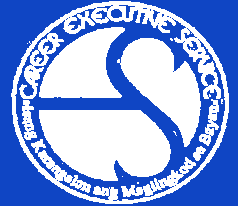


The Public Manager



OFFICIAL QUARTERLY NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

www.cesboard.gov.ph

2nd Quarter 2010

Vol. 22 No. 2

CESB reiterates policy on courtesy resignation

The CES Board recently issued Circular No. 6, s. of 2010, seeking to clarify the issue on courtesy resignation in the face of a change of administration.

Circular 6 reiterated its earlier stand made in 2004 via CESB Resolution No. 549, that “an official order or directive requiring the tender of ‘courtesy resignation’ shall

be null and void on its face, creating neither right nor obligation.”

Circular 6 noted that “courtesy resignation cannot be properly interpreted as resignation in the legal sense for it is not necessarily a reflection of an employee’s intention to surrender his position.”

The circular also noted that those who are made to submit a courtesy

resignation may run to the Civil Service Commission and file an appeal within 15 days from submission of such a resignation. The Circular concludes that “a finding that a resignation was in fact a ‘courtesy resignation’ shall entitled the affected employee to reinstatement in the service, without

12

CESB holds HR agenda consultations



CESB Executive Director Maria Anthonette V. Allones solicited the suggestions and opinions of CESOs and eligibles who attended the consultation-workshops to be used as valuable inputs to the integrated national Human Resource Development Agenda held on May 27 in Cebu City. Similar workshops were also held in Baguio, NCR and Davao in various dates.

The CESB has conducted consultation-workshops with CESOs and Eligibles in various regional hubs to gather their insights and inputs for a people-driven development plan.

The CESB and the People Management Association of the Philippines (PMAP) have joined hands to formulate an Integrated National Human Resource Development Agenda.

12

In this Issue

Managing transitions	2
CES eligibility requirement	3
Cebu Heritage Walk Tour	4
CESO, CES eligibles to organize	5
Board interview to now be panel	10
Skillful makeover	14

CESOs troop to forum on managing transitions

Close to three hundred officials, the second largest in the past two years of CIRCLE, attended the May 20 CIRCLE Forum on Managing Transitions.

The CESB featured this timely topic in the context of the impending change of administration after June 30. In her welcome remarks, CESB Executive Director Maria Anthonette V. Allones said that to be a CESO does not just connote security of tenure of a high-ranking government official but CESOs are those who will serve with leadership and excellence. "A CESO is a leader who can be entrusted upon by the people and the government administration and as CESOs, ranks should be protected with proven commitment in the public service."

The forum presented three speakers who represented different perspectives, the theoretical and experiential perspectives.

Gerardo A. Plana, Executive Director of the People Management Association of the Philippines (PMAP) shared the theoretical and prescriptive strategies on change management to address problems attendant to the difficult process of transitioning. He underscored the beauty of changes and transitions by quoting Jack Welch "If the rate of change inside the organization is not greater than the rate of change outside, then the end is near." He said that for executives to successfully manage changes they must apply 12 lessons, namely: 1) Appoint credible people who will lead the change; 2) Develop a change management plan; 3) Craft and communicate an exciting vision; 4) Translate vision to milestone; 5) Create a sense of urgency; 6) Integrate



all change initiatives; 7) Don't neglect managing transitions; 8) Manage resistance to change; 9) Promote innovation; 10) Build a support coalition; 11) Involve people; and 12) Institutionalize the change. He said that normally people will not undergo transitions easily and will undergo the four-levels of transition curve, that is, denial, resistance, exploration and finally, commitment. He cited that people usually resist change because they are comfortable with the old ways; they feel they will lose out; their identity or status is threatened; or they are not sure they can measure up. Plana distinguished concepts of change and transition. He said that "changes are external and events in nature; transitions are individual and involve individual experiences." He added that "the first task of change management is to understand the destination and how to get there; the first task of transition management is to convince people to leave home."

The next two speakers represented the group of career officials who undergo frequent leadership changes in their agency, the Department of Environment and Natural Resources (DENR).

Corazon C. Davis, CESO II and recently promoted Assistant Secretary, presented her insights from the long years of being in an agency that had frequent changes in its Secretary. She said that a change in the leadership entails "shift in priorities and policies, frequent changes in the organizational team, development of "wait and see" syndrome in the field which affects the delivery of service and tends to slow down the working momentum of the employees." She said that in her experience a change at the top renders the organization prone to "padrino" system that breeds polarization. She said that almost always, new leaders and employees need "a six-month


10

CESB rules a promoted CESO is entitled to next higher step increment

The CESB recently ruled that a CESO who has been promoted to a higher rank and is subsequently promoted to the corresponding position shall be entitled to an adjustment to the next higher step of his/ her present salary.

This decision came after the Dept. of Budget and Management sought clarification on the case of two officials from the Office of

the President who were earlier promoted in CES rank of Undersecretary and Director IV, one position level than their present positions (Assistant Secretary and Director III, respectively) and consequently got their corresponding salary grade increase. The two officials were later promoted to the positions equivalent to their CES ranks.

