill of PCIC employees on effective Audit Report Writing	Online via Zoom	1	1	Evalyn T. Austria Eduardo Adino	August 8-11, 2023	Association of Government Internal Auditors Inc.
DAP Senior Executive Class Shuttle Course – Innovation and Strategic Management	This training aims to enhance and expand the participants' abilities in organization development, innovation and deepen understanding of approaches in resource allocation and principles in public procurement processes.	DAP Conference Center, Tagaytay City	1	0	Allan E. Retamar	August 21-25, 2023	Development Academy of the Philippines
DAP Senior Executive Class Shuttle Course – Phronetic Leadership	This training aims to enhance the leadership skills of the participants that is responsive to the needs of the personnel.	DAP Conference Center, Tagaytay City	1	0	Allan E. Retamar	September 11-15, 2023	Development Academy of the Philippines
ISO 190112018 Guidelines on Auditing Management Systems	This training aims to update PCIC on the ISO 190112018 Guidelines on Auditing Management Systems compliance.	Online via Zoom	1	2	Solita D. Samera Evalyn T. Austria Eduardo Adino	September 12-15, 2023	Development Academy of the Philippines
Ain't No GAD Budget High Enough: From GAD Plan Preparation to GAD Funds Audit	This training aims to provide update PCIC knowledge in the preparation of GAD Plans and Budget until preparation of GAD Funds Audit.	Online via Zoom	0	2	Cleofas M. Ventic Maria Regina Pamela Y.Rosales	September 19, 2023	Philippine Commission on Women
Virtual Orientation on the Harmonized Client Satisfaction Measurement (CSM)	This training aims to provide update on ARTA and CGC Harmonized Client Satisfaction Measurement (CSM).	Online via Zoom	1	1	Caila Eunice S. Bayron Matthew Yap	September 20, 2023	Anti Red Tape Authority
One-Time Cleansing of PPE Account Balances of Government Agencies	This training aims to further improve the PCIC management of PPE Account and one time cleansing of Account Balances of PCIC.	Quezon City	0	2	Fe Ramos Arlene Salisa	November 7-8, 2023	Government Financial Management Innovators Circle (GFMIC), Inc.