

PHILIPPINE CROP INSURANCE CORPORATION

INFORMATION ON  
EMPLOYEE’S HEALTH, SAFETY, AND WELFARE; AND  
TRAINING AND DEVELOPMENT PROGRAMMES ATTENDED  
CY 2024

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

2024 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 2024, a total of 66 employees (33 males and 33 females) availed of this service.

2024 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 tables below enumerate all learning and development activities in 2024 provided to PCIC officers and employees.

A. Leadership/Supervisory Trainings

A. LEADERSHIP/SUPERVISORY TRAININGS							
TITLE OF TRAINING / SEMINAR	OBJECTIVES	VENUE	PARTICIPANTS		PARTICIPANTS	DATE	TRAINING PROVIDER
			Male	Female			
Supervisory Development Course Track 2	To enhance supervisory skills by providing practical knowledge and tools for effective leadership, communication, decision-making, and team management, enabling supervisors to lead with confidence and drive organizational success.	Quezon City	15	19	34 Head Office and Regional Offices Officers	September 10-13, 2024	Civil Service Commission – National Capital Region

B. Functional/Technical Trainings

A. LEADERSHIP/SUPERVISORY TRAININGS							
TITLE OF TRAINING / SEMINAR	OBJECTIVES	VENUE	PARTICIPANTS		PARTICIPANTS	DATE	TRAINING PROVIDER
			Male	Female			
Training on the Preparation on Annual Gender and Development (GAD) Reports Using the Harmonized Gender and Development	To equip participants with the necessary skills and knowledge to effectively prepare the Annual Gender and Development (GAD) Reports using the	Quezon City	16	25	41 Head Office and Regional office officers and employees	March 25-26, and April 15, 2024	Philippine Commission on Women

Guidelines (HGDG) Tool	Harmonized Gender and Development Guidelines (HGDG) tool, ensuring accurate documentation, analysis, and reporting of gender-related activities and achievements.						
Orientation on Underwriting Policies and Index-Based Agricultural Insurance	To familiarize participants with underwriting policies and the principles of index-based agricultural insurance, equipping them with the knowledge to assess, manage, and mitigate risks in agricultural sectors through innovative insurance solutions.	Quezon City	30	30	60 PCIC HO Officers and Staff	February 29, 2024	Philippine Crop Insurance Corporation
Workshop on the Updating and Revision on the PCIC Citizen's Charter	To familiarize participants with the process of updating and revising the PCIC Citizen's Charter, to improve public service delivery, and enhance transparency, accessibility, and efficiency in the agency's operations.	Region VII	9	5	15 PCIC Officers and Staff	March 4-7, 2024	Philippine Crop Insurance Corporation
Training Course on Managing and Conducting Internal Audit based on ISO 9001:2015 Requirements and ISO 19011:2018 Guidelines for Internal Quality Auditors	To equip participants with the knowledge and skills to effectively manage and conduct internal audits based on ISO 9001:2015 requirements and ISO 19011:2018 guidelines, ensuring compliance, continuous improvement, and the maintenance of high-quality standards within the organization.	Quezon City	22	13	25 HO and ROs offices and staff	May 13-16, 2024	Development Academy of the Philippines
Deployment of Human Resource Management System	To provide participants with the necessary skills and knowledge to effectively use the Human Resource Management Information System (HRMIS), enabling efficient data management, improved HR processes, and streamlined decision-making within the organization.	Quezon City	11	14	25 PCIC HO & RO Officers and Staff	October 19-20, 2024	Philippine Crop Insurance Corporation