Previous CESB guidelines on CESOs getting promoted in rank were unequivocal on the salary grade adjustment, but were silent on step increment. A CESO who gets adjusted or promoted in rank is entitled to enjoy the salary grade of the position equivalent to his/ her new rank, following the rank-based compensation principle. 

SC upholds CES eligibility requirement

It is another relevant decision, in adherence to a long line of Supreme Court (SC) decisions that strengthens the institution.

The highest court of the land recently upheld the requirement of the CES eligibility for appointees to 3rd level or CES classified positions to obtain security of tenure or permanence in the service.

In a decision dated 15 March 2010, the SC First Division reinstated the decision rendered by the Regional Trial Court of Pasay City and reversed and set aside the decisions of the Court of Appeals, ruling that respondent Mercado's "termination by the PEZA Board of her appointment, as well as the appointment in her stead of CES eligible by Ortaliz, were not illegal" because "prior to her appointment or during her incumbency as Deputy Director General up to the time her appointment was terminated, she was not a CES eligible" and "she had no security of tenure".


The SC added that "In the CES under which the position of Deputy Director General for Policy and

Planning is classified, the acquisition of security of tenure which presupposes a permanent appointment is governed by the Rules and Regulations promulgated by the CES Board."

The SC, citing its ruling in the case of Amores vs. Civil Service Commission (G. R. No. 170093, April 29, 2009), stated that "Clearly, for an examinee or an incumbent to be a member of the CES and be entitled to security of tenure, she/he must pass the CES examinations, be conferred CES eligibility, comply with the other requirements prescribed by the CES Board, and be appointed to a CES rank by the President."

Moreover, the SC dismissed the contention of the respondent that Republic Act No. 8748 (RA 8748) removed the CES eligibility qualification for the positions of Deputy Director General in PEZA since the same was not anymore provided in the said law. The pertinent provisions of RA 8748 for the positions of Deputy Director General reads, as follows,

"The director general, shall be assisted by three (3) deputy directors general each for policy and planning, administration and operations, who shall be appointed by the PEZA Board, upon the recommendation of the director general. The deputy directors general shall be at least thirty-five (35) years old, with proven probity and integrity and a degree holder in any of the following fields, economics, business, public administration, law, management or their equivalent." (emphasis in the original).

The SC said that "removing the CES eligibility requirement for the Deputy Director General position could not have been the intention of the framers of the law. It bears noting that the position is a high-ranking one which requires specialized knowledge and experience in certain areas including law, economics, public administration and similar fields, hence, to remove it from the CES would be absurd." (emphasis supplied) 

CESOs join Cebu Heritage Walk Tour

The CES community celebrates the National Heritage month pursuant to Presidential Proclamation No. 439 by organizing the Cebu City Heritage Walk Tour. The heritage walk tour held last May 27 is the third CES Club event this year.

The tour consists of a visit to historic places like the Fort San Pedro, Santo Niño Museum, Cathedral Museum, The Jesuit House of 1730, Yap-San Diego Ancestral House and Casa Gorordo and a Tartanilla Ride (horse-driven carriage).

Fort San Pedro is the oldest and smallest fort in the Philippines. It is said to be the Spanish outpost in the Philippines during the colonial era. The Santo Niño Museum houses the Santo Niño vestments in various sizes. The Cathedral Museum of Cebu, on the other hand, was formerly the rectory of the Cebu Cathedral. Throughout the years it underwent various transformations as a school, an office and now as an



ecclesiastical museum. The Jesuit House of 1730, as it is known by the year that it was built, was once the residence of the Jesuit Superior in Cebu. Another historic spot in the City of Cebu is the Yap-San Diego Ancestral House that was built

during the late 17th century by the Chinese merchants residing in **Pari-an** (the old Chinese District of Cebu). At present, the house is undergoing renovation and outfitting for a museum. The Casa Gorordo Museum is a place that features noted paintings, museum relics, a courtyard, antique household items and furniture. Now under the Aboitiz Foundation, the house has been restored and outfitted as a house museum that showcases the elegant lifestyle at the turn of the century.

For the past year, the CES Club has been actively involved in reinventing interesting topics on culture and arts, music genre, physical fitness and wellness, personal development and other motivational subjects that are significant to their work as government servants. The Club is still preparing for another activity that will be of interest to CESOs and eligibles. 🌐



CESO, CES eligibles to organize

The CESB is calling CESOs and eligibles to organize in their respective agencies.

In a show of support to the National Union of Career Executive Service Officers (NUCESO), the CESB issued Circular No. 5 last April 11. Circular 5 urges agencies to organize NUCESO Chapters in the central offices. NUCESO needs to identify three Central Office representatives to the NUCESO governing board.

