

The Public Manager



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CESB to roll out alternative to the CES W.E.

Governing Board adopts rules and procedures on Competency Profiling and Portfolio Assessment

In its July 12, 2011 meeting, the CES Governing Board approved the rules and procedures on Competency Profiling and Portfolio Assessment, a proposed alternative to the CES Written Examination (W.E.).


The W.E., the first stage in the current four-stage CES examination system, measures an applicant's managerial aptitude via an assessment of one's knowledge and competence in general information, verbal ability, comprehension, logical thinking, and managerial knowledge and skills. It allows

the screening of applicants from different backgrounds according to the same numerical scale.

The Competency Profiling and Portfolio Assessment aims to strengthen the CES examination process by providing an alternative route to eligibility for CES incumbents who have displayed "exemplary contributions, given their educational attainment, training and extensive managerial experience."

Applicants for the Portfolio Assessment should have at least 10 years of managerial experience in a

third level position, finished at least a Masteral degree in any of the technical fields of the agency's concern, have shown consistent outstanding performance as exemplified by their significant contributions and outstanding accomplishments and, for applicants from GOCCs, have been nominated or endorsed by the Department Secretary or Head of Office.

For those who will not qualify, the W.E. will remain as the first stage of the examination process. 

Registration for Palawan wellness camp until Sept. 1


The road is set for the conduct of the 5th session of the CES Leadership and Wellness Camp on September 21-23, 2011 at the Microtel Palawan in Puerto Princesa City, Palawan.

The camp is entitled "*Fit to Lead: Detox, Destress, Deliver, and Discover.*" The Leadership and Wellness Camp is part of the CESB's advocacy to promote total wellness, work-life balance and sustained productivity among government executives.

Plenary sessions are on holistic stress management, nutrition and diet advice, acupuncture and Chinese medicine, emotional

intelligence for managers, managing healthy relationships, change management, and managing your 'top'. Additional wellness sessions such as yoga, meditation techniques, zumba, aerobics and other unstructured activities, i.e. swimming and jogging are offered. A pre- and post-camp KARADA body scanning, which checks body composition, and measures weight, BMI, and body age, will also be conducted as a comparative tool after employing different health techniques espoused at the camp.

Completion of the program entitles the participant to twenty-four (24) hours of training credits. A

registration fee of Eleven Thousand Pesos (P11, 000.00) shall be collected from each participant to cover food, training kit, certificate and accommodation. The fee may be charged to agency/ office funds since attendance in CESB trainings, workshops and conferences is exempted from the provisions of Administrative Order No. 103 dated 31 August 2004. You may register **on or before September 1, 2011** by accomplishing the registration form found at the CESB website www.cesboard.gov.ph and fax it at telefax number (02) 952-0335, 931-5732 or via email at cesb_pdd@yahoo.com. 

CESB clarifies the coverage of the CES

Who's in and who's out?

The CESB Governing Board, in its June 14, 2011 meeting, issued a resolution clarifying the positions covered under the Career Executive Service (CES).

CESB Resolution No. 945 based its clarification on the Administrative Code of 1987, the Integrated Reorganization Plan of 1972, CESB Memorandum Circular No. 3 of 2009 and the Supreme Court ruling in the case of PCSO vs. CSC, G.R. Nos. 185766 and 185767.

Legal Basis

The Integrated Reorganization Plan of 1972 created the CES to “form a continuing pool of well-selected and development-oriented career administrators who shall provide competent and faithful service”. The same law provided for the establishment of the Career Executive Service Board (CESB) to “promulgate rules, standards and procedures on the selection, classification, compensation and career development of members of the CES.”

The CESB has since issued various resolutions to clarify the coverage of the CES and to establish criteria on classifying positions that belong to the CES.

Obviously CES

In 2010, the Supreme Court ruled that the coverage of the CES is limited to positions that require the appointment of the President of the Philippines. These positions are expressly enumerated under the Administrative Code of 1987. They are, to wit: Undersecretary, Assistant Secretary, Bureau Director, Assistant Bureau Director, Regional Director, Assistant Regional Director, and Chief of Department Service.