Training on Basic Geographic Information Systems and Its Application to Agricultural Insurance (Batch 1)	To introduce participants to the basics of Geographic Information Systems (GIS) and its practical applications in agricultural insurance, enabling them to analyze spatial data, assess risks, and enhance decision-making for more effective insurance coverage in agriculture.	Region VI	26	6	Concerned ROs' IT and field personnel	May 20-24, 2024	Philippine Crop Insurance Corporation and PhilRice
Training on Basic Geographic Information Systems and Its Application to Agricultural Insurance (Batch 2)	To introduce participants to the basics of Geographic Information Systems (GIS) and its practical applications in agricultural insurance, enabling them to analyze spatial data, assess risks, and enhance decision-making for more effective insurance coverage in agriculture.	Quezon City	29	5	Concerned ROs' IT and field personnel	May 27-31, 2024	Philippine Crop Insurance Corporation and PhilRice
Training on Business and Technical Writing	To develop participants' skills in business and technical writing, enabling them to produce clear, concise, and professional documents for effective communication in various organizational contexts.	Quezon City	6	18	24 HO officers and staff	May 6, 13, 20, 26, 2024	Philippine Crop Insurance Corporation
Basic Records and Archives Management Training	To equip participants with the essential knowledge and skills for effectively managing records and archives, ensuring proper documentation, storage, and retrieval practices to support organizational efficiency and compliance.	Quezon City and via Zoom	63	132	Designated Records Officers, RMIC-TWG, RMIC, and Records Custodians	June 3-4, 2024	Philippine Archives of the Philippines
Accounting Summit	To enhance participants' understanding of key accounting principles, practices enabling them to apply effective financial management strategies and ensure accuracy in accounting processes.	Region VI	20	28	48 Head Office and Regional Offices officers and employees	August 6-9, 2024	Philippine Crop Insurance Corporation
Training on Underwriting and Claims (Batch 1)	To equip participants with essential skills and knowledge on underwriting processes and claims management, enhancing their ability to assess risks, evaluate policies, and efficiently handle claims in the insurance industry.	Region XII	27	6	33 Head Office and Regional Offices officers and employees	September 2-6, 2024	Philippine Crop Insurance Corporation

Training on Underwriting and Claims (Batch 2)	To equip participants with essential skills and knowledge on underwriting processes and claims management, enhancing their ability to assess risks, evaluate policies, and efficiently handle claims in the insurance industry.	Region III	29	5	34 Head Office and Regional Offices officers and employees	September 16-20, 2024	Philippine Crop Insurance Corporation
Workshop on the Updating and Revision of the PCIC's Codified Approving and Signing Authority (CASA) Manual	To familiarize participants with the process of updating and revising the PCIC's Codified Approving and Signing Authority (CASA) Manual, ensuring clarity, compliance, and alignment with current organizational policies and practices.	Region III	5	9	Head Office and Regional Offices officers	September 18-20, 2024	Philippine Crop Insurance Corporation
Workshop on Information Systems Strategic Planning	To equip participants with the knowledge and tools to develop and implement effective Information Systems Strategic Plans that align with organizational goals, enhance efficiency, and drive technological innovation.	Quezon City and via Zoom	54	43	97 Head Office and Regional Offices officers and staff	March 19, 2024	Philippine Crop Insurance Corporation
Orientation on Underwriting Policies and Index-Based Agricultural Insurance	To provide participants with a comprehensive understanding of underwriting policies and index-based agricultural insurance, enabling them to effectively assess agricultural risks and implement insurance solutions to enhance resilience in the farming sector.	Quezon City	30	30	Head Office and Regional Offices officers and staff	February 29, 2024	PCIC - Business Development and Marketing Department
Workshop on the Updating and Revision on the PCIC Citizen's Charter	To provide participants with the skills and knowledge to effectively update and revise the PCIC Citizen's Charter, ensuring it reflects current policies, improves public service delivery, and meets regulatory standards.	Region VII	6	8	Head Office and Regional Offices officers and employees	March 4-7, 2024	Philippine Crop Insurance Corporation
Training on Human Resource Management Information System - User Training in HRMIS	To train participants on the effective deployment and utilization of the Human Resource Management System (HRMS), enhancing HR processes, data management, and overall organizational efficiency.	Quezon City	33	25	58 PCIC Officers and Staff	July 4-5, 2024	Philippine Crop Insurance Corporation