Under the NUCESO by laws, the NUCESO Board of Trustees "shall include the national Chairman/President, the Executive Vice Chairman/President, the 17 elected Presidents of the regional chapters, 3

representatives from the central office chapters, and the Executive Director of the Career Executive Service Board (CESB)." It also says that the 3 central office representatives "shall be elected from among the central office chapter presidents." Currently, there are only few agencies that have "organized CESOs" in their central offices which hinders the identification of central office representatives to the NUCESO Board.

In 2005, the NCCESO and ELPAA merged into NUCESO "to have a unified voice for the third level." Since then, the NUCESO has been governed by an interim board

which was then headed by Evangeline Cruzado. Mariano R. Alquiza assumed presidency by the end of 2008.

Need for a Synchronized Election

The interim board underscored the necessity for the NUCESO chapters to have an elected president, preferably to assume office in October in time for the election of the incoming corporate officers. This is to avoid situations where an executive officer or a central office representative whose 2-year term remains effective but legitimacy as a trustee is already in question because he/ she has no chapter to represent as his/her term as president already expired.

NUCESO corporate officers, including its Vice Chairperson, Secretary, Treasurer and Auditor, are elected or appointed from among the Board of Trustees to serve a two-year term.

The first election of central office representative should be conducted during or immediately prior to the national general assembly and election of national president in November.

The NUCESO is a CESB's partner in strengthening the CES Community and in fostering strong commitment in ensuring that CESB policies and programs are responsive to the needs of the community. The national president of the NUCESO sits as an observer during CESB board meetings.

The Performance Management and Assistance Division (PMAD) of the CESB has been tasked to provide assistance to agencies to comply with Circular 5. They may be reached through 951-4986 or 951-4981, 84, 85 and 88 locals 110,111 and 126. ☎

REAWESMIN sets strategic directions

Amidst summer heat, officers and members of Region 9 traveled all the way from the south to conduct its out-of-town Strategic Planning Workshop held last May 15 at a resort in Siquijor.

The group of Region IX executives led by its newly-elected president DOLE Regional Director Ponciano Ligutom gathered to revisit their vision, mission, goals and core values and establish its indicative plan of action. They also organized various technical working groups to serve as their working arm in implementing their various plans.

Among their major plans is to establish a one-stop shop of government executives in June to coincide with its 12th year of incorporation. They are

also planning to establish a Regional government employees' cooperative.

REAWESMIN stands for Regional Executives Association of Western Mindanao and was established in the 80's, but was formally incorporated and registered with the Securities and Exchange Commission in 1998. It has over 90 members of good standing, committed to promote mutual understanding and closer relationship among Region IX executives, provide an environment for developing and enriching managerial capabilities of its members and enhance professionalism and careerism in the public service. ☎

31 CES eligibles in SALDIWA



Participants of the Integrated Salamin-Diwa ng Paglilingkod training program pose for a class shot in Vista Marina Hotel and Resort, Subic, Zambales. The training program is a two-week executive leadership course.

Thirty one participants completed the Integrated Salamin-Diwa ng Paglilingkod training program conducted on June 22-July 5, 2010, Zambales.

SALDIWA is an integrated course of the SALAMIN ng Paglilingkod and DIWA Paglilingkod, two of the three training programs under the Executive Leadership Program (ELP). It is an intensive fifteen-day course that intend to enable government executives to examine their values; increase their awareness and understanding of leadership styles and contexts; examine and internalize needs, standards and aspirations for increased responsiveness of state policies and

programs; clarify and manage their values and leadership styles; and enhance interpersonal and public relations and teambuilding skills of executives.

The program has five modules: 1) Ethical governance; 2) Leading in a Continuously Changing Environment; 3) Developing/ Empowering Others to Establish Collective Accountability for Results; 4) Linkaging and Networking for Productive Partnership; and the 5) Community Organizational Attachment Module popularly known as the barrio immersion.

The participants are: Lealyn A. Ramos, Regional Executive Director, DA; Zenaida L. Arevalo, Asst. Regional Director, DSWD;

Porfirio M. Balatico, Branch Head, SSS; Mary Libertine C. Amor, PARO I, DAR; Gina A. Crucio, Division Manager C, MCWB; Renato M. De Vera, Director IV, DBM; Angel C. Enriquez, RTD, DA; Elias F. Fernandez, Jr., ARD, DILG; Corazon I. Flores, OIC-ARD, DOH-CHO; Angelito V. Fontanilla, Director IV, DENR; Rosario Virginia C. Gaetos, Deputy Executive Director, PCVC; Nelson V. Gorospe, DENR; Radne B. Jomoad, OIC-ASDS, DepEd; Alfredo A. Lazo, Chief of Clinics, Western Pangasinan District Hospital; Jonas R. Leones, Asst. Director, EMB; Jonathan Paul M. Leusen, Jr., Director III, DILG; Diony D. Mamaril, Deputy Chief

☞ 10

CESOs discuss their role in adapting to climate change



Dr. Neric Acosta, one of the forum speakers intelligently answered all queries and other clarifications pertinent to his lecture on the possibility of green growth held on June 17, 2010 in Palo, Leyte.

