



PHILIPPINE  
NATIONAL  
CONSTRUCTION  
CORPORATION

# Performance-Enhancing Mechanisms for Employee Participation for CY 2022

Training Programs and Activities Conducted

Your partner in building the tollroad  
**TOLLROAD TO CHANGE**  
**TOLLROAD TO PROGRESS**

## Administration of Anti Flu Vaccine to PNCC Employees

The administration of anti-flu vaccine become a yearly precautionary measure in adopting to the new normal, ensuring in the process the health, safety and well-being of all employees. It was administered to all employees in October 2022.

## Team Building

Over the past few years, PNCC had undertaken regular team building activities to make time and space for employees. The activities have proven to increased productivity, encouraged creativity and enhanced communication among the employees. While on employees' personal scale, they tend to improve morale, building trust, discover strengths and weaknesses and develop confidence.

At the height of COVID-19 Pandemic, the team building activities has been put on hold for fiscal years 2020 and 2021. In lieu, the budget for these activities have been realigned to finance the anti-flu and anti-pneumonia vaccines which were administered to all employees and the members of the Board.

With the government's easing of stringent travel restrictions and increasing number of businesses allowed to operate, the Team Building Committee (TBC) was able to reserve a venue for the activities for 2022. It was held on May 26-28, 2022 at Puerto del Sol Resort and Hotel Club, Bolinao, Pangasinan.

The activities were organized by TBC headed by Mr. Felix M. Erece, Jr., Head of Human Resource Department. Prior the event, participating employees were divided into 2 groups: Team A and Team B. Each team was composed of mixed gender and age. The event was graced by the presence of PNCC's President and CEO, Atty. Miguel E. Umali who untiringly observed and determined the winning team for every activity.



**Lunch at Sungayan Grill Bolinao Pangasinan**



**FLAG MAKING**

**TEAM  
CHEERLEADING**



**JACKENPOY "BATO BATOPIK"**  
**(ROCK PAPER SCISSORS)**



**BLIND FOLLOWER**

**FOLLOW THE LEADER**



*SEA WALKING*



*FILL THE BUCKET*



**FILL THE BOTTLE**



**DART**



**PING PONG**





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FUN, FUN FUN

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### GOING HOME MISHAP...



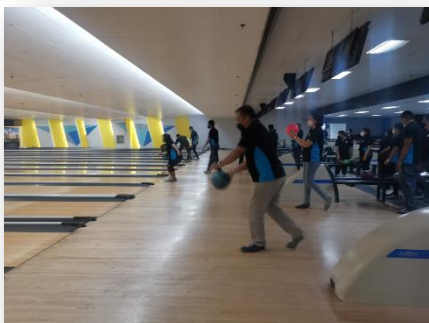
### EXTRA DAY AT DASOL ...



# Bowling Tournament

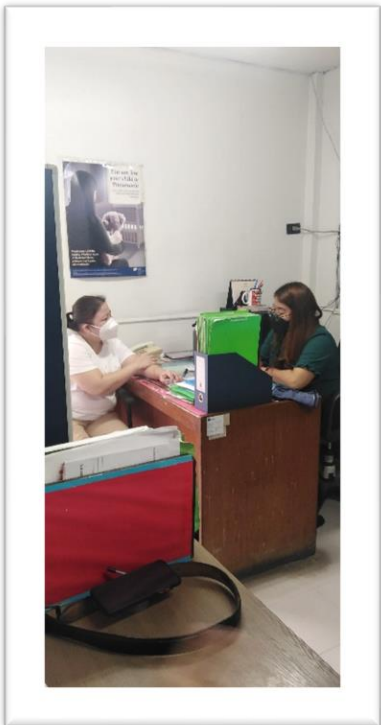
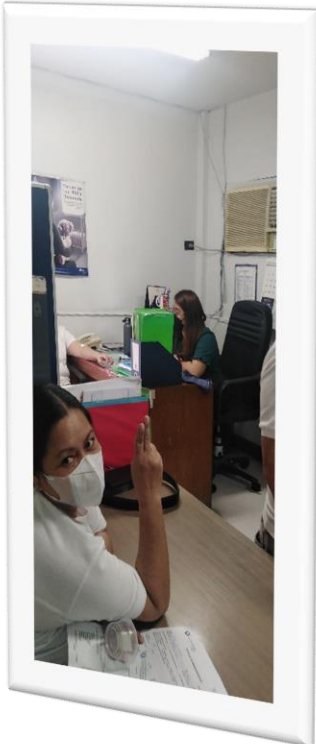
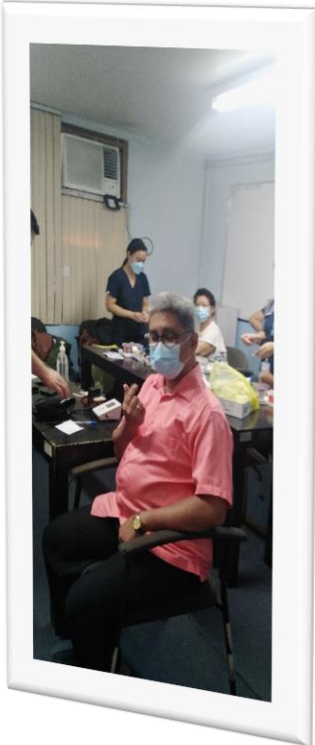
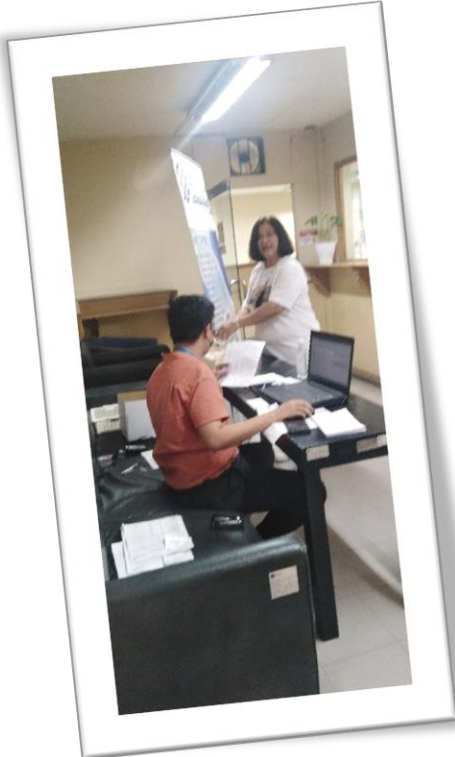
For 2 consecutive years, the bowling tournament was put on hold at the height of COVID-19 pandemic. With the government's easing of stringent travel restrictions and increasing number of businesses allowed to operate, PNCC's Bowling Tournament was once again held as part of the activities in celebration of the company's 55<sup>th</sup> foundation anniversary. It was opened on August 10, 2022 headed by its President and CEO Miguel E. Umali at AMF Puyat Coronado Lanes, EDSA Starmall. Patterned from the previous years' tournament, joining employees were divided into two (2) teams. Selection of each team players were based on their previous year average scores. The team with the highest combined total from all five (5) games was named the tournament champion.

