

# The Public Manager



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## NUCESO Governing Board charts strategic directions



Executive Director Tonette Allones facilitates the conduct of NUCESO's visioning exercise.

The Governing Board of the National Union of CESOs (NUCESO) conducted its team building cum strategic planning exercise last February 3-4, 2011 at the Elizabeth Hotel in Baguio City. Spearheaded by its President, DENR Assistant Secretary Corazon Davis, the Board formulated a draft vision and mission statement for NUCESO, identified proposed priority policies and programs to serve the needs of its members, and created working committees tasked to implement these programs.

NUCESO's draft vision statement, encapsulates its image of an ideal CESO while its draft mission statement articulates the core values of the organization. The vision statement reads: *"\*Catalyst of nation-building, exemplar of*

*public governance, champion of community transformation"*. The draft mission statement, on the other hand, reads: *"We fulfill the aspirations of career executive officers to maintain pride in public service, demonstrate exemplary*

*stewardship and promote integrity. We uphold the rights, promote the welfare and uplift morale of CESO through responsive programs."* Morale and welfare promotion, capacity enhancement; and policy

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## CES Bill gains ground in Congress

With the sincere effort to promote careerism and the professionalization of the third level or the Career Executive Service (CES) of the Philippine bureaucracy, the Senate started to deliberate Senate Bill No. 2671 entitled *"An Act Strengthening the Career Executive Service"* authored by Committee on Civil Service and Government Reorganization Chairman Senator

Antonio "Sonny" Trillanes IV, Senator Ramon "Bong" Revilla, Jr. and Senator Manuel "Lito" M. Lapid.

The CES Bill under Senate Bill No. 2671 provides for the coverage of the executive and managerial positions in the third level of the career service in the Executive Branch.

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## 1 | CES Bill...

The proposed CES Bill also created the Career Executive Service Board and the Office of the Career Executive Service (OCES) that will serve as the Board's Secretariat. It shall be headed by an Executive Director, with the rank of Undersecretary, who shall be assisted by a Director V with the rank of Assistant Secretary.

With the continuous progress of the CES Bill, Senator Miriam Defensor-Santiago introduced four (4) individual amendments on February 22, 2011:

(1) *CES Coverage* --- Sen. Santiago proposed that the CES should cover executive and managerial positions in the Executive Branch who are presidential appointees and those who are occupying positions above division chiefs performing managerial and executive functions who are not Presidential appointees.


(2) *Control and Supervision of the CSC over the CESB* --- While she believes that the CSC being the "central personnel agency of the government" has the plenary power on personnel matters, putting the CESB under its control and supervision might be cumbersome and tasking too much on the CSC, since control and supervision means that the CSC has to look into the day to day activities of CESB that would add to the gargantuan task of administering the entire human resources of government and CSC requires all the help it can muster. She therefore proposed that the CESB will still be under the supervision of CSC whose action may be reviewed *motu proprio* by the CSC. However, inaction on the part of the

CSC after the lapse of the period to review will make the action or decision of the CESB effective.

(3) *Creation of a Reviewing Body* --- Sen. Santiago suggested the creation by the CSC of a reviewing body that will cause every three (3) years thereafter from the effectivity of the CES law, the conduct of management audit, performance evaluation and inspection to determine compliance of the Board and OCES with the proposed bill.

(4) *Budget Allocation* --- Lastly, Sen. Santiago proposed that a certain amount as may be necessary be appropriated from the National Treasury which shall be included in the annual appropriations as a separate item under the CSC.