The CESB launched another CES C.I.R.C.L.E. Forum with the theme, “*Is Green Growth Possible? The Role of CESOs in Adapting to Climate Change*” on June 17 at the DPWH Multi-Purpose Hall, Baras, Palo, Leyte. This event sought to introduce the idea of “green growth” as a viable strategy to achieve an environmentally sustainable economic growth and more importantly, as an effective measure to mitigate the harmful effects of climate change.

The keynote speaker was Juan Romeo Nereus “Neric” Acosta, a professor of public policy at the Asian Institute of Management and Albert Magalang, an environmental management specialist from the Environmental Management Bureau.

Acosta shared with conviction his stand on the possibility of green growth in our country. He gave emphasis that it is not only possible, it is imperative that we must promote green growth. He cited several situational examples to elaborate the significance of green growth adding that it is one of the agenda of the President-elect Noynoy Aquino.

He said the nature and the environment are foundational elements of the economy, livelihood and life itself. He also encouraged the government executives to now begin the paradigm shift of seeing that the environment is really about life support system. Acosta, said that the words *ecology* and *economy* are of the same roots. He associated the term economy with money, jobs, investment, and wealth while

ecology pertains to nature, environment, marine life, flora and fauna, rivers, systems, water fronts, etc. He said that ecology as a whole is really not about flora and its sub-flora but it is about the people.

Acosta also cited a number of situations or experiences during the onslaught of typhoon Ondoy and other natural calamities. He summarized his lecture by encouraging the public to take care of the environment and support the programs of the government on the protection and preservation of the nature and environment.

Another expert in the field of environment management, Magalang, presented various challenges brought by climate change. He cited the power plants causing green effects which eventually result to the increase of the global surface temperature. He, however, assured the audience that there are various measures implemented by the government to mitigate the effect of climate change. He stated that global warming or climate change is a natural phenomenon. For the past 30 years, there had been discussions, conferences and other similar meetings on how the government and the public as well can mitigate the effect of climate change. He said the government is serious in its undertaking of implementing projects to help the general public to mitigate the harsh effect of climate change. The government is also providing relocation areas for people in the affected

☛ 10



Conferred through
Resolution No. 859
dated April 13, 2010

NEW CES ELIGIBLES

BENJAMIN C. ACORDA, JR.
Deputy Chief
Operations and Management
Division
Philippine National Police

JOSEF-DAX C. AGUILAR
Junior Partner
Martinez, Alcera, Atienza
and Benusa Law Offices

CANDIDO J. ASTROLOGO, JR.
OIC, Director
National Statistical Coordination
Board

DANILO B. BERAMO
Department Manager
Land Bank of the Philippines

ANGEL T. CONCEPCION, JR.
Vice President
Government Service Insurance
System

NORIEL P. DEVANADERA
Undersecretary
Department of Labor
and Employment

VICTOR ARIEL S. DEY
Bank Officer I
Bangko Sentral ng Pilipinas

JONATHAN PAUL M. LEUSEN, JR.
Assistant Regional Director
Department of the Interior and Local
Government

MARIA RITA O. MATUTE
Deputy Executive Director
Center for International Trade
Expositions and Missions

MA. ANGELLI L. MORICO
Deputy Chief
Philippine National Police

RESTY C. OSIAS
Trial Attorney V
Department of Agrarian Reform

ODILON L. PASARABA
Attorney IV
Department of the Interior
and Local Government

ELIZABETH P. PILLORIN
Information Officer IV
Department of Public Works
and Highways

HELENE GRACE T. RAMOS
Attorney VI
Civil Service Commission

JOSE EDISON C. TONDARES
Supervising Emigrant
Services Officer
Commission on Filipino Overseas

GLENN F. VILLASEÑOR
Division Manager
Lufthansa Technik, Philippines

FELIPE D. YADAO, JR.
Supervising Political Affairs Officer
Commission on Appointments

Conferred through
Resolution No. 864
dated May 18, 2010

SANTIAGO G. ABARICIA
Medical Specialist IV
Accreditation and Quality
Assurance

ARNEL M. AGABE
Local Government Operations
Officer VIII/ Provincial Director
Department of Interior and
Local Government

MA. CECILIA C. AURELLANO
Junior Assistant Manager
Booking and Reconciliation Unit
Metropolitan Bank &
Trust Company

GWENDOLYN C. BAMBALAN
Marketing Specialist III
(Officer-in-Charge, Administrative
and Finance Division)
Forest Management Bureau
Department of Environment and
Natural Resources

ROMULO V. BERNARDES
Regional Director
Land Transportation Franchising
and Regulatory Board



NEW CES ELIGIBLES

**Conferred through
Resolution No. 868
dated June 2, 2010**

CLEMENCIA A. CABUGAYAN
Director III
Presidential Management Staff

HJORDIS MARUSHKA B. CELIS
Provincial Health Officer II
Provincial Government of Bulacan