These positions need not be

further classified by the CESB as they are deemed part of the CES and are subject to CES rules, standards and procedures as promulgated by the Board.

The Three-Way Test

There are cases however when positions occupied by presidential appointees are not expressly included in the nomenclature of positions under the Administrative Code of 1987. Such was the case of officials appointed to the position of Administrator at the Office of the Transport Security. Upon the request of their agency head, they were placed under the coverage of the CES when they were found to have complied with the three-way

criteria provided by CESB Memorandum Circular No. 3 of 2009.

CESB Resolution 945 now provides that unless the same positions are classified or expressly named under the law, presidential appointees currently occupying such positions would be deemed co-terminus with the appointing authority.

Definitely Out

CESB Resolution No. 945 goes one step further than merely identifying those who are covered by the CES. It likewise provides the criteria for identifying those that are excluded from the service. These are officials with fixed terms of office, those who are in elective

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CESB commends Sec. De Lima for issuing DOJ Department Circular No. 20

The Career Executive Service Board (CESB) through Resolution No. 950 s. 2011 commended Department of Justice (DOJ) Secretary Leila M. De Lima for her firm recognition and adherence to civil service rules in the recruitment, appointment, transfer and promotion of personnel in the DOJ with the issuance of Department Circular No. 20 s. 2011.


Said Circular explicitly provided, among others, that in order to professionalize the Department, employment and career advancement in the government service shall be based on merit and fitness. It further stated that qualification, track record, work experience and integrity of the applicant are paramount and must always be the basis for the selection, hiring and promotion of personnel. Thus, endorsements from public personalities in employment application, promotion

and transfer are not encouraged and no preferential treatment shall be accorded to applications supported by such endorsements.

The CESB recognizes that one of the challenges in modern governance is the politicization of the third level where unqualified officials are appointed to the third level and/or appointment is made in disregard of pertinent civil service rules and regulations that led to the perpetuation of the “spoils system” in the appointment process. The CESB shares the mandate of the above circular in recognizing the promotion of professionalism and upholding merit and fitness not just in the Career Executive Service (CES) but in the government service as a whole. Likewise, it vows to continue its collaborative efforts with Secretary De Lima to strengthen careerism in the government service. 🌐

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positions, those belonging to closed career systems (e.g. the Foreign Service) as well as Head Executive Assistants.

An agency may likewise request the Board to declare a position to be 'non-CES' if its agency head deems it proper. A request for exemption should be filed with CESB accompanied by appropriate justifications. Upon receipt of such request, the Board shall issue a decision on the matter within a reasonable time. 

CALL FOR SUBMISSIONS

The Public Manager is now featuring CESOs and third level eligibles for the "*Taas Noo, CESO! campaign*" who are exemplifying excellence in their field, exercising leadership best practices, have innovative ideas and success stories to share that could serve as genuine source of pride and inspiration to the thousands of members of the CES community.

We are currently accepting submissions which you could fax to the CESB's Performance Management and Assistance Division (PMAD) at (02) 951-4986 or send thru email at elaineantenor@yahoo.com.

Sample feature articles may be viewed at the CESB website www.cesboard.gov.ph

The Elite Few

Among those in the third level, who are CES and who are not?

Under the Administrative Code of 1987 (Section 7 (3), Chapter 2, Subtitle A, Title 1, Book V), the CES includes the positions of:


1. Undersecretary
2. Assistant Secretary
3. Bureau Director
4. Assistant Bureau Director
5. Regional Director (department-wide and bureau-wide)
6. Assistant Regional Director (department-wide and bureau-wide)
7. Chief of Department Service

**No classification of position is necessary to place them under the coverage of the CES, except if they belong to Project Offices, in which case a position classification is required, in consultation with the Department of Budget and Management.*

For presidential appointees other than those enumerated above, position classification is necessary upon the request of the head of office of the agency concerned, based on the following criteria:

1. The position is a career position;
2. The position is above division chief level; and,
3. The duties and responsibilities of the position require the performance of executive and managerial functions.