Seminar on Competency Assessment and Performance Review	To provide participants with the knowledge and tools to effectively conduct competency assessments and performance reviews, ensuring alignment with organizational goals and fostering employee development.	Quezon City	41	31	72 PCIC Officers and Staff	December 20, 2024	Philippine Crop Insurance Corporation
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C. Foundational Trainings

A. LEADERSHIP/SUPERVISORY TRAININGS							
TITLE OF TRAINING / SEMINAR	OBJECTIVES	VENUE	PARTICIPANTS		PARTICIPANTS	DATE	TRAINING PROVIDER
			Male	Female			
Seminar on Public Service Values Overview	To enhance participants' understanding of core public service values, promoting ethical behavior, accountability, and dedication to delivering quality service to the public.	Quezon City	41	31	72 Head Office officers and Staff	January 18, 2024	Civil Service Commission
Orientation on GSIS Benefits & Financial Literacy	To familiarize participants with the various benefits of GSIS and improve their financial literacy, empowering them to make informed decisions about their finances and maximize available benefits.	Quezon City	38	27	65 Head Office officers and Staff	February 16, 2024	Government Service Insurance Service
Training on Basic Computer Skills and Orientation on the use of the new Biometric System	To equip participants with essential computer skills and provide an orientation on the use of the new Biometric System, enhancing their efficiency in daily tasks and ensuring smooth system integration.	Quezon City	46	49	95 Head Office officers and Staff	April 18, 2024	Philippine Crop Insurance Corporation
Seminar on Cultivating Physical Well-Being in the Workplace	To promote awareness and practical strategies for cultivating physical well-being in the workplace, encouraging healthy habits that improve productivity, reduce stress, and enhance overall employee wellness.	Region IV	59	51	70 Head Office officers and Staff	April 29-30, 2024	Philippine Crop Insurance Corporation
Corporate Social Responsibility Activity and Seminar on Gender and Climate Change Adaptation	To engage participants in understanding the role of Corporate Social Responsibility (CSR) in addressing gender and climate change.	Region I	80	97	177 Head Office officers and Staff	May 9-10, 2024	Philippine Commission on Women

Orientation on Universal Health Care Law	To provide participants with a comprehensive understanding of the Universal Health Care (UHC) Law, its benefits, and how it impacts access to healthcare services, ensuring informed participation and effective implementation.	Quezon City	34	30	64 Head Office officers and Staff	June 24, 2024	Philippine Crop Insurance Corporation
Orientation of PhilHealth Mandatory Premium Contribution	To familiarize participants with the PhilHealth Mandatory Premium Contribution system, its benefits, and the required contributions, ensuring compliance and better understanding of healthcare coverage.	Quezon City	34	30	64 Head Office officers and Staff	July 19, 2024	Philippine Crop Insurance Corporation
Orientation on Pag-IBIG Services and overview of PCIC Quality Management System	To provide participants with an overview of Pag-IBIG services, including its benefits, and to introduce the PCIC Quality Management System, fostering a deeper understanding of both systems for improved service delivery and organizational efficiency.	Quezon City	35	32	67 Head Office officers and Staff	August 28, 2024	Philippine Crop Insurance Corporation
Awarding of the Certificate of Registration and Orientation on Collective Negotiation Agreement	To formally award the Certificate of Registration and provide an orientation on the Collective Negotiation Agreement (CNA), ensuring participants understand their rights, responsibilities, and the processes involved in collective bargaining within the organization.	Quezon City	29	26	55 Head Office officers and Staff	October 21, 2024	Philippine Crop Insurance Corporation
Orientation on CPCS for GOCCs and Verbal Communication Improvement Skills	To provide participants with a clear understanding of the Civil Service Commission's Compensation and Position Classification System (CPCS) for GOCCs, while enhancing verbal communication skills to improve professional interactions and workplace efficiency.	Quezon City	35	32	67 Head Office officers and Staff	October 28, 2024	Philippine Crop Insurance Corporation