According to Sen. Trillanes, Chair of the Senate Committee on Civil Service, the amendments


proposed by Sen. Santiago will be referred to the committee for its consideration. Relative to this, a Technical Working Group composed of representatives from CESB, CSC and the staff of Sen. Santiago and Sen. Franklin Drilon will be convened to harmonize the individual amendments introduced by the concerned Senators. In the House of Representatives, four (4) Bills on the CES are being deliberated upon in the Committee on Civil Service and Professional Regulations. They are authored by Representative Amado S. Bagatsing (House Bill No. 225); Representative Juan Edgardo M. Angara (House Bill No. 483); Representatives Rufus B. Rodriguez and Maximo B. Rodriguez, Jr. (House Bill No. 2947); and Representative Rene Lopez Relampagos (House Bill No. 3740). 

## DUTCH scholarships now open for application

The Netherlands Fellowship Programme (NFP), a scholarship program for mid-career professionals in all fields, is now accepting applications. Interested applicants may directly apply to the Netherlands Organization for International Cooperation in Higher Education or NUFFIC, upon receipt of a probationary acceptance from a university or institute in The Netherlands.

Applicants are required to submit either a digital application online or a paper application form to be sent by mail. Application

forms may be downloaded at the [www.nuffic.nl/nfp](http://www.nuffic.nl/nfp).

Deadlines for accepting applications online vary from the deadlines for accepting paper applications. Applications are required to be endorsed to NUFFIC by the department secretary, agency head or any authorized representative as the government nominating authority. Local government unit (LGU) officials and employees also need to secure the Department of the Interior and Local Government (DILG)--- Local Government Academy's endorsement. 

## CES Club Power Dressing goes to Mindanao




More than 60 participants attended another enjoyable and informative CES Club event on Power Dressing conducted last February 15, 2011 at the Grand Men Seng Hotel in Davao City.

CESB Executive Director Maria Anthonette V. Allones, in her welcome remarks, shared her hope for a fun-filled and enjoyable learning and networking activity through the CES Club. CES Club is a program of the CESB that promotes

holistic development of CES Officials by offering learning activities on topics that are not within the usual leadership and management context, but are likewise important in their personal and professional development.

The CES Club Event on power dressing in Davao City is a rerun of a well-appreciated conduct in Manila last year.

Ms. Gwenn Albaracin, the President and Chief Executive

Officer of the Center for Pop Music Philippines, shared relevant principles on dressing that compliments one's personal competence and projects strong work ethics. She emphasized that power dressing entails not only polishing one's grooming, personal style and wardrobe but also refining one's manner and speech and achieving elegance and poise. 

## CESB briefs DENR IV-A on CES policies and programs


CESB Executive Director Maria Anthonette V. Allones conducted a briefing on current CES policies and programs to the Career Executive Service (CES) officials and employees of the Department of Environment and Natural Resources (DENR) Region IV-A in cooperation with its Regional Executive Director Nilo B. Tamoria during the DENR Regional Management Conference and Reprogramming of 2011 on February 24, 2011.

During the event, ED Allones

presented the policies and rigorous processes that applicants have to hurdle in order to acquire the CES eligibility and how to be appointed to CES Ranks. She enumerated the various human resource management programs of the CESB that the participants could attend to once they become members of the CES community.

ED Allones encouraged the attendees to undergo the CES eligibility examination process and plan their career path in the government. She also expressed her

optimism that the DENR management, under the leadership of Secretary Ramon JP. Paje, CESO I, will definitely support the placement of "deserving" CESOs and CESEs in the various CES positions in the DENR.

ED Allones concluded her talk by acknowledging the DENR IV-A for the opportunity to advocate the CESB programs and projects as part of its strong commitment in the furtherance of excellence and careerism in the third level of the career service. 

## CESB conducts Fellowship and Information Session with HR Champions



*CESB Executive Director Maria Anthonette V. Allones, CESO I, shares to the 44 HR Champions various updates on CES Policies and Executive Development Programs on February 10 at the DENR Social Hall.*

The Career Executive Service Board (CESB), in partnership with the Department of Environment and Natural Resources (DENR) conducted a Fellowship Lunch and Information Session on CES Policies and Executive Development Programs with Human Resource Managers and CES Coordinators last February 10, 2011 at the DENR Social Hall.