The following executive and managerial positions, on the other hand, are excluded from the coverage of the CES:

1. Managerial and executive positions which have fixed terms of office as provided for in the charter of the agency or as specified by law;
2. Managerial and executive positions in the non-career service including:
 - a. Elective officials and their personal or confidential staff;
 - b. Secretaries and other officials of cabinet rank who hold their positions at the pleasure of the President and their personal or confidential staff;
 - c. Chairman and members of commission and boards with fixed terms of office and their personal and confidential staff;
 - d. Contractual personnel or those whose employment in the government is in accordance with a special contract to undertake a specific work or job; and,
 - e. Emergency and seasonal personnel.
3. Managerial and executive positions in the national government belonging to the closed career systems which are administered by special bodies such as the Foreign Service, Philippine National Police, State Colleges and Universities unless otherwise provided in their respective charters, the Scientific Career Service and the like.
 4. The position of Head Executive Assistant.
 5. Managerial and executive positions in local government 

4th CES C.I.R.C.L.E. Forum on ICT, a resounding success


The Career Executive Service Board (CESB) had attracted a huge number of CESOs and third level eligibles to participate in the 4th CES C.I.R.C.L.E. Forum and the validation workshops on the Government Chief Information Officer (gCIO) Training Program for the

Mindanao leg held at the VIP Hotel, Cagayan de Oro City on August 25, 2011.

The forum sought to develop a deeper understanding of eGovernment and eGovernance among the participants. It was also able to provide a healthy discussion on the

important role of Information and Communications Technology (ICT) as an effective means for development and governance among CESOs and eligibles. The basic competencies of a gCIO were validated during the workshop and it served as an opportunity for the enhancement of the modules designed by the CESB for the gCIO Training Program in partnership with ideacorp and the De La Salle University

Dr. Emmanuel C. Lallana, ideacorp Chief Executive and former Commissioner of the Commission on Information and Communications Technology (CICT) and Director Renato U. Solidum, Jr. of the Philippine Institute of Volcanology and Seismology (PHIVOLCS) graced the said event. Prof. Sherwin Ona of the De La Salle University – College of Computer Studies served as the Forum Chair.


Participants who attended the event earned eight (8) hours of training credits. 

15th Session of SALDIWA on-going

The 15th Session of the Salamin-Diwa ng Paglilingkod (SALDIWA) which started last August 16 will conclude on August 29, 2011 at the Vista Marina Hotel and Resort, Subic, Zambales.

Part of the CESB's Executive Leadership Program (ELP), SALDIWA is a fourteen-day, modular live-in program that aims to raise the level of leadership and managerial competence of members of the CES. It is specifically designed to provide executives a common frame of reference in leading their organizations and a

great opportunity for them to assess and enhance their knowledge, skills and values to be effective public managers. An important component of this intensive training course is the Community/ Organizational Attachment Module (COAM) wherein participants were immersed in a community. They were able to personally experience the life of an ordinary person and have discovered how government services help the community.

This session of SALDIWA is the last for this year. 

Board acts to protect officials from harassment

The CES Governing Board revised its policy on recommendation for original and promotional appointments to CES ranks by allowing the recommendation of officials with pending cases deemed to have arisen from malicious intent. This serves to protect officials from undue harassment and not discourage them from performing their official functions for fear of retaliation.

In a resolution adopted last June 14, 2011, the Governing Board revised CESB Resolution No. 798 of 2009 which provided for the guidelines on appointment to a CES rank


of a CESO with pending cases. Under its rules, the Board allowed the recommendation to CES ranks of officials with pending cases when, after an exhaustive review of the cases, the Board found that the cases “did not involve moral turpitude”.

The Revised Rules

Under the revised rules, the Board, would now allow the recommendation of officials with pending cases at the Office of the Ombudsman, Regular Courts or Quasi-Judicial Bodies even if the cases involve moral turpitude if, after an exhaustive review, the

Board “finds reasonable grounds to believe that the cases are purely harassment cases or constitute malicious prosecution and the acts complained of arose from the performance of officials functions.”