PAULINE THERESA D. EUSEBIO
Manager
Records Management and
Printing Division
Administrative Services Department
Bangko Sentral ng Pilipinas

CORA-LOU B. KINTANAR
Medical Specialist IV
Department of Health

BENJAMIN J. MONZON
Manager
SKD Energy Inc.
Makati City

CLARO DENNIS P. MORANTE
Supervising Meat Control Officer
National Meat Inspection Service

EMILY DB. NEM SINGH
Chief Personnel Specialist
Human Resource
Development Office
Civil Service Commission

YOLANDA E. OLIVEROS
Director IV
National Center for
Disease Prevention and Control
Department of Health

ROSARIO ESTER B. ORDA-CAISE
Presiding Judge
Municipal Trial Court
Alaminos, Laguna

EVELYN VICTORIA E. RESIDE
Medical Specialist II
Quirino Memorial Medical Center

NORA IGNACIO RIVERA
Division Manager A
National Electrification
Administration

MONICA D. SALIENDRES
Division Manager
Development Academy of the
Philippines

ROBERT LOUIE P. SO
Head Executive Assistant
Office of the Secretary
Department of Health

GERONIMO L. SY
Assistant Secretary
Personnel Management
and Development
Department of Justice

CHARLITO M. YU, JR.
Accountant III
Culion Sanitarium
Center for Health
Development IV-B

JENNIFER AGUILAR BAQUIRAN
Supervising Legislative
Staff Officer II
Committee on Rules
House of Representatives

**MA. ANGELINA MADURO
CARREON**
Director III
Technical Education Skills
Development Authority

**MA. ROSARIO CHARO
ENRIQUEZ CURIBA**
Assistant Commissioner
Bureau of Internal Revenue

ANTONIO GINES GERUNDIO
Director IV
Regional Field Unit IV-B
(MIMAROPA)
Department of Agriculture

MARCIA GIBE ISIP
Planning Officer
(Officer-in-Charge, Provincial
Environment and Natural
Resources Officer)
Department of Environment
and Natural Resources

**Conferred through
Resolution No. 869
dated June 2, 2010**

**ESMERALDA DAPHNE NEBRES
PURNELL**
Local Government
Operations Officer VI
Local Government Academy
Department of the Interior
and Local Government

Board interview to now be panel

The Board is shifting from a one-on-one interview to a structured Panel interview system as the fourth and final stage in the CES eligibility process. This is part of the process to align all the eligibility examination stages to the competency-based framework.

The panel of interviewers for the final stage in the CES eligibility process will consist of a CES Governing Board Member, a representative from the People Management Association of the Philippines (PMAP) and a selected CESO exemplar.

Hence, the CESB recently conducted two-day targeted selection interview (TSI) training to CESOs I and II.

The training is designed to equip the selected participants with effective interviewing skills, strategies, and techniques combined with structured, systematic and behavior-based interviewing system.

The TSI focused on the six competency-based dimensions, namely : 1) strategic and critical thinking, 2) leading in a

continuously changing environment, 3) developing/ empowering others to establish collective accountability for results, 4) linking and networking for productive partnerships, 5) planning and organizing for greater impact and 6) driving performance for integrity and service. There are also other dimensions that the interview will measure, such as the ability to articulate thoughts in an organized manner/ responsiveness of answers, grammatical correctness of answers and overall decorum.

The participants were also trained on how to conduct interview focusing on job-related behavior, use past behavior of the interviewee to predict future behavior, assess both job fit and organization fit motivation, organize selection elements into a comprehensive system, apply effective interviewing skills and techniques, make a positive impression on the applicants and use data integration to make the best decision.

An interview rating guide was also discussed during the training. 🌐

6 | SALDIWA...

for Administration, BJMP; Angelina V. Manga, Director III, DOE; Jaime C. Montoya, Executive Director, PCHRD; Renato A. Oxina, Department Manager III, TRC; Mildred J. Padilla, Business Development/ Marketing Chief, PPA; Ernieli P. Dancel, Chief Lottery Operations Officer, PCSO; Nurdy L. Plaza, Director III/ Asst. Regional Director, DOTC; James Arsenio O. Ponce, PARO I / OIC Asst. Director, DAR; Ma. Estrella R. Reyes, Director III, OP; Diosdado M. San Antonio, Director III, DepEd; Editha B. Santos,

Chief Accountant, Philippine Army; Ramon G. Santos, Usec., DOE; Loreta B. Torrecampo, ASDS, DepEd; Edward S. Vidal, Supervising Administrative Officer, Provincial Government of Aklan; and Ma. Julia Z. Villanueva, Medical Specialist III, DOH-CHO. On the other hand, Angelina S. Bergonia, Asst. Regional Manager II, NFA; and Ma. Alma T. Valenciano, OIC, Mindanao Management Office, NFA are participants of the special Diwa ng Paglilingkod Course held on June 26-29, 2010 who also joined the Salamin-Diwa class. 🌐

7 | Climate change...

areas. There are also government agencies that provide the needed support of local government units. He also recognized the effort of PAGASA for implementing strategies to enhance its capabilities to anticipate changes in weather for the protection of the people. He also cited various means used by different government agencies and other organizations in order to adapt to climate change and prevent its harmful effect. 🌐

2 | managing transitions ...

learning curve". She related that in the DENR experience, there were changes in leadership in less than six months interval in some instances. She said "this resulted to a never-ending orientation among the career officials." She listed some strategies that executives employ in managing transitions, including negotiating (bargaining with senior officials), participating (getting involved in the process) or educating (changing people's values). She advised other CESOs that to adapt, "we need to initially work with the culture of the new management team. She said that change always requires leadership, and leading requires teamwork.