D. External Trainings / Seminars Attended by PCIC Employees

A. LEADERSHIP /SUPERVISORY TRAININGS							
TITLE OF TRAINING / SEMINAR	OBJECTIVES	VENUE	PARTICIPANTS		PARTICIPANTS	DATE	TRAINING PROVIDER
			Male	Female			

Leaders as Institution Builders and their contribution to the 4 HR Areas	To explore the role of leaders as institution builders and their significant contributions to the four key HR area fostering effective leadership and organizational growth.	Zoom	0	2	Jacqueline N. Razon Immel Clarizza Ticzon	April 8, 2024	Civil Service Commission - NCR
Mastering Digital Leadership: Navigating the Evolving Landscape of the Digital Age	To equip participants with the essential skills and strategies for mastering digital leadership, enabling them to effectively navigate the evolving digital landscape and drive innovation, collaboration, and organizational success in the digital age.	Zoom	0	1	Jacqueline N. Razon	April 15, 2024	Civil Service Commission - NCR
Training on ORAOHRA	To provide participants with a comprehensive understanding of the ORAOHRA for proper compliance with all HR systems.	Province of Camiguin	0	1	Ms. Josephine E. Ello	February 20, 2024	Civil Service Commission Regional Office X
Attendance to the Philippine Society of Agricultural and Biosystems Engineers National (PSBE) Convention	To provide participants with the opportunity to gain valuable insights, knowledge, and networking opportunities at the Philippine Society of Agricultural and Biosystems Engineers (PSABE) National Convention, fostering professional growth and development in the agricultural and biosystems engineering field.	Legazpi City Convention Center	1	2	Christopher P. Gloria Melody A. Montero Maria Janice V. Obias	April 22-27, 2024	Philippine Society of Agricultural and Biosystems Engineers National
Training in Digital Services, Governance and Management	To equip participants with the knowledge and skills to effectively manage and govern digital services, enhancing organizational efficiency, decision-making, and the delivery of technology-driven solutions in the digital age.	Zoom	2	0	Fer Daniel P. Bautista and Jettroy A. Umblas	June 24-28, 2024	Department of Information and Communication Technology
Attendance To Workshop on The Development of Implementing Guidelines for Area-Based Yield Insurance for Rice	To provide participants with a thorough understanding of the development process for implementing guidelines on Area-Based Yield Insurance for Rice, enabling them to effectively contribute to the formulation and application of these guidelines for	Alabang, Metro Manila	8	1	Melba P. Manalo Israel C. Dela Cruz Jasper Arvin R. Adan Jeremiah Ashley B. Mauricio Angelito C. Casas Jr., Jeric S. Alcala George Michael D. Soriano Christopher P.	July 3-4, 2024	Department of Agriculture

