

The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

www.cesboard.gov.ph

APRIL 2012

Vol. 4 No. 04

CESB to look into the Unliquidated Cash Advance and/or Notice of Disallowance of a Candidate for CES Eligibility

The Career Executive Service Board (CESB), in its recent meeting, has decided to include in the Rapid Validation Process (RVP) Checklist additional statements that would ascertain whether a candidate for CES Eligibility has unliquidated cash advance and/or notice of disallowance.

A candidate for CES eligibility, under existing rules, has to undergo a stringent four-stage CES eligibility examination process, namely: Written Examination; Assessment Center; Validation of On-the-job Performance; and, Board Interview.

The Validation of On-the-job

Performance, which is the third of the four-stage examination process, does not only facilitate the assessment of the candidate's performance on-the-job, leadership capacity and integrity as a public officer or employee but likewise ascertain his/her potential as a public manager.

In the Performance Validation stage, all candidates go through the first of the two (2) level Performance Validation process which is otherwise known as the "RVP" where three (3) major areas are looked into, namely: 1.) Performance or the ability to deliver results and contribute to his/her

department/agency goals and identified outcomes; 2.) Managerial/Behavioral Competence or the effectiveness of the candidate as a manager and leader; and, 3.) Integrity or how a candidate can demonstrate honesty, sense of accountability/ transparency including the responsibility for managing office funds/resources. As part of the integrity aspect, the CESB has also made it necessary to determine whether a candidate has an outstanding unliquidated cash advance or is the subject of a notice of disallowance. 🌐

CV-ACE holds its General Assembly; Garcia shall act as President

The Cagayan Valley Association of Career Executives (CV-ACE) held its General Assembly last April 26, 2012 at the Plantation Villa Clubhouse, Carig Sur, Tuguegarao City.

National Economic and Development Authority (NEDA) Regional Director Milagros Rimando, CESO II, who has been recently promoted as Bureau Director of NEDA Central Office presented the President's Report summarizing the accomplishments of the organization under her stewardship. She also formally turned-over the administration of the CV-ACE to its Vice-President and Regional Director Arnel B. Garcia, CESO III, of the Department of Social Welfare

and Development (DSWD). Garcia shall act as President for the unexpired two-year term of Rimando until the President shall have been elected and qualified. The turn-over ceremony was witnessed by CESB

Deputy Executive Director Arturo M. Lachica, CESO II, and NUCESO President and Assistant Secretary of the Department of Environment and Natural Resources

👉 7

Congratulations to USEC. Gako!

The Career Executive Service Board in behalf of the whole CES community is extending its warmest congratulations to **Dr. Nemesio T. Gako, CESO II**, for being appointed by His Excellency Benigno S. Aquino III as the Undersecretary for Administrative Technical Cluster of the Department of Health (DOH).

We are truly proud of you! *Taas noo, CESO!*



CES Leadership and Wellness Camp made it to Boracay Shore



A Healthy CEO is a Competent CEO. A total of 49 CEOs and eligibles actively participated in the Executive Leadership and Wellness Camp in the beautiful island of Boracay.

Forty six (46) officials participated in the 6th session of the CES Leadership and Wellness Camp last 18-20 April 2012 at the Golden Phoenix Hotel in Boracay, Malay, Aklan.

Dr. Julius Lecciones, CEO III, and Executive Director of the Philippine Children's Medical Center discussed the topic on "Health and Leadership" which focused on the link between wellness and effective executive work performance. Mr. Luisito Palermo, a yoga instructor of the Ananda Marga Wellness Center, also demonstrated some yoga chair exercises and other routines applicable to the nature and demands of the executives' work. On the other hand, Dr. Romulo De Villa, a Molecular Oncologist of the National Kidney and Transplant Institute, delved on the topic "Healthy Eating for Healthy

Living" and provided proper nutrition advices in consideration of the changes in body composition, physiological function and age-associated diseases of busy executives. Fr. Jessel Gerard Gonzales, Associate Principal of the Ateneo de Manila High School, shared his insights on "Finding Meaning in Service" and focused on how government executives can draw inspiration and achieve purpose and fulfillment from a life lived in service, character, and compassion for others.