The Fellowship Lunch and Information Session is a continuing activity of the CESB that aims to revitalize ties with HR Managers and champions in various government agencies. It also provides participants with updates on the Career Executive Service (CES) policies and executive development programs.

National Union of Career Executive Service Officers (NUCESO) President and DENR Assistant Secretary Corazon C. Davis welcomed the forty-four (44) participants. The activity was graciously hosted by the DENR.

Executive Director Anthonette Allones presented the updates on policies and executive development programs. During the open forum, ED Allones clarified that the CESB follows the recent Supreme Court decision in the PCSO vs. CSC and Court of Appeals case, which declared that the CES covers

presidential appointees only. Relevant to this, ED Allones encouraged the participants to provide inputs on the CES Bill being deliberated upon in Congress.

In the same forum, Deputy Executive Director Arturo M. Lachica presented the proposed modifications on the CESPES. He elucidated the current status of the CESPES and the various issues gathered during its three-year implementation. He also pointed out the plan to redesign the CESPES, align it with the six (6) CES core competencies, and eventually allow the raters to rate the CES officials online.

The participants provided their insights on the proposed modifications. They said that the CESPES must be “simple” and should highlight the contributions of the CES officials to the attainment of the national goals and promote accountability in public service. Some participants already committed themselves to help in the modification of the CESPES. 🌐



*Deputy Executive Director Art Lachica, CESO II, discusses the proposed CESPES enhancements with HR Champions.*

# 2011 C.I.R.C.L.E. Forum in Baguio City




Ninety officials gathered for the inaugural session of the CES C.I.R.C.L.E. Forum for 2011 last February 4 at the Hotel Elizabeth. Set amidst the freezing Baguio climate with temperatures dropping as low as 9.5 degrees celcius, forum participants were treated to warm presentations by eminent personalities and experts on climate change, information and communications technology (ICT) and governance. With the theme: ***“Unang Hirit: ICT in Risk Reduction and Climate Change Adaptation”***, the forum underscored the value of ICT in mitigating risks arising from natural, man-made, industrial or other types of disasters. Director Renato U. Solidum, Jr. of PHIVOLCS spoke on the serious effects of climate change on health, agriculture, water resources, coastal areas and on various species. He also presented the technologies that are being used to mitigate/ adapt to this phenomenon, among these are: Rapid Earthquake Damage Assessment System (REDAS 1.0), Telemetry

Earthquake Monitoring System, Hydrometeorologic Hazard Monitoring System, and the various information and communication technology warning tools such as telephone, short messaging system (SMS), cell broadcasting, satellite radio, and internet. The government also maintains a disaster mitigation and information portal and a website for information Hazard Maps.

Diplomat, former Senator and current Eastern Regional Organization for Public Administration (EROPA) Secretary General Orlando S. Mercado gave the keynote address. Climate change and governance, according to Sec Gen Mercado, is “not just about the weather and the environment”, it involves having a vision, accountability, transparency, rule of law, and empowerment – equipping the people with the information and knowledge to prepare for the ill effects of climate change. Climate change is not just an environmental issue, it encompasses economics, politics and governance. Mitigation

and adaptation measures should not only be at the tactical but at the strategic level as well. Appropriate legislation and execution is needed.

Department of Finance Director IV Alexander M. Arevalo served as the forum chair. He capped the presentations by stating that climate change is everybody’s business. One must look at the environmental issue as an ecosystem – in its totality and varied and competing dimensions. All it needs is for CESOs to “walk the talk”. Together, they can make a difference.

The CES C.I.R.C.L.E. Forum is a monthly learning session conducted by the CESB for CESOs and eligibles. C.I.R.C.L.E stands for Creative Innovations and Reforms for Committed Leadership and Effectiveness. By its name, it seeks to provide a platform for thought leaders, subject matter experts and public service exemplars to dialogue with our career service officers and to share lessons and experiences in the hope of sustaining our collective inspiration to improve governance. 