Through the years, bowling is PNCC's effective team sport as it promotes a culture of wellness among incumbent employees and serves as a powerful icebreaker for newcomers. It also facilitates gatherings around the area of sport that influences positive changes and increase employee collaboration and camaraderie.



# Annual Physical Examination

The Annual Physical Examination of PNCC Employees was conducted on December 5, 2022 by The Clinic by Medical Benefit Clearing House, Inc. An Annual Physical Exam is a **series of routine examinations performed every year** that typically includes the following tests: Chest Xray, ECG, Papsmear for women, prostate test for men and blood tests. Some of the most common blood tests include Complete Blood Count (CBC), Fasting Blood Sugar (FBS), and blood chemistry.



# TRAINING / SEMINARS ATTENDED

Training / Seminar Title	Conducted By	Inclusive Date/s	No. of Employees				
			R&F	S	M	E	Total
Corporate Governance	ICD	February 28, 2022			1		1
Rethinking Employee Benefits: A Refresher on Employment Taxes	Bureau of Internal Revenue	March 11, 2022			1		1
Orientation and Workshop on the ICRS GOCC Monitoring System (GMS)	Governance Commission for GOCCs (GCG)	March 18, 2022		1	1		2
Procurement 101: Revised IRR of RA 9184	Government Procurement Policy Board (GPPB)	April 8, 2022			1		1
Slope Stability Analysis of Embankment and Dams	Bankers Institute of the Philippines, Inc. – Upswing Learning Center	April 19, 2022			1		1
Effective Construction Project Quality Assurance and Control Management	Bankers Institute of the Philippines, Inc. – Upswing Learning Center	April 21, 2022			1		1
Crack Analysis Repair and Controlling Mass Concrete Structures	Bankers Institute of the Philippines, Inc. – Upswing Learning Center	May 10, 2022			1		1
Effective Construction Project Planning and Management	Bankers Institute of the Philippines, Inc. – Upswing Learning Center	May 12, 2022			1		1
Building a Culture of Innovation in Financial Management on the Topic “One Time Cleansing of PPE”	Commission on Audit	June 15, 2022		2	2		3
PAMA: Choosing the Right Plastic	PAMA	June 20, 2022			1		1
Midyear Tax and Related Statutory Updates	BIR	June 27, 2022			1		1
Tax Webinar / Briefing for Large Tax Payers	Bureau of Internal Revenue	June 30, 2022		1	1		2
Mandatory Continuing Legal Education – 7 <sup>th</sup> Compliance	Supreme Court – Mandatory Continuing Legal Education Officer	October 7, 2022				1	1
48 <sup>th</sup> PICE National Convention and Technical Conference	Philippine Institute of Civil Engineers, Inc. (PICE)	November 11-12, 2022			1		1
Levelling the Playing Field Through National Competition Policy (NCP): A Blended Course for Government Agencies	Philippine Competition Commission	November 24-25, 28-29, 2022			2		2
A Revisit on Sec Financial Reporting Requirements	Securities and Exchange Commission	December 13, 2022			1		1
<b>TOTAL</b>			<b>0</b>	<b>4</b>	<b>17</b>	<b>1</b>	<b>22</b>
<b>Legend : R&amp;F – Rank and File</b>			<b>S – Supervisory Level</b>		<b>M – Managerial level</b>		<b>E - Executive</b>