For the first time, a module on "Arts Therapy for Managers" was included in the camp. The module aimed to use the creative process to promote healing, wellness and self-actualization of participants. It provided meditative and expressive exercises for the executives to experience how tapping on one's

artistic potentials can be used as an effective tool for communication, self-examination, and relaxation to achieve overall balance and focus. It also aimed to enhance in them a few personal qualities of patience, persistence and acceptance. Three multi-media expert artists handled the simultaneous sessions on: Theater Arts, Music and Visual Arts. Mr. Perlyn Bunyi of the Philippine Educational Theater Association (PETA) provided the Plenary Overview and handled the Theater Arts session. Mr. Salvador Ching of the Art Association of the Philippines took on the Visual Arts Session while Mr. Michael Jacinto of the UST Conservatory of Music facilitated the Music session. After the overview, participants were made to choose from among the three sessions. Later in the evening, a

☞ 6

37.69% pass March 4 CES WE; NAP ED tops list of passers

A total of 37.69% or 49 out of 130 examinees passed the Career Executive Service Written Examination (CES WE), the first in the four-stage CES Eligibility examination process, conducted simultaneously in Manila, Cebu, and Davao last March 4, 2012.

Mr. Victorino M. Manalo, Executive Director of the National Archives of the Philippines (NAP) topped the list of passers after garnering an impressive rating of 94.30%. He was followed by Ms. Marianne B. Anceno, Local Government Operation Officer (LGOO) VI of the Department of the Interior and Local Government (DILG, NCR) with 87.12%. On the 3rd spot is Atty. Maria Luisa G. Pangan, Director II of the Housing and Land Use Regulatory Board (HLURB) who got a score of 86.83%. Coming from Mindanao is our 4th placer, Mr. Francisco R. Alolod, Jr., Department Manager C of the General Santos City Water District with 86.68%. Another topnotcher from Mindanao is Dr. Gaudencio T. Ligutom III, Chief of Hospital of the Zanorte Medical Center with a score of 86.37%.

Region V takes pride of having Atty. Randy B. Blanza, Head, Legal Department of the Legazpi Savings Bank, Inc. who landed in the 6th place with 85.40%. An educator from Luzon made it in the 7th spot, Ms. Rowena T. Quiambao, Principal II of the Department of Education (DepEd, Region III) with a score of 85.24%. Also from DILG, NCR is our 8th placer, LGOO VI Marianne Celeste L.

Cariño with 84.39% rating. Ms. Fe Corazon E. Recalde, a Provincial Government Department Head of the Local Government Unit of Boac, Marinduque got a score of 84.27% making her in the 9th place. Completing our list of Top 10 CES WE passers is LGOO VI Danilo A. Laguitan of the DILG, Samar with 84.09%.

Successful CES WE passers will undergo the second stage of the examination process --- the Assessment Center (AC). It is a one-day series of simulation exercises specifically designed to measure the CES aspirant's managerial capability and potential. For this year, AC is scheduled twice every month.

Below is the complete list of March 4 CES WE passers.

