

Rooms; IP Cameras and Network Video Recorders; and, Uninterruptible Power Supply (UPS) for the desktop computers

### **C.8 Implementation of the Approved Amended Strategic Performance Management System (SPMS) Manual of JHMC**

In compliance with the provisions of the Governance Commission on Government-Controlled or Owned Corporations (GCG) Memorandum Circular No. 2021-01 for the establishment and implementation of an SPMS of the Civil Service Commission (CSC) or its equivalent, JHMC BOD approved the amended SPMS Manual on 08 November 2021 and was fully implemented on its 1<sup>st</sup> year starting 01 January 2022.

## **D. LEARNING AND GROWTH PERSPECTIVES**

### **D.1 Health and General Welfare of JHMC Employees**

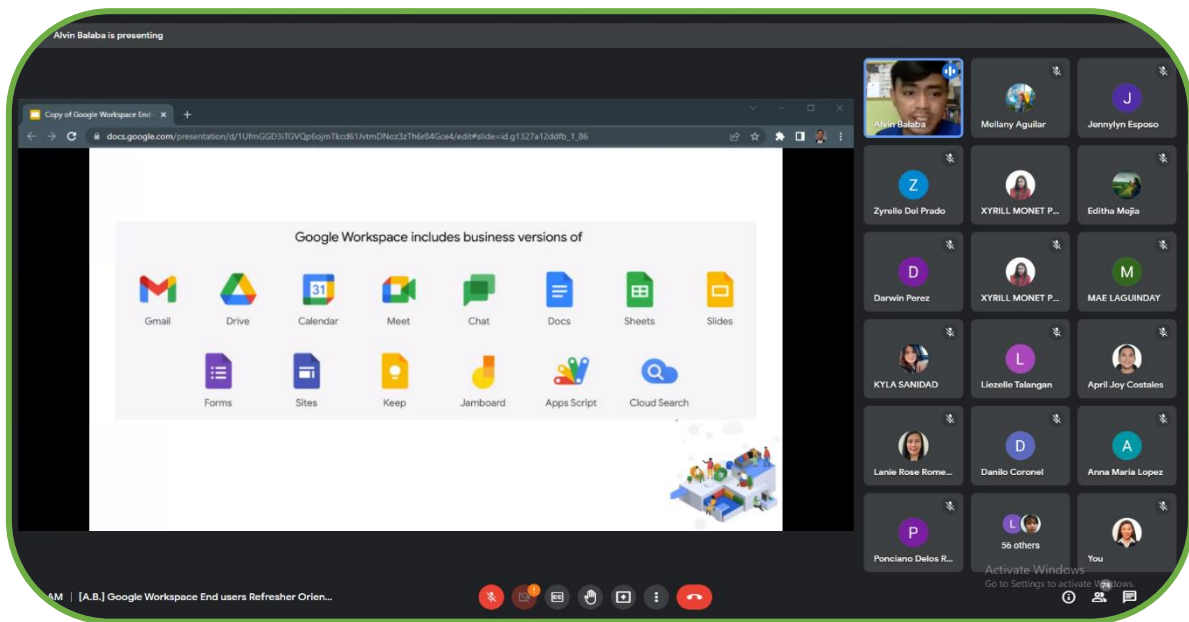
#### **D.1.1 Annual Physical and Medical Examination**

The Annual Medical and Physical Examination (APME) is conducted every year to monitor the physical conditions of employees and also serves as one of the basis for the development of future Health and Wellness Programs.

As a result of the APME conducted for CY 2022, **66%** of the total population was found to have issues with sugar levels, cholesterol, uric acid, and the like. The advice is to modify lifestyles, undergo diet programs or physical activities, and/or undergo further medical tests and medications.



## Google Workspace Orientation



### D.3 Health and Wellness Program

#### D.3.1 Physical Work Outs

JHMC promotes the well-being of its employees regardless of position, age, sex, civil status, religion, belief, and culture through the conduct of various activities such as physical, financial, environmental, emotional, and spiritual. Thus, every year, JHMC develops and implements a Program to address the Health and Wellness issues of both male and female employees.

In promoting the well-being of all employees, both male and female employees are provided with equal opportunities to participate. Every Health and Wellness Program is designed as non-discriminatory. Male employees are not prioritized over women employees.

Also, JHMC ensures that in the development and implementation of a Health and Wellness Program, gender stereotyping is addressed. Further, the Health and Wellness Program is a means to empower both men and women physically, spiritually, financially, and emotionally.

For the CY 2022 Health and Wellness Program, the Human Resource Services Division (HRSD) will focus on the well-being of employees, which includes the following: (a) Psychological; (b) Physical; (c) Behavioral; and, (d) Environmental.



# Health and Wellness Kick-Off Program



John Hay Management Corporation  
March 25, 2022



Avigale Villanueva

Mrs. Ylona Veronica A.  
Bayod Rpm, LPT

GUEST SPEAKER



HOMER GLENN ATANACIO







#### D.4 Gender and Development (GAD) Program

JHMC was listed Top 7 among GOCCs which declared a high percentage of GAD activity expenditures over its total agency budget as stated in the 2021 Annual Report of the Philippine Commission on Women (PCW).

#### JHMC GENDER AND DEVELOPMENT, TOP 7 AMONG GOCCs

Camp John Hay, Baguio City – In the annual report submitted by the Philippine Commission on Women (PCW) for 2021, John Hay Management Corporation (JHMC) was listed top 7 among government-owned and controlled corporations (GOCCs) which declared a high percentage of Gender and Development (GAD) activity expenditures over its total agency budget.

PCW monitors and evaluates the implementation of the Magna Carta for Women on government agencies' compliance with the GAD budget policy. The report also shows the programs and projects that have high GAD attribution through the use of Harmonized Gender and Development Guidelines (HGDG) on which JHMC is listed.

Worth noting is that, of the declared expenditures, the cost of implementing the flagship or major programs of JHMC were identified as gender-responsive.

For years, JHMC has been challenged to integrate GAD targets into its plans and programs. With the leadership, guidance, and efforts of the Gender Focal Point System (GFPS) Members and the Technical Working Group (TWG), JHMC emerged to excellence. END.