	improved agricultural risk management.				Gloria, Melvin C. Vego		
Training-Workshop on Application of Earth Observation and Geographic Information System (GIS) For Agriculture Mapping	To equip participant on the application of Earth Observation and GIS for agriculture mapping	Iloilo City	1	0	Ernesto Chavez	July 22-26, 2024	Philippine Rice Research Institute
Participation in the Laderized Training on Project Development for Agriculture and Fisheries Rural Development - Session 2: Financial Analysis	To equip participants with practical knowledge and skills in Geographic Information System (GIS) tools for effective agricultural mapping, enabling them to analyze and visualize agricultural patterns, optimize land use, and improve decision-making for sustainable farming practices.	Region IV	2	0	Paul Reyes Ashley Mauricio	August 5-9, 2024	Department of Agriculture
Bagong Pilipinas Serbisyo Fair Summit	To familiarize participants with the initiatives and services offered under the <i>Bagong Pilipinas Serbisyo Fair Summit</i> , enabling them to effectively engage with government programs, understand key reforms, and leverage available resources for community development and improved public service delivery.	PICC, Pasay	4	6	Jovy Bernabe, Segundo Guerrero, Raul Servito. Mario Lumibao. Lilian Aguilar, Gerlie Gregorio. Ric Gregorio, Janice Obias, Eva Laud, Paulita Secuya, Julius Batenga, Virgie Baroy, Rosalina Grabulan, Gracia Salloman	August 19-21, 2024	House of Representative
Participation To Training Workshop for Data Privacy Officers in Government Owned and Controlled Corporations (GOCC) Sector	To provide Data Privacy Officers in Government-Owned and Controlled Corporations (GOCCs) with the essential knowledge and tools to ensure compliance with data privacy laws, implement effective data protection measures, and manage privacy risks within the corporation.	PICC, Pasay	1	0	Matthew Yap	August 19, 2024	National Privacy Commission
PICPA 79 <sup>th</sup> Annual National Convention	To equip participants with valuable insights, emerging trends, and best practices in the accounting profession, fostering professional development and networking opportunities during the PICPA 79th Annual National Convention.	Davao City	2	0	Jacqueline Razon, Nerissa Pascual	November 20-23, 2024	Philippine Institute of Certified Public Accounts



Workshop on Strengthening Climate Resilience in the Philippines: Insights and and Policy Recommendations from Climber Initiative	To enhance participants' understanding of climate resilience strategies in the Philippines, by exploring insights and policy recommendations from the Climber Initiative, and equipping them with practical approaches to strengthen climate adaptation and mitigation efforts.	Alabang	6	1	Melba Manalo, Sem Cordial, Jasper Adan, Jeremiah Mauricio, Jeric Alacala, Christopjer Gloria, Melvin Vego	September 25-26, 2024	Department of Agriculture
Attendance To Training on Omnibus Rules on Appointment And Other Human Resource Action	To familiarize participants with the Omnibus Rules on Appointment and Other Human Resource Actions, ensuring they understand the procedures, requirements, and legal frameworks for effective and compliant human resource management in government organizations.	Zoom	2	0	Yaneeza Alawi, Jennifer Tugot	November 5-6, 2024	Civil Service Commission
Attendance To Training On Risk Management As Per ISO 31000:2018 Guidelines	To provide participants with a comprehensive understanding of risk management principles based on ISO 31000:2018 guidelines, equipping them with the skills to identify, assess, and mitigate risks effectively within their organizations.	Zoom	0	11	Christine Dulfo	September 16, 2024	Development Academy of the Philippines
Attendance to 3 <sup>rd</sup> Philippine Identity Summit	To provide participants with insights into the latest developments in digital identity systems in the Philippines, fostering a deeper understanding of identity management, security, and related technologies through expert discussions and networking at the 3rd Philippine Identity Summit.	Quezon City	1	2	Rita Pura Jenifer Umblas Fer Daniel Bautista		Philippine Statistics Authority
Basic Customer Service Skills	To equip participants with essential customer service skills, including effective communication, problem-solving, and conflict resolution, to enhance customer satisfaction and build positive relationships in their respective roles.	Region X	1	0	Ermie Jabagat	October 10-11, 2024	Civil Service Commission