1. Alolod, Francisco, Jr. R.
2. Amit, Gemma A.
3. Anceno, Marianne B.
4. Andales, Marilyn S.
5. Arevalo, Carminda R.
6. Arganda, Gay DLR.
7. Arrogante, Irene G.
8. Baltazar, Ana Lyn R.
9. Bernaldez, Marissa T.
10. Blanza, Randy B.
11. Cabueños, Marco Augusto, Jr. G.
12. Cariño, Mariane Celeste L.
13. Celeste, Rosalinda C.
14. De Asis, Annabelle V.
15. Desesto-Triño, Cecilia M.
16. Dorado, Johannes Y.
17. Egamino, Erwin A.
18. Ferino, Bernadette G.
19. Fernandez, Julieto H.
20. Ferrer, Ferdinand S.
21. Ferrer, Imelda C.
22. Giva, Visitacion V.
23. Gudio, Arnel F.
24. Herrera, Digna R.
25. Labian, Moises, Jr. D.
26. Laguitan, Danilo A.
27. Ligutom, Gaudencio III T.
28. Liveta, Ronaldo A.
29. Manalo, Victorino M.
30. Manulon, Maqtahar L.
31. Martinez, Belma G.
32. Martinez, Visitacion C.
33. Materum, Margarito B.
34. Mojica, Marcelina B.
35. Montero, Roberto J.
36. Nacario, Mary Jane SE
37. Omamos, Clarisa B.
38. Ortiz, Amelita DJ.
39. Palapar, Lanila M.
40. Pangan, Maria Luisa G.
41. Parungao, Dante G.
42. Peralta, Leah B.
43. Quiambao, Rowena T.
44. Raymundo, Alona R.
45. Recalde, Fe Corazon E.
46. Rivera, Arnel Z.
47. Sta. Monica, Antonia D.
48. Tuico, Mercedes S.
49. Velasco, Elnora A.

Meanwhile, another national conduct of the CES WE is set on June 3 in various testing centers in Manila, Cebu, and Davao. Deadline for filing is on May 4. If interested, please feel free to contact the CESB's Eligibility and Rank Appointment Division (ERAD) at telephone number (02) 951-4981 local 118 or 832.

To learn more about the examination process and other schedule of the CES WE, you may visit the CESB website at www.cesboard.gov.ph 

The Life and Times of TESDA's Beloved DDG MDH

By : Maria Paz T. Urcia , CESO IV , TESDA-Foreign Scholarship and Training Program



Milagros Dawa-Hernandez, CESO I, was the Deputy Director for Sectoral TVET of the Technical Education and Skills Development Authority.

For more than 35 years DDG Milagros Dawa- Hernandez, fondly called DDG MDH proved her exemplary accomplishments and outstanding performance as a public servant.

She was first an academician before joining the government. She taught as a college instructor at the St. Louis University in Tuguegarao , Cagayan from 1968 to 1975 and had a pivotal role in the establishment of its Department of Engineering.

In a such a short period of time after joining the government in 1975 as Supervising Manpower Development Officer at the National Manpower and Youth Council Regional Manpower Development Office II she began to soar like an eagle as she climbed the organization ladder, assumed higher positions and took on greater responsibilities. In 1976 or barely a year later she was promoted to

Manpower Development Chief, in 1978 as Regional Manpower Development Officer ,in 1984 as Executive Director and in 1995 as Deputy Director General She also holds the highest rank in the Career Executive Service as CESO I , the rank desired by many but only a few are chosen.

She was instrumental in the acquisition of a two hectare site for the NMYC regional office in Tuguegarao and the construction of its 2,000 sq. m. administration building through the “building cum training cum earning “scheme. Her stint at the NMYC Central Office started when she was called to become the Deputy Project Director of the NMYC- World Bank Vocational Training Project. Meanwhile, TESDA under her leadership of its sectoral policy, planning and development cluster saw a number of programs and projects conceptualized and developed which later

were operationalized in the field. Likewise , ideas that started and brainstormed in her watch were transformed as they were brought to the TESDA Board for deliberation and promulgation as policies which were to govern and guide the sector and the agency’s operations.

She also served as Labor Attaché at the Philippine Embassy in Tokyo, Japan in 1993 where she proved her dedication in implementing overseas labor policies and programs for the general welfare and protection of Overseas Filipino Workers.

DDG MDH was also cross-posted for 10 months at the Overseas Workers Welfare Administration (OWWA) as Deputy Administrator. At OWWA, she spearheaded the formulation of the OWWA Omnibus Policies and under her leadership the new agency structure was made possible.

She reassumed her post at TESDA after her stint at OWWA. She led the TESDA Core Change Management Team tasked to prepare the agency’s rationalization plan As chair of and under her care , the TESDA Provident Fund initiated projects which provided emergency , calamity, livelihood as well as health benefits to TESDA employees particularly the rank and file.