**Conferred through  
Resolution No. 926  
February 8, 2011**

# NEW CES ELIGIBLES

**ADZHAR AIDARUS ALBANI**  
Director III (Acting Regional  
Director)  
Philippine Drug Enforcement  
Agency

**VICENTE JOSE MARFORI  
ANGELES**  
Deputy Register of Deeds IV  
Land Registration Authority

**ANDRE BADAJOS ATEGA**  
Provincial Agrarian Reform  
Officer II  
Department of Agrarian Reform

**TEOGENES FLORES BALUMA**  
Director IV  
Department of Health—Center  
for Health Development for  
Mindanao

**IAN ALAMAR BRIONES**  
Vice president III  
Trade and Investment  
Development Corporation of  
the Philippines

**WILFREDO ESCALONA  
CABRAL**  
Schools Division  
Superintendent  
Department of Education

**MARY ANN SORIANO  
CANONIZADO**  
Provincial Health Officer I  
Provincial Health Office of  
Apayao

**MYRNA TARONGOY  
CASTAÑOS**  
Assistant Schools  
Superintendent  
Department of Education

**ANGELITO NACPIL CREENCIA**  
Chief Social Insurance Officer  
Philippine Health Insurance  
Corporation

**JUAN MIGUEL TRASMONTA  
CUNA**  
Acting Director III  
Environmental Management  
Bureau - DENR

**BEN-ALI BALT DECAMPONG**  
Community Environment and  
Natural Resources Officer  
Department of Environment and  
Natural Resources

**MA. CORAZON ZAFRA DEL  
MUNDO**  
Municipal Environment and  
Natural Resources Officer  
LGU, Imus, Cavite

**MELCHOR BIGLETE DIZON**  
Director IV  
Philippine Overseas  
Employment Administration

**LILIBETH ALBINO FAMACION**  
Director III/ Asst. Reg. Director  
Department of the Interior and  
Local Government

**ROMAN ALOÑA FELIX**  
Police Senior Superintendent  
Philippine National Police

**JESSIE DANCEL FERRER**  
Assistant Schools Division  
Superintendent  
Department of Education

**ROMELITO GUANZON  
FLORES**  
Education Supervisor I  
Department of Education -  
North Cotabato Division

**LIBERTAD PAMATIAN  
GARCIA**  
Chief Education Program  
Specialist  
Commission on Higher  
Education

**ARIEL ODOÑO IGLESIA**  
Local Government Operations  
Officer VIII  
Department of the Interior and  
Local Government

**GERARDINE ABELLA JAMORA**  
Mediator - Arbitrator  
Department of Labor and  
Employment



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**CARMELO ENRIQUE BACAS  
LIBOT**

Local Government Operations  
Officer V  
Department of the Interior and  
Local Government

**JOVIE OCAMPO MORATA**

Technical Assistant with the  
rank of Director III  
Office of the Presidential  
Assistant for Bicol