Workshop on the Finalization of Budget Execution Documents for FY 2025 National Expenditure Program	To guide participants in finalizing budget execution documents for the FY 2025 National Expenditure Program, ensuring compliance with budgetary policies, accurate documentation, and effective planning for efficient public fund allocation and utilization.	PPO Conference Room, DA Central Office, Quezon City	1	1	Rita Pura Bryan Paguirigan	October 24-25, 25-29, 2024	Department of Agriculture
Attendance to CSC Fast Lead: Competency-Based HR System and Leadership	To enhance participants' understanding of the Competency-Based HR System and leadership practices, equipping them with the knowledge to improve organizational performance, foster effective leadership, and align human resource strategies with organizational goals.	Zoom	2	7	9 Regional Office Officers	November 18, 2024	Civil Service Commission
Attendance to CSC Fast Lead: Achieving Work-Life Harmony in the Organization	To help participants understand and apply strategies for achieving work-life harmony within their organizations, promoting employee well-being, improving productivity, and fostering a balanced and supportive work environment.	Zoom	3	6	9 Regional Office Officers	November 25, 2024	Civil Service Commission
Year-End Assessment and FY 2025 Planning Workshop of the Department of Agriculture's Gender and Development Focal Point System	To conduct a comprehensive year-end assessment and strategic planning session for the Department of Agriculture's Gender and Development Focal Point System, focusing on evaluating progress, identifying gaps, and developing actionable plans for FY 2025 to promote gender equality in agricultural policies and programs.	Region IV-A	0	1	Nerissa Pascual	November 26-29, 2024	Department of Agriculture
Training on Anti-Red Tape Electronic Management and Information System	To equip participants with the knowledge and skills to effectively use the Anti-Red Tape Electronic Management and Information System (ARTEMIS), enabling them to streamline government processes, reduce bureaucratic inefficiencies, and	Quezon City	3	7	5 Head Office and 5 Regional Office Employees	December 16-18, 2024	Anti-Red Tape Authority

	enhance public service delivery.						
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E. Other Conducted Activities

A. LEADERSHIP /SUPERVISORY TRAININGS							
TITLE OF TRAINING / SEMINAR	OBJECTIVES	VENUE	PARTICIPANTS		PARTICIPANTS	DATE	TRAINING PROVIDER
			Male	Female			
Investing in Equality toward Gender-Inclusive Prosperity	To enhance participants' understanding of the importance of gender equality in fostering inclusive prosperity, providing strategies to integrate gender-responsive policies and practices that promote equitable opportunities and sustainable development.	Quezon City	53	23	76 Head Office Officers and Staff	March 8, 2024	Philippine Commission on Women
Orientation on Preventive Healthcare Program Benefits by Medisense Laboratory Center, Inc.	To familiarize participants with the preventive healthcare program benefits offered by Medisense Laboratory Center, Inc., enabling them to understand the available health services and how to utilize them for improved wellness and disease prevention.	Quezon City	53	23	76 Head Office Officers and Staff	March 14, 2024	Medisense Laboratory Center, Inc.
Gender and Development Activity - Culinary Workshop	To promote gender equality and empower participants through a culinary workshop, fostering skill development, creativity, and collaboration while emphasizing the role of women and men in food-related industries and household management.	Quezon City	33	32	65 PCIC Officers and Staff	March 21, 2024	Philippine Crop Insurance Corporation
Gender and Development Activity - Meat Processing Workshop	To empower participants through a meat processing workshop, providing practical skills in the industry while promoting gender equality and supporting both	Quezon City	33	32	65 PCIC Officers and Staff	March 22, 2024	Philippine Crop Insurance Corporation

	women and men in pursuing entrepreneurial opportunities in food production and business.						
Kick-off Ceremony of 18-Day Campaign to End Violence Against Women and Children	To raise awareness and mobilize support for the 18-Day Campaign to End Violence Against Women and Children, empowering participants to advocate for gender equality, protection, and the prevention of violence in their communities.	Quezon City	41	31	72 PCIC Officers and Staff	November 25, 2024	Philippine Commission on Women
Seminar on Gender and Development and Public Service Values and Ethics	To deepen participants' understanding of gender and development principles, while reinforcing public service values and ethics, fostering a more inclusive, equitable, and ethically responsible approach to public service.	Region IV	207	200	407 PCIC Officers and Staff	December 4-6, 2024	Civil Service Commission and Philippine Commission on Women