She likewise honed the artistic talents of the TESDAns with the creation of the TESDA Artist Guild or TAG. Her innate artistic talent coupled with her meticulous handling of production details like casting, body movements and facial expressions, blocking, costume and make-up have all contributed to her

☞ 4

4 | **TESDA's Beloved DDG MDH**



being dubbed as the “winningest” team leader as her team was always declared winner in cultural and talent contests during TESDA anniversary celebrations.

She also looked into the welfare, advancement and protection of TESDA’s career officials as chair of the TESDA CESO, Inc. She also introduced the monthly Central Office Directors’ pot luck lunch get together which was her way of getting the directors in touch with one another and keeping alive the camaraderie among them.

DDG MDH was behind the introduction of the I-CARE program, a counterparting arrangement with members of Congress and local government units. She also took under her wings the initial implementation of what is now the Training for Work Scholarship Program, a strategy to transit scholars immediately to work after completing the training. Not to be left out among her notable programs is the Ladderized Education Program or the LEP which she relentlessly pursued as she believed this provides more career options for our youth.

The Language Skills Institute was borne out and is a concrete manifestation of her strong desire to uplift the status of our OFWs as she saw the need to empower them with the knowledge and skills to communicate effectively at the workplace in countries of their destination.

The last (shortly before she retired) and probably her most enduring legacy is her unique and persistent leadership in spearheading TESDA’s application for ISO certification, a manifestation of her passion for excellence. TESDA is

the first and so far the only public agency in the education sector to have achieved ISO certification.

DDG MDH has in her own way placed the Philippine technical education and skills development agenda squarely at the core of the concerns in both international and local in fora and conferences such as APEC-HRD, UNESCO, CPSC, ILO, Cabinet Assistance System, NEDA and the DOLE.

DDG MILAGROS DAWA-HERNANDEZ. A Multi-faceted, Dedicated and Hardworking public servant. TESDA’s icon, TESDA’s treasure. Our mentor (and at times a tormentor too!). A nurturer. An excellent stage performer, director. A loving, overly protective and a disciplinarian mother to TESDAns. Truly, a woman of substance.

MDH’s last day in office was on February 23, 2012 She says she is enjoying a new lifestyle after retiring from government service. She is now pursuing painting lessons and is also into ballroom dancing.

NOTE:

This article was published in the TESDA Today March 2012 issue and was re-printed in this publication with permission from the author.





**Conferred through
Resolution No. 1004
April 17, 2012**

LEILA PINERA AREOLA
Education Supervisor I
Division of Cagayan
Department of Education
Regional Office No. II

CELINA BUSACAY CLAVER
Director IV
Department of Transportation
and Communications
Cordillera Administrative Region

JUBY BLANCAVER CORDON
Assistant Regional Director
Department of Public Works
and Highways
Regional Office No. VII

NEW CES ELIGIBLES

MA. VICTORIA CREER CUAYZON
Chief Economic Development
Specialist
National Economic and
Development Authority
Regional Office No. VIII

TEOFILO ESTRADA GUADIZ III
Director II
Land Transportation Office
Department of Transportation and
Communications
National Capital Region

RICARDO CONCHA JULIANO
General Manager
Maguindanao Skycable CATV,
Inc.

**REYNALDO BAUTISTA
MELLORIDA**
OIC, Schools Division
Superintendent
Division of Island Garden City
of Samal
Department of Education
Regional Office No. XI

LUCIENNE SUAREZ PULGAR
Project Development Officer V
Department of Agrarian Reform

JORGE MATI REINANTE
Schools Division Superintendent
Division of Candon City
Department of Education
Regional Office No. I

GILBERT TAN SADSAD
Schools Division Superintendent
Division of Camarines Sur
Department of Education
Regional Office No. V

ROMMEL RAMOS SERRANO
Corporate Executive Officer II
National Development Company

**CONRADO LAYGO
SUMANGA, JR.**
Director II
National Police Commission

2 | CES leadership and Wellness Camp...