The Board likewise requires the official concerned to furnish them with a copy of the Decision or Order of Dismissal in case of dismissal or exoneration.

For cases pending at the Sandiganbayan, however, the revised rules provide that the Board will not endorse the appointment of officials until they are finally cleared or exonerated of their charges. 



**Conferred through
Resolution No. 959
August 9, 2011**

NEW CES ELIGIBLES

**JOSEFA CATHERINE
TAYABAN BADA**
Vice President for
Airport Operations
Poro Point Management
Corporation
Poro Point Freeport Zone

DANILO PAGIGIAN DAGUIO
Engineer IV (OIC-Regional
Technical Director)
Department of Agriculture
Cordillera Administrative
Region

MADUH AMIL DAMSANI
Director I (Regional Director)
Commission on Population
Regional Office No. XI

ROLAND ANGARA DE JESUS
Regional Director
Mines and Geosciences Bureau
Department of Environment
and Natural Resources

**JONATHAN SUMINLAY
DELA PENA**
Assistant Schools
Division Superintendent
Department of Education
Division Office of Oroquieta City

BEVERLY ANTONIO ECARMA
Medical Officer VI
Manila Health Department

**EDUARDO CONSTANTINO
ESCORPISO JR.**
Education Program Supervisor
Department of Education
Division of Quirino

**SALVACION EBUENGA
ESPEDIDO**
Assistant Schools
Division Superintendent
Department of Education
Division of Sorsogon

DEXTER YGOÑA AGUILAR
Elementary School Principal IV
(concurrent District Supervisor
of Bais City North District)
Department of Education
Division of Bais City
Region VII – Central Visayas

**REDENTOR PAOLO MANSOR
ALEGRE JR.**
Bank Officer I
Treasury Department
Bangko Sentral ng Pilipinas

**TOLENTINO GERONIMO
AQUINO**
Assistant Schools
Division Superintendent
Department of Education
Division of Batangas Province
Regional Office No. IV-A
(Calabarzon)

LUZ CAMBALIZA ARRIOLA
Assistant Schools
Division Superintendent
Department of Education
Division of Tarlac City

ARMY VALENZUELA BACTAD
Local Government
Operations Officer V
Department of the Interior and
Local Government
Bulacan Provincial Office

**REBONFAMIL RANADA
BAGUIO**
Assistant Schools
Division Superintendent
Department of Education
Division Office of
Misamis Occidental

LILIAN CAMANTIGUE BARCO
Department Manager III
Cultural Center of
the Philippines

FATIMA REYES BOADO
Assistant Schools
Division Superintendent
Department of Education
Division of Candon City
Regional Office No. 1

**BENEFREDO OLANO
BULATAO**
Engineer V
Malacanang Engineering Office
Office of the President

ADOR GONZALES CANLAS
Assistant Regional Director
Department of Public Works
and Highways
Regional Office No. III



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NEW CES ELIGIBLES

**REYNALDO MAGHANOY
GUILLENA**
Assistant Schools
Division Superintendent
Department of Education
Division of Davao Oriental
Regional Office No. XI

**FRANCISCO JOSE
FORCADILLA MATUGAS II**
Collector of Customs II
Bureau of Customs
Department of Finance
Mactan Economic Zone
Collection District VII

**FILBERT CATALINO
FERNANDEZ FLORES III**
Staff Officer VI
Legal and Research
Development Studies Division
Office of the Vice President
Republic of the Philippines

DANILO SANTOS GUTIERREZ
Assistant Schools
Division Superintendent
Department of Education
Division of Marikina

MARY ROSE UDANI MENDEZ
Real Estate Division Head
(Assistant Vice President)
Consumer Banking Group
China Banking Corporation

ROY ANGELO ERAN GAZO
Assistant Schools
Division Superintendent
Department of Education
Division of Camiguin

**JOSEPH IRWIN ANGALOT
LAGURA**
Schools Division
Superintendent
Department of Education
Division of Siquijor

IVY ESTACIONES MONDERIN
Chief, Social Insurance Officer
Philippine Health
Insurance Corporation
Philhealth Kidapawan
Service Office