**MODESTO GUISADO  
MEMBREVE**

Division Manager A  
National Irrigation  
Administration

**ELIZABETH VICTORIA  
MEDINA NAVARRO**

Legal Officer IV  
Bangko Sentral ng Pilipinas

**SANNY BOY OSORIO  
OROPEL**

Engineer V/ District Engineer  
Department of Public Works  
and Highways

# NEW CES ELIGIBLES

**VENANCIO DAJAO  
PANTINOPLE, JR.**  
Principal Engineer A  
National Transmission  
Corporation

**ARIEL BAUTISTA PEÑA**  
Department Manager II  
Development Bank of the  
Philippines

**ROWENA CANDICE MACALI  
RUIZ**  
Director III  
Department of Budget and  
Management

**EDGARDO CAGUINTAS  
SERVIENTO**  
Manager  
Bangko Sentral ng Pilipinas

**CHRISTIANNE CASTILLEJOS  
SUGUITAN**  
Provincial Agrarian Reform  
Officer II  
DA Regional Office I

**NILO BARRAMEDA TAMORIA**  
Director IV  
Department of Environment and  
Natural Resources

**MA. CELESTE MARQUEZ  
VALDERRAMA**  
Director IV  
Department of Labor and  
Employment


**JOYCE SAYSON WENDAM**  
Director III (Assistant Regional  
Director)  
Department of Agriculture

## ➔ 1 | NUCESO Governing Board...

and institutional reform advocacy were among the top priorities named by the Governing Board. These priorities, however, are still subject for peer review and finalization after planned consultations with various regional and national government agency chapters.

Davis was assisted by the NUCESO Executive Vice President, DAR Undersecretary Rosalina Bistoyong. Those who attended the session were regional presidents Washington Agustin (NUCESO - Region 1), Milagros Rimando (CV - ACE-Region 2), Severino Santos (STARS - Region IV - A), Blandino Maceda

(REDIRAS-Region 5), Ponciano Ligutom (REAWESMIN - Region 9), Achilles Gerard Bravo (ARENA -Region 11) and Alikhan Marohombsar (ARDE - Region 12) along with national government agency association presidents/ representatives Anneli Lontoc (DOTC) and Enrique Tayag (DOH). Also in attendance were NEDA Director Lynette Bautista who represented Remegio Mercado (CLARO-Region 3) and NAPOLCOM Director Yolanda Lira.

CESB Executive Director Maria Anthonette Allones served as session facilitator, assisted by Ms. Imelda Guanzon of CESB and Ms. Diane Noble of DENR. 



## A Paragon of Excellence

*MATB topnotcher and outstanding CESO awardee USEC Fortunato Dela Peña embodies the CESO brand of excellence.*

Proving to everyone that topping the MATB in 2001 was no fluke, DOST Undersecretary Fortunato T. Dela Peña continues to blaze trails in his multi-faceted career as an academician, scientist and public manager.

Beating all comers to top the first stage of the CES examination process (then known as the Management Aptitude Test Battery or MATB) with an impressive rating of 90.83 where only 253 out of 560 executives passed, Dela Peña was also among the select few awarded with the first batch of Outstanding Career Executive Officers trophies in 2005.

A CESO I, Dela Peña is now a professor of industrial engineering at the University of the Philippines in Diliman on secondment to the Department of Science and Technology as Undersecretary for Scientific and Technical Services.

In 2001 to 2004, he was the Chairman of the e-Government Committee under the Information Technology and e-Commerce Council. His technical expertise was also solicited in designing the roadmap towards e-governance in the country in collaboration with the Department of Transportation and Communications.

Another significant contribution of Dela Peña in the field of science and technology is the PICWIN (PAGASA Philippine Interactive Climate Weather Information Network), an information system that provides direct public access to PAGASA frontline services. It creates an easy access to weather forecasts through the PAGASA website or mobile phone services such as text requests, MMS downloads, WAP, and GPRS access.

For his commitment to excellence and his outstanding accomplishments, Dela Peña will always be recognized as a luminary in the scientific community, academe and public service and a source of pride and inspiration to members of the CES community. 🌐

## This Anti-Drug Lieutenant is a CES Eligible

*Dr. Garcia, anti-drug advocate, works hard to realize his dream of a drug-free Philippines.*

It is the firm conviction of Rommel L. Garcia M.D., a CES eligible and Undersecretary of the Dangerous Drugs Board, that we can shape our own communities to become drug-free if we are armed with the requisite knowledge, commitment and hard work in the battle against prohibited drugs.