Solidarity cum Fellowship Night was held to showcase the sessions' creative end-outputs and the participants' artistic talents.

Participants also underwent a pre – and post-Karada body scanning. It is a full body sensing technology which provides a precise body composition analysis such as on participants' body age and weight, BMI assessment, body fat percentage, visceral fat level and skeletal

muscles percentages. It can be used for ideal weight management and fitness progress monitoring among others. A yacht cruise around the island was also done with a snorkeling time for those who were willing to explore the beautiful Boracay undersea.

The CES Leadership and Wellness Camp is part of CESB's advocacy for healthy living and promoting work-life balance among

government executives. The camp seeks to equip the participants with the knowledge, tools and practical tips on managing stress, maintaining a healthy body, mind and relationships while achieving success at work.

For pertinent concerns, please contact the CESB's Professional Development Division at telephone number (02) 951-4981 locals 108, 109 or 113.

RANK APPOINTMENT

AGNES YAÑEZ MAATA

Provincial Agrarian Reform
Officer II
Department of Agrarian Reform
CESO V

**DEOGRACIAS FANGON
ALMORA**

Provincial Agrarian Reform
Officer II
Department of Agrarian Reform
CESO V

HERMINIA FE BAÑEZ SAN JUAN

Assistant Secretary
Department of Agrarian Reform
CESO II

ELISA DALOPE SALON

Director IV
Department of Budget
and Management
CESO III

ARACELI ARRUEJO SAN JOSE

Acting Local Government
Operations Officer VIII
Department of the Interior
and Local Government
CESO V

FRANCISCO CASTRO JOSE

Director IV
Department of the Interior
and Local Government
CESO III

ALFREDO GUZMAN TOLENTINO

Assistant Secretary
Department of Public Works
and Highways
CESO II

LYNETTE YU BAUTISTA

Director IV
Department of Social Welfare
and Development
CESO III

FERDINAND LANDAZABAL

PANES
Acting Local Government
Operations Officer VIII
Department of the Interior
and Local Government
CESO V

LILIBETH CAOILI DAVID

Acting Director IV
Department of Health
CESO III

ALEX VILLAROSA AVILA

Acting Director III
Department of Labor and
Employment
CESO IV

TOMAS BOTARDO BRIÑAS

Acting Director IV
Department of Science
and Technology
CESO III

VIRGINIA DULAY AKIATE

Director IV
Commission on Higher Education
CESO III

FREDDIE TENERIFE BERNAL

Director IV
Commission on Higher Education
CESO III

RICALINDA NIGOS ADRIATICO

Director IV
Department of Budget
and Management
CESO III

CAROLINA GUEVARRA PESAYCO

Director III
Bureau of Internal Revenue
CESO IV

1 | CV-ACE holds its General Assembly...

(DENR) Corazon C. Davis, CESO II.

Rimando has served the NUCESO Regional Chapter CV-ACE for two consecutive terms after her re-election last year as the associations' president. On the other hand, Garcia who will be the Acting President of the association expressed his commitment to pursue the developmental programs and other valuable projects initiated by Rimando. He is determined to tighten further the relationship of the career executives in Region II and serve as an example of the CES ideals of competence, excellence and service.

Meanwhile, Regional Director Jovita P. Ayson, CESO II, of the Bureau of Fisheries and Aquatic

Resources and the CV-ACE Treasurer presented to the members the Financial Report of the organization as of April 2011. During the assembly, CV-ACE Acting President Garcia laid down the meaningful activities of various committees like Committee on Careerism and Continuing Education (CCCE), Committee on Recruitment and Membership (CRM), Committee on Sports and Socio-Cultural Events (CSSE), Committee on Public Service (CPS), and Committee on Health and Wellness (CHW) for calendar year 2012.

CESB DED Lachica expressed his support to the activities of the CV-ACE and encouraged them to continue to serve as an inspiration to fellow CESOs and Eligibles. 