VICTORIA VISTO GAZO
Assistant Schools
Division Superintendent
Department of Education
Division of Misamis Oriental

**LEILA TANEDO
LAURETA-AGUSTIN**
Chief Counsel, Evaluation
and Prosecution Division
Enforcement and
Prosecution Department
Securities and Exchange
Commission

ANA ROSA DONATO PAPA
Division Manager A
National Electrification
Administration

NERISSA MENDOZA GERAL
Department Manager II
Department of Nursing
National Kidney and
Transplant Institute

**IMELDA ENECILLA
MACASPAC**
OIC-Assistant Schools
Division Superintendent
Department of Education
Division School of Gapan City

JOSE SURIA PATES JR.
Plant Operation/
Maintenance Manager
Agus 6/7 HE Plant Complex
National Power Corporation
Iligan City

ISMA CASTEL GONZALES
Assistant Director
Central Receiving and
Records Division
Human Resource and
Administrative Department
Securities and Exchange
Commission

MARNI CALUYA MARCOS JR.
Chief, Regional Finance
Service Office 13
Philippine National Police
PNP Regional Finance
Service Office 13 (Caraga)

CYNTHIA LUMBERIO PERDIZ
Statistician V
National Statistics Office
Regional Office No. V

**FRANCISCO SALVADOR
PEREZ II**
Assistant Secretary
Telecommunications Office
Department of Science
and Technology



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**AURELIO ABONITA
RABUSA JR.**
Chief of Staff
Naval Education and Training
Command
Philippine Navy
Zambales

NEW CES ELIGIBLES

BERTILLA BERAL RAYOS
Schools Division
Superintendent
Department of Education
Division Office of
Misamis Occidental

EDGAR APOSAGA SALES
Director III
(Provincial Director)
Technical Education and Skills
Development Authority
Bukidnon Provincial Office

**MARIA BELINDA VALENCIA
SEVALLA**
Principal Engineer A
National Housing Authority
GMA Cavite Project Office

**ANNALIZA GUANCO
TAN-CIMAFRANCA**
Acting Deputy Director
Capital Market Specialist Group
Bangko Sentral ng Pilipinas

FLOSIE FANLO TAYAG
Deputy Executive Director
Bureau of Local
Government Finance
Department of Finance

THELMA TERCINO VECINA
Director III
Local Government Academy
Department of the Interior
and Local Government

RANK APPOINTMENT

**RAQUEL SIOSON
HULIGANGA, CESO IV**
Director III
Department of Energy

**JONAS ROQUE LEONES,
CESO IV**
Director III
Department of Environment
and Natural Resources

**EMMANUEL E LIZALDE ISIP,
CESO IV**
Director III
Department of Environment
and Natural Resources

**MARIZA SABINO MAGAN,
CESO VI**
Assistant Schools Division
Superintendent
Department of Education

**MANUEL GOLLOSCO CO,
CESO II**
Administrator
Parole and Probation
Administration
Department of Justice

**NORMA UBERITA
GIRONELLA, CESO III**
Director IV
Department of Public Works
and Highways

**JORGE UTLEG
SEBASTIAN, JR., CESO III**
Director IV
Department of Public Works
and Highways

*CESOs bring change where it is needed,
expertise where it is missing and
leadership where it is wanting.....*



CESO awarded as Most Outstanding Government Official in Ilocos



Maria Ana B. Francisco, a CESO V and the Provincial Agrarian Reform Officer II (PARO II) of La Union, was adjudged as the Most Outstanding National Government Official for Region I in the PAMMADAYAW Search organized by the Regional Development Council – Association of Regional Executives (RDC-AREX).

The PAMMADAYAW Award is a search for outstanding government officials and employees whose exemplary performance contributed towards the attainment of agency goals and regional development.