In his talk, Rolando L. Metin, CESO II and former Board Member of the CESB shared his insights from having witnessed many leadership changes, both in his own department and across presidents. He cited samples of transitions

🌐 16

PGMA leads CESOs in a ceremonial pledge, says she also championed human capital development



Her Excellency Gloria Macapagal Arroyo said during the ceremonial pledge to newly appointed CESOs on April 5 that she has not only “developed physical capital, but human capital especially at the civil

service.”

The President led the ceremonial pledge of almost seventy CESOs in a ceremony held at the Rizal Hall of Malacanang Palace. The ceremonial pledge was witnessed by

the Cabinet Secretaries. The President proudly announced that the appointments of career executives to government positions have reached its highest rate of 51.3% and half of it consists of women. She appointed 83 CESOs although only 69 of them were able to take the oath during the ceremony. The President also recognized several CESO members from different government agencies who were appointed as cabinet secretaries and undersecretaries. She also positions in the government should vacancies arise.

CESB Executive Director Maria Anthonette V. Allones cited in a press briefing held before the ceremonial pledge that the CESOs and CES Eligibles occupied the 1,048 executive government positions in the government out of the total 2,040 as compared to “non eligibles” or political appointees.

More so, Allones shared that the CESOs were dominant in various



CESOs take oath before PGMA on April 5 at the Rizal Hall, Malacañang Palace. The 2009 CES C.I.R.C.L.E Digest was also formally launched in the same event.

More than hundred applicants take the CES WE


More than hundred hopefuls took the nationwide simultaneous CES Written Examination (WE) held on June 6, 2010 in Manila, Cebu and Davao designated testing centers.

The WE is open to those who are currently appointed or designated in an Acting or Officer-In-Charge to a CES position. Those occupying the Division Chief position with at least 3 years managerial experience are also qualified to take the WE. It is also open to those who are occupying non-career positions in any department or agency, i.e. holders of co-terminus and contractual appointments and those in the private sector. For a non-holder of a career position, the requirement is at least 3 years of management experience in a position equivalent to or higher than a Division Chief level.

The Written Examination is a general aptitude exam focused on managerial knowledge and aptitude. It is divided into two parts with the following subtests and number of items: For the PART I - Error Recognition (30 items), Reading Comprehension (30 items), Data Interpretation (20 items), Logical Reasoning: Section A – Identifying Assumptions (20 items), Section B – Drawing Conclusions (20 items). PART II consists of Information (30 items), Management Concepts and Problems (70 items), Counter-Productive Behavior Assessment (78 items) and Essay.

Said examination is one of the strategies adopted by CESB to provide CES incumbents and other qualified examinees qualified opportunities to chart their career path and take a crack at CES eligibility. Passing the WE is the

initial step towards the four-stage CES eligibility examination process. To be conferred a CES eligibility, the candidate has to successfully pass 3 other competitive stages – Assessment Center, Performance Validation On-the-Job and Board Interview. Acquisition of CES eligibility is a requirement for appointment to CES rank and acquiring security of tenure in the CES.

Application forms can also be downloaded from the CESB's website www.cesb.gov.ph. The results is expected to be released a month after the examination and can also be viewed at the same site. Other related inquiries can be directly communicated to the CESB Examination and Rank Appointment Division (ERAD) at 951-4981 locals 118 and 832. 


➔ 1 | HR agenda consultations...

The agenda will be formally launched and presented for the consideration of the new administration during a summit tentatively scheduled on July 14, 2010 to be attended by both the career government executives and PMAP's principals and partners. It is hoped that the goals in this HR agenda shall be made part of the nation's development target priorities in the new President's Initial State of the Nation Address on 27 July.


This HR Agenda is envisioned to include "people-centered" state policy imperatives, flagship programs, implementing mechanisms and other developmental initiatives advocated by and drawn from multi-sectoral stakeholders

who play strategic roles in developing the nation's human capital. It aims to instill the strategic importance of applying world-class quality standards and investing in the development and sustainability of the nation's human capital to achieve competitive performance levels and to harness their full productivity in a new knowledge-driven global economy — as what leading countries have done worldwide.

