

July	8,744	8,700	28,966	15,547	383,474	323,705
August	2,762	19,006	7,416	26,764	138,523	321,099
September	7,221	16,177	22,251	24,033	458,207	338,584
October	8,269	12,443	25,397	22,854	445,646	362,789
November	7,716	14,639	21,943	22,263	339,836	386,998
December	8,330	14,576	22,539	21,854	310,573	367,273
<b>TOTAL</b>	<b>92,994</b>	<b>131,231</b>	<b>287,854</b>	<b>227,869</b>	<b>4,975,524</b>	<b>4,280,188</b>
<b>REMARKS</b>	<b>41.1% ↑</b>		<b>20.8% ↑</b>		<b>13.9% ↑</b>	

Note: Visits refer to the number of times the website was accessed and hits refer to any files or pages requested from the website.

### 3.9. Disposition of Records

No records disposition activity was conducted in 2025 due to the relocation of JHMC to its new office building. The designated records storage room is scheduled for construction in 2026.

In the interim, all JHMC records were transferred to a temporary storage facility for safekeeping.

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

JHMC continued the full implementation of its Strategic Performance Management System (SPMS) in its 5th year, maintaining compliance with GCG Memorandum Circular No. 2021-01 and ensuring the ongoing alignment of performance management with Civil Service Commission (CSC) standards.

## IV. Human Resource Development Program

### 4.1 Strategic Measure: Increase the Organizational Competency

By the end of CY 2025, JHMC conducted a competency assessment using a new evaluation form, establishing JHMC's competency baseline at 0.45%. Identified gaps will be addressed through the CY 2026 Human Resource Development Programs to ensure employees meet position requirements and perform effectively.

### 4.2 Organizational Development Programs

One of the JHMC's core pillars is promoting employee and stakeholder learning growth. JHMC ensured that all regular

employees received a minimum of 16 hours of trainings in 2025, achieving 100% participation in developmental programs.

JHMC provided training programs for committee members, project-based and fixed-term employees on EMS, QMS, Safety and Health, the New Procurement Law, and GAD. The office also facilitated learning opportunities for university students from the University of Baguio, Saint Louis University, Apayao State University, and Abra State Institute of Science and Technology through OJT.

Additionally, these students, along with new employees and newly appointed Board members, participated in QMS and EMS awareness programs.

<b>AWARENESS PROGRAM</b>	<b>NO. OF STUDENTS, NEWLY HIRED EMPLOYEES, BOD</b>
QMS ORIENTATION	78 newly hired employees, 29 OJTs, 1 BOD
EMS ORIENTATION	72 newly hired employees, 26 OJTs

### 4.3 Work-Life Balance

- **Health and Wellness Activity**

JHMC’s Health and Wellness Program focused on the physical, mental, and overall well-being of employees, promoting work-life balance, healthy habits, camaraderie, creativity, stress management, and environmental advocacy.

To support these objectives and enhance employee productivity and wellness, JHMC implemented the following activities:

<b>Month</b>	<b>Activity</b>
January	Flu Vaccination
February	Valentine’s Day
March	Kick – off Program: Mental Health Activity Larong Pinoy Tara Makisaya Finish If You Can Wit and Wellness
April	Play and Laugh Mystery Stations The Race To Solve It All Earth Day Plogging National Records and Information Management Month

May	Mother's Day HPG Road Safety Talk
June	Arbor day Tree Planting Activity International Day Against Drug Abuse and Illicit Trafficking Father's day
July	National Resilient Month: Color Fun Run or Earthquake Drill Blood Donation Drive
August	World Lung Cancer Day Economic and Financial Literacy
September	World Clean and Green Week: Run/Walk and Plogging Family Week Eye Check Up
October	Spooky Health and Wellness Random Drug Testing
November	18-day Campaign to End Violence Against Women World Quality Week
December	World's Aids Day Closing and Awarding Ceremony

#### 4.4 Rewards and Recognition

JHMC implemented the PRAISE program with Equal Opportunity Principle (EOP) to recognize and reward JHMC employees and stakeholders for creativity, efficiency, integrity, and contributions toward achieving the organization's mandate.

A rewards and recognition program was conducted:

<b>Rewards and Recognition</b>	<b>Award</b>	<b>Awardees</b>
JHMC Employees	Loyalty Award	<p><b>Celebrating 30 Years of Dedicated Service</b> Luzviminda Panganiban Evangeline Domingo Ponciano Delos Reyes Jr.</p> <p><b>15 Years of Service</b> Josephine Tecan Editha Mejia</p>

		<p>Benjamin Quiño Jr. Julie-ann Dawagui</p> <p><b>10 Years of Service</b> Mary Ellen Cabuhat Beryl Blanche Bahatan Juvy Belino Chisamay Kedweng</p> <p><b>5 Years of Service</b> Lara Melissa Antonio Mcvay Bogsit</p>
	Kaisa Ng Kalikasan Award	<p>Gerald Duagan Leoardo Biasura Jr. Corporate Planning Unit (CPU)</p>
JHMC Stakeholders	Gender Mainstreaming Efforts	<p>Mckleene Premium Products Inc. NorthCom Security and Investigation Agency, Inc.</p>

#### 4.5 GAD Activities

JHMC advanced gender mainstreaming by establishing the “**Rainbow Lane**” or “**Pridestrian Lane**” at Camp John Hay, in partnership with Philippine Financial & Inter- Industry Pride (PFIP) and Cordillera Pride Community Leaders (CPCL). The project promotes inclusive infrastructure, supports compliance with the Safe Spaces Act (RA 11313), raises public awareness on gender rights, and reinforces JHMC’s zero-tolerance policy on gender-based harassment, contributing to the agency’s GAD objectives under RA 9710.

As an additional initiative, and in support of its commitment to gender mainstreaming, the organization continues to provide opportunities for employees’ learning and professional growth, thus, the following activities were also undertaken:

GAD Plan and Budget Workshop, 23 October 2025

Trainings/ Seminars

Gender Sensitivity Training, 10–13 October 2025

Safe Spaces Act

Inter-Agency Joint Session on the GFPS Functionality Assessment Tool (GFAT), 14 November 2025

2nd BCDA GAD Summit: Maximizing Opportunities Advancing Equality, 18 - 19 November 2025