In her five (5) year stint as PARO II of La Union, Francisco was able to resolve problematic landholdings involving the Manila Banking Corporation in Dulao, Aringay and the Jurado-Tolentino Property in Fernando, Sto. Tomas. PARO Francisco also took the necessary action to facilitate the release of Certificate of Land Ownership Awards (CLOAs) to its rightful recipients and initiate proper court action. She also initiated various programs such as Annual Reach-out Programs for Indigent School Children, Relief Good Operations for Calamity Victims and Recollection for employees.

Taas Noo, PARO Francisco! The CES community is truly proud of you! 🌐



Nation's Award-Winning Postman is a CESO

Carlo Reynaldo S. Argana, CESO III, heads the Region IX office of the Philippine Postal Corporation (PhilPost) and is one of the awardees of the GAWAD CES in 2008. Recognized for his innovative and practical approach to mail delivery, Argana turned around the performance of Region IX, catapulting it from 12th place to the top of the heap among the 16 regional offices in the country in terms of letters delivered per carrier a day.

He is known for his campaign *Post Office Mo, Bahay Mo, Ipagmalasakit Mo* that encouraged the employees to treat their workplace as they would their homes. The facelift has made PhilPost Region IX visible, presentable and more attractive to customers and improved its image and respectability.

Argana has also been instrumental in changing the culture of his office, transforming it from a bureaucratic to a corporate one that focuses on performance. He also broke a mail pilferage syndicate and holds the distinction of being the only Regional Director to have dismissed employees in PhilPost Region IX for habitual absenteeism and for non-delivery of mail. Argana also pioneered the *Karga Bilis program*, a cargo delivery business that is much cheaper than its commercial competitors but is equally efficient. Such project idea has been replicated in other regions for its success in addressing the needs of the community and for being a great potential for profits and image-building.

Indeed, Argana has stayed true to the CES mission of bringing change where it is needed when he successfully transformed what used to be an ailing organization.

Taas Noo, RD Argana! 🌐



Taas Noo, CESO!
*Kalusayan * Katapatan * Karangalan*

Honoring a Change Agent



Margarita V. Sampang, CESO III, is the Director of the Social Welfare Institutional Development Bureau of the Department of Social Welfare and Development (DSWD). A known agent of change and a dedicated government servant for so many years, Director Sampang was recognized as one of the 2008 GAWAD CES winners.

Before her assignment in her present post, Director Sampang had made significant changes in the lives of many during her stint as DSWD Regional Director in Region I back in 2007. She was recognized for ensuring successful, effective and efficient implementation of DSWD programs through her perseverance to engage stakeholders, local government officials, people's organizations, social workers' associations and program beneficiaries.

Director Sampang was also able to successfully standardize project operations of the DSWD livelihood program that resulted in shorter and faster loan processing period. Her leadership ability also enhanced the disaster response mechanisms of the Department in the region. Through her motivation and guidance, she was able to increase employee morale and instill in them the spirit of unity and teamwork in the workplace. She displayed her leadership with utmost sincerity and confidence in her staff.

Taas noo, Director Sampang! We are truly proud of you. 🌐



HR Champion is DTI's Pride

Maria Lourdes T. Baua, CESO II, is the President & CEO of the Philippine International Trading Corporation (PITC), an attached agency of the Department of Trade and Industry (DTI).

A 2007 Outstanding Career Executive Officer (CEO), Baua is known for her expertise in establishing systems that build the capacity of human resource and in installing mechanisms that promote integrity in her agency.

During her stint as Assistant Secretary of the DTI, Baua established the Foreign Trade Service Corps Performance Management System, which instituted a system for performance appraisal and promotion for DTI's trade experts. She also developed and managed DTI's Competency Assessment Program, which established the foundations for a competency-based comprehensive career development program for DTI personnel. Moreover, she had promoted integrity in the workplace through the implementation of the Integrity Development Action Plan (IDAP).

Today, in her present post, Baua continues to live by the CES ideals of competence, excellence and service. She serves as the focal point person of DTI in the Department of Health (DOH) implementation of the Medicines Law. She likewise serves as DTI's representative to the Philippine Commission on Women.

With all these accomplishments and significant contributions: *Taas Noo, Maria Lourdes Baua!* The CES community is proud of you! 🌐