These consultations deepen awareness of, mobilize support for, and harness the wealth of ideas, insights, proposals and other important inputs from leading public sector institutions mandated to develop, harness and safeguard the integrity of the nation's human resources. These also intend to serve

as an inclusive, coherent, systematic and practical human resource development framework plan by successfully capturing the ideas and insights of members of the CES community as to their vision for a people-centered development plan in the next 12 years. 

➔ 1 | policy on courtesy resignation...

loss of seniority rights, and the payment of back salaries and other benefits accruing to him/ her from the time of his/ her 'courtesy resignation' to his/ her actual reinstatement." 

CESB administers annual CESPES in various regions

The CESB through its Performance Management and Assistance Division (PMAD) facilitated the administration of 2009 Career Executive Service Performance Evaluation System (CESPES) Behavioral Competency Scale to subordinate raters in different regions. To date, the CESB has also successfully administered the conduct of CESPES in Baguio on June 1, Davao on June 10-11 and Region 8 on June 17-18, 2010.


For the past two months, the CESB has also finished the conduct of CESPES in the Presidential Management Staff on April 22; Bureau of Jail Management and Penology on April 27; Department of Trade and Industry, National Capital Region on May 11; Department of Trade and Industry, Region IV-B on May 20; Region 7 on May 25 and Region 10 on May 31, 2010.

The basis for rating the performance of the incumbent officials is stated in the CESPES guidelines which provide two components: 1) Performance Contract and 2) Behavioral Competence. This is pursuant to the CESB Resolution No. 661 (Guidelines/Rules and Regulations of the Career Executive Service Performance Evaluation System) as implemented by CESB Circular No. 4, s. 2007 which provides the overall guidelines on substance and procedures on CESPES. A complete CESPES rating is a requirement for promotional/ original appointment to CES rank.

CESPES is a yearly performance appraisal for government executives holding positions within the Career Executive Service (CES), the third and highest level in the Philippine Civil Service.

The following CES Officials should be evaluated under the CESPES: all incumbents of CES positions in various departments and agencies of the national government, including government-owned and controlled corporations (GOCCs) with original charters, for an uninterrupted period of at least three (3) months; Division Chiefs and

those occupying lower positions provided they are Career Executive Service (CES) eligibles; Career Service Executive (CSE) eligibles or Career Executive Officer (CEO) eligibles; and Designated in an Acting or Officer-In-Charge (OIC) capacity to a third level position.


For inquiries pertinent to this matter, please communicate directly with the Performance Management and Assistance Division (PMAD) at telephone number (02) 951-4981 locals 110, 111 and 126 and at telefax number (02) 951-4986. 

More gov't execs partake in wellness follow-up session

As an active response to the overwhelming demand of participants who attended the Wellness Camp sessions which were conducted in Subic last year and in Bohol this year, CESB conducted a Follow-Up Session of the CES Executive Leadership and Wellness Camp on June 24-25, 2010 at the Vista Marina Hotel & Resort, Subic, Zambales to be participated in by 53 government executives.

This session entitled: "***Rated R: Revive, Reconnect, Reaffirm and Respond***" intends to equip participants with further motivation, knowledge and practical tips on managing stress and maintaining healthy lifestyle and relationships.

The following were the topics

discussed on Day 1: **The Secrets to Staying Young and Healthy:** Eating Healthy, Cooking Right (Dietary requirements of busy 40s-60s executives and Preparing on-the-go healthy snacks / dishes; nutritional value of ingredients and its natural food sources; about organic food and taking food supplements); and the role of CESOs in combating corruption. For Day 2, the following activities were held: a simultaneous yoga and aerobic sessions; unstructured outdoor fitness activities; Visualization: De-stressing and De-cluttering the Mind for better Decision-making and Problem-solving; and discussion on managing relationships at home and/ or in the workplace. 

CES Club introduces skillful makeover to executives



Ricky Reyes, a distinguished fashion luminary shared to the audience a number of tips on how to look good not just as government executives but as an important person who values himself.

The CES Club in its genuine commitment to promote noteworthy activities that would provide CESOs and eligibles a holistic framework of development launched a lecture-workshop on proper makeover on May 4, 2010 at the TESDA Women's Center, Taguig.

CESB Executive Director Maria Anthonette Allones emphasized that the purpose of the club in the conduct of the activity is to augment the learning opportunity of the participants and to teach them on how to properly package themselves as executives. She assured that the club will continue to provide personality development programs and other related activities.

Keynote speaker Ricky Reyes, founder of the Ricky Reyes Learning Institute (RRLI) talked on the essence of beauty and how looking good makes people to feel good. He added that most people judge a person based on his physical appearance. He clarified that coloring the hair will not result to

hair fall but it is the wrong procedure of shampooing or the type of shampoo used that causes it. The hair also loses its elasticity when wet. Reyes enumerated the causes of losing hair for men as hereditary, wrong process of shampooing and stress.

There were three learning

sessions such as Groom Me Up, Make Me Up and Dress Me Up. The first session was discussed by Willie Victoriano, School Director of RRLI. He gave various tips on proper skin care depending on the needs and age of people. He also taught the participants on how to check their skin's undertone that is so instrumental in determining the right colors of accessories that would complement the color of skin.