**CORPORATE GOVERNANCE.** The course is a basic orientation on the concepts and applications of Corporate Governance (CG) as defined under pertinent legislation and administrative issuances in the Philippines. Directors and Key Officers of companies established and/or operating in the Philippines corporations will benefit from the course. First-time Directors and Key Officers, or persons who are about to be appointed as such in a Publicly-Listed Corporation, in particular, will meet the required training and basic orientation on CG. Beyond mere compliance, participants will benefit from practical frameworks and tools that can be employed inside their companies to employ CG as a means of promoting adherence to internal controls, preventing fraud, and developing a culture of good governance.

**RETHINKING EMPLOYEE BENEFITS: A REFRESHER ON EMPLOYMENT TAXES.** The webinar is to provide the basic tax rules on the income tax on compensation and other benefits.

**ORIENTATION AND WORKSHOP ON THE ICRS GOCC MONITORING SYSTEM (GMS).** An orientation and workshop session on *GMS* which caters the electronic submission of financial information of *GOCCs*, such as but not limited to financial statements and corporate operating budgets.

**PROCUREMENT 101 : REVISED IRR OF RA 9184.** The online training aimed to enhance the knowledge and skills of personnel involved in various procurement activities. Specifically, it was designed to familiarize the new members of the

Bids and Awards Committee (BAC) on the provisions of the law as well as the latest updates and issuances from the GPPB.

**SLOPE STABILITY ANALYSIS OF ENBANKMENT AND DAMS.** This course provides broad coverage of stability analysis for embankment dams. Topics addressed in the course include soil stress-strain behavior, shear strength selection, field and laboratory testing methods, slope stability analysis methods, slope stability analysis loading cases, seepage as related to stability analysis, and stability rehabilitation methods. The course includes several exercises to reinforce the information presented in lectures, as well as two optional evening sessions providing opportunities for hands-on experience with a commonly used slope stability computer program.

**EFFECTIVE CONSTRUCTION PROJECT QUALITY ASSURANCE AND CONTROL MANAGEMENT.** A course to update and upgrade the knowledge of the participants on latest knowledge on Effective Construction Project Quality Assurance & Control Management.

**CRACK ANALYSIS REPAIR AND CONTROLLING MASS CONCRETE STRUCTURES.** A course to update and upgrade the knowledge of the participants on latest knowledge on Soil Exploration and Analysis for Engineering Design Utilization.

**EFFECTIVE CONSTRUCTION PROJECT PLANNING AND MANAGEMENT.** A course to update and upgrade the knowledge of the participants on latest knowledge on Effective Construction Project Planning & Management

**BUILDING A CULTURE OF INNOVATION IN FINANCIAL MANAGEMENT ON THE TOPIC “ONE TIME CLEANSING OF PPE’.** A webinar to enable the participants to understand the rationale, guidelines and procedures for the One-Time Cleansing of PPE Account Balances of Government Agencies. This training will provide the correct interpretation for its proper implementation.

Tax Webinar / Briefing for Large Tax Payers

**MANDATORY CONTINUING LEGAL EDUCATION.** Continuing legal education is required of members of the Integrated Bar of the Philippines (IBP) to ensure that throughout their career, they keep abreast with law and jurisprudence, maintain the ethics of the profession and enhance the standards of the practice of law.

**48<sup>th</sup> PICE NATIONAL CONVENTION AND TECHNICAL CONFERENCE.** The 48th PICE NCTC will be a great avenue for Civil Engineers to earn the continuing professional development units required by RA 10912 (CPD Law). The Technical Program will include topics on the state-of-the-art civil engineering technologies related to the seven (7) specialty divisions of PICE, namely: Project Management and Construction Engineering, Geotechnical Engineering, Structural Engineering, Transportation Engineering, Water Engineering, Environmental & Energy Engineering, and Civil Engineering Education.

**LEVELLING THE PLAYING FIELD THROUGH NATIONAL COMPETITION POLICY (NCP): A BLENDED COURSE FOR GOVERNMENT AGENCIES.** The Philippine Competition Act (PCA) or Republic Act (RA) No. 10667 intends to stimulate economic development by promoting and upholding market competition that encourages efficiency, innovation, and entrepreneurship.

Through the PCA and in support of the 2017-2022 Philippine Development Plan (PDP), the National Competition Policy (NCP) was formulated to provide a guiding framework for competition for all government regulations and administrative procedures, and a catalyst for the effective enforcement of antitrust laws in the country.

This self-paced online course enjoins all stakeholders in government to enhance their capacities in line with the rollout of the NCP, pursuant to Administrative Order No. 44, s.2021.

At its core, the course will provide in-depth discussions on the three main pillars of the NCP: (1) pro-competitive policies and government interventions, (2) competitive neutrality, and (3) enforcement of competition-related laws and issuances.