His anti-drug advocacy started when as a Rural Health Physician in Angeles City, Pampanga, he organized various medical missions including those where he lectured on the evils of drug abuse in the different schools and barangays in Region III. With his sincere commitment to help the needy, he was awarded by the Civil Service Commission with the Lingkod Bayan in 2001. He was also nominated to the Bayaning Pilipino Award of ABS-CBN and cited by the International Narcotic Enforcement Officers Association for his outstanding accomplishment in the field of narcotic law enforcement

Dr. Garcia served as the youngest Director of Gabay Diwa Drug Rehabilitation, a regional drug rehabilitation center in Central Luzon. He likewise founded the **KAPATID** (Kapanalig Drug Rehabilitation Foundation, Inc.), which provides counseling and rehabilitation services to drug dependents and drug abusers in Pampanga and neighboring communities and the **KAPANALIG** (Kabataan Para sa Nagkakaisang Laban sa Ipinagbabawal na Gamot), a school-based organization of students that seeks to fight drug abuse in school campuses.

With the help and support of everyone in the community and with his unrelenting drive against prohibited drugs, Dr. Garcia's dream of a drug-free Philippines hopefully will be realized sooner than later. 🌐







## Changing Mindsets, Saving Lives



***A 2005 awardee of the Search for Outstanding Career Executive Officers, Serafin Barretto was responsible for the paradigm shift from “rehabilitation” to “reintegration” in jail management and penology.***

Serafin P. Barretto, Jr. is the Jail Chief Superintendent of the Bureau of Jail Management and Penology (BJMP) Regional Office – National Capital Region (NCR). He is a decorated police official whose natural proclivity to associate words and create captivating slogans and acronyms for his projects is well-known. Barretto is one of the proponents of ***Bawal ang PANGIT sa BJMP*** (P.A.N.G.I.T. stands for *Paglabag sa Karapatan ng Bilanggo, Abusado sa Tungkulin, Nangbabakul o Nangingikil, Gumon sa Mga Bisyo, Instigador Ng Gulo, at Tamad*), a program aimed at freeing the Bureau from misfits and scalawags.

Another significant achievement is his “pre-integration referral system”, which aims to help inmates to be equipped with sufficient knowledge and skills in order to cope with the outside world upon their release. He believes that “reintegration” is more suitable for inmates rather than “rehabilitation” because only a few are eventually convicted of crimes they have been accused of. The referral system also known as PA-RELEASE-ME provides detainees who have been released with a support system where they are referred to an appropriate government service depending on their need. Once released from detention the referral system also enables the person to be referred to groups that can help sustain his commitment to a better life.

Being in the police service was a childhood ambition of Barretto. As a police officer, it was his dream to institute a system that will effectively help the inmates to be reintegrated to the mainstream of society as God-fearing, productive and law-abiding citizens and help instill in his subordinates an “entrepreneurial spirit” without conflict to their duties as public servants. 🌐



## Institutionalizing Good Governance

***NEDA Director is credited for pioneering systems that promote good governance.***

Leonardo N. Quitos, Jr., CESO II, is the Regional Director of the National Economic and Development Authority (NEDA) in Region I. An expert in instituting systems and frameworks in the bureaucracy, Quitos proves that innovation is key to institutionalizing good and effective governance.

Quitos is the man behind the framework for operationalizing the International Labour Organization’s (ILO) Minimum Wage Convention No. 131, which pioneered the use of indicators in wage-setting. As a result of this innovation, the adjustment of the minimum wage was simplified and the tension usually associated with the controversial process has been eased.

Another of his significant contributions is the institutionalization and expansion of the Regional Project Monitoring and Evaluation System (RPMES), which is a way of ensuring that projects and programs undertaken by regional line agencies and government-owned or controlled corporations (GOCCs) are on track.

Quitos also established the Coastal Resource Management Program (CRMP) – Ilocos Coast. One of the hallmarks of the program is its vigorous capacity-building component which established a pool of coastal resource management experts from the provincial down to the municipal level.

With his numerous accomplishments, he was given the PAGASA Award by the Civil Service Commission in 2004 and was recognized by the CESB as one of the Outstanding Career Executive Officers in 2005. 🌐