For the second learning session, Bernie Tuaño, Creative Head of RRLI demonstrated the right way of putting up makeup on day time while his staff showed what shade or color of makeup should be used during night time.

On the other hand, Valentino Jasmin, an Art Director, explained to the participants that to look good need not be expensive. He showed on how to properly mix and match the accessories to the color of dress so as to look elegant and respectable career executives. Jasmin also gave valuable tips on how to reinvent good image through the use of accessory hats, shoes, bags and jewelries. 🌐



74 Gov't Execs take the road to wellness

Seventy four career executives attended the three-day Leadership and Wellness Camp in Tagbilaran, Bohol conducted by the CESB on April 14-16, 2010.

This is the second Wellness Camp after last year's rousing success of the Leadership and Wellness Camp in Subic and the first this year.

The Camp is titled **"Detox, Destress, Deliver, and Discover: A CES Work-Life Balance Camp"** still under the banner theme **"Fit to Lead."**

There were seven plenary sessions as well as simultaneous wellness sessions. The plenary sessions included understanding stress, achieving workplace and personal wellness, mind liberation, eating right, tapping the inner mind, healing through sounds, meditation, and finding purpose and meaning in service. Wellness sessions were yoga for beginners and intermediate practitioners, aerobics as well as unstructured activities such as swimming and jogging.



Sponsoring institutions that helped in the successful conduct of the Camp included the Dept. of Finance, Development Bank of the Philippines, Dept. of Public Works and Highways, Home Development Mutual Fund, Home Guaranty Corporation, Overseas Workers Welfare Administration, Philippine National Oil Company, Philippine Overseas Employment Administration and Technical Education and Skills Development Authority.

The Leadership and Wellness Camp is part of CESB's advocacy to promote total wellness, work-life balance and sustained productivity among government executives. It is also a response to the clamor from CESOs for a seminar on holistic stress management that not only deals with physical and emotional, but also spiritual and social, well-being aspects. 🌐

The Public Manager

The Public Manager is the official newsletter of the Career Executive Service. It is published by the CES Board Secretariat and re-entered as Second Class Mail Matter at the Quezon City Central Post Office with Postage Charge Account No. NCR-06-03-053 dated December 31, 2009.

CESOs, Eligibles and other readers are encouraged to send articles, information on government projects and other significant activities of interest to public managers, including comments and suggestions to:

*The Editor-in-Chief, The Public Manager,
Performance Management and Assistance Division,
Career Executive Service Board, No. 3 Marcelino St.,
Holy Spirit Drive, 1127 Quezon City.*

Tel. Nos.: (02) 951-4981 to 85
Fax No.: (02) 951-3306
Website: www.cesboard.gov.ph

EDITORIAL BOARD

Maria Anthonette V. Allones
Blesilda V. Lodevico

CONTRIBUTORS

Imelda B. Guanzon
Christopher F. Calugay
Ronald D. Mabazza
Elaine Grace R. Antenor

LAYOUT & CIRCULATION

Elaine Grace R. Antenor

PRODUCTION

Agustin G. Moquite


Name here

10 | managing transitions ...

that we have experienced in the history. He said that newcomers will certainly need information for them to understand the organization and its operations at least from an initial bird's eye view.

In his experience, the useful information would include those about personnel, major programs and projects, profile of present key officials, briefs on selected projects, on-going partnerships and inter-agency collaboration, existing contractual commitments, unresolved and emerging problems and physical assets. He said that the incoming administration creates expectations for very positive changes. He cited the two campaign messages of the incoming President: "Ang Daang Matuwid" and "Kung walang corrupt, walang mahirap" which according to him are expected to be the hallmark of the transition. He emphasized further that the messages set the tone of good governance where integrity is highlighted together with

competence and the continuing ability to deliver public services with accountability. He also boosted the confidence of the executives in the audience when he said that

they have acquired their positions based on fitness and required qualifications and have stayed on because of their professionalism and capacity to serve the people. 

11 | PGMA leads CESOs in a ceremonial pledge

fields of education. In the Department of Education, 138 positions were occupied by CESOs and CES Eligibles out of 279 positions available. The Commission on Higher Education has 20 third level positions and 14 of it were filled by career executives. The CESO and eligibles from Technical Education and Skills Development Authority occupied the 20 of the 23 available positions.

The President also led the formal launching of the 2009 CES C.I.R.C.L.E. (Creative Innovations and Reforms for Committed Leadership and Effectiveness) Digest in the same event.

The 2009 CES C.I.R.C.L.E. Digest is a compilation of the various memorable experiences, inspiring insights, lessons, challenges and proposals shared by selected resource persons in the fifteen forum sessions nationwide held last year. Copies of the book were distributed to all the attendees after the event.

The attendees offered a birthday song to PGMA during the ceremony as she celebrates her 63rd birthday. The President expressed her gratitude and once again acknowledged all the CESOs in the government. 