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PNoy recognizes 60 ISO certified agencies; CESB gets award for Eligibility and Rank Appointment Process



Atty. Maria Anthonette V. Allones, CESO I, receives the Plaque of Recognition from President Aquino as an acknowledgement of the CESB's effort to deliver quality service within the ISO standards.

His Excellency Benigno S. Aquino III awarded the Career Executive Service Board (CESB) for successfully establishing ISO (International Organization for Standardization) 9001 Quality Management Systems held on January 17, 2012 in Rizal Hall, Malacañang Palace.

The CESB received its ISO 9001:2008 certification from the TUV Nord Philippines Inc. for its CES eligibility and rank appointment processes. The Plaque of Recognition presented by the President signifies that an effective quality management system is being implemented within the

office and the public could expect a genuine quality service from the Board. The CESB is one among 59 other offices who was bestowed the award.

During the awarding ceremony, the President acknowledged the national line agencies, government owned and controlled corporations, government financial institutions, and local government units for their professionalism, strong commitment and sincere dedication in performing their duties as public servants. The occasion, according to the President, also signifies the number of allies that could help in the furtherance of good government

and in ensuring the success of his promise of establishing the “*tuwid na daan.*”

Among the other awardees are: Bangko Sentral ng Pilipinas – Department of Loans and Credit; Bangko Sentral ng Pilipinas – Security Plant Complex; Bicol University, Bureau of Product Standards, Clark International Airport Corporation; Department of Health – Health Human Resource Development Bureau; Department of Labor and Employment – Region XII; Department of Science and Technology – Caraga, Regions IV-B and V; Department of Trade and Industry Regions (DTI) - Office of the Undersecretary – Consumer Welfare and Trade Regulation Group, DTI General Administrative Service, and DTI Regions I-X and the Cordillera Autonomous Region; Home Mutual Development Fund; Land Bank of the Philippines (LBP) – Pampanga Lending Center, the LBP – PEZA Branch and the Public Sector Department; National Development Company; National Economic and Development Authority – Region I; National Power Corporation – Agus 4 and 5 Hydroelectric Plant, Power Barge 102 Thermal Power Plant, and the Pulangi IV Hydroelectric Plant; National Research Council of the Philippines; Naval State University; Office of the President; Philippine Coast Guard – Action Center; Philippine Contractors

CESOs talk on leading in a networked bureaucracy

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Mr. Johan Segergren of the Google Enterprise shares his technical expertise in ICT with the 75 CESOs and Eligibles who participate in the CES C.I.R.C.L.E. Forum on January 25, 2012 at the Hotel Sofitel.

A total of 75 career executives trooped to the Hotel Sofitel Philippine Plaza Manila in Roxas Boulevard, Pasay City to attend this year's 1st offering of the CES C.I.R.C.L.E. Forum on January 25, 2012.

With the theme: *"Unang HirIT: Leading in a Networked Bureaucracy"*, the forum sought to underscore the role of Information and Communications Technology (ICT) in promoting more efficient and effective government operations.

The forum was keynoted by Representative Sigrifido R. Tinga of the Taguig City Second District. It was also graced by equally competent speakers like Undersecretary Richard E. Moya of the Department of Budget and Management (DBM), Professor


Sherwin E. Ona of the De La Salle University, and Mr. Johan Segergren of the Google Enterprise for Thailand, Vietnam and the Philippines.

Rep. Tinga discussed the transformative influence of Information Technology (IT) on society. He stressed the importance for the government to provide the enabling mechanisms for various sectors to adapt to tremendous changes brought about by IT. *"By being readily adaptable to technology, we can create a different Philippines. It can be used to make a living while making a difference. Technology is about empowerment. It can be made available and relevant to everyone and everyone is able to use it,"* he said.

The three other speakers were able to effectively discuss the

Accreditation Board; Philippine Council for Health Research and Development; Philippine Crop Insurance Corporation; Philippine Deposit Insurance Corporation; Philippine National Construction Corporation; Office of the Chief Philippine National Police; Philippine National Police – Civil Security Group, Directorate for Human Resource and Doctrine Development – General Doctrine Development Division; Philippine Navy Finance Center; Philippine Ports Authority; Social Security System; TELOF Training Institute; University of Antique; and the University of the Philippines – Philippine General Hospital, Department of Medicine.

For the local government units, the following made it to this year's list of awardees namely Calapan, Oriental Mindoro; Dagupan, Pangasinan; San Fernando, La Union; and Tanauan, Batangas.

The Government Quality Management Committee (GQMC) is responsible for the implementation of the Executive Order No. 605, s. 2007 which mandates all government agencies to implement and attain ISO 9001 QMS Certification. 

various government policies and initiatives on ICT as well as the different products, systems and technologies available in the market and the benefits they bring to the organizations/ companies. They also shared fundamental concepts, developments, emerging issues and prospects in ICT such as Web Analytics, Cloud Computing and

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CESB issues amendatory resolution on the CESPES rating requirement for appointment/ promotion in CESO ranks


To ensure compliance with the Career Executive Service Performance Evaluation System (CESPES) requirements by incumbents of Career Executive Service (CES) positions particularly those who are due for original or promotional appointment in CESO ranks, the Career Executive Service Board (CESB) has recently adopted Resolution No. 992 last January 17, 2012. The said policy resolution serves to amend the "Revised Rules and Procedures on Original and Promotional appointment to CES Ranks" (Resolution No. 798 s. 2009) which requires CES officials to obtain at least "*Very Satisfactory*" ratings during their incumbencies to the CES positions they

are currently occupying.

Based on the said amendatory policy resolution, the CESB allows incumbents of CES positions, who are due for original or promotional appointment to CESO ranks during the first semester of the year following the preceding rating period, to submit their previous CESPES ratings issued by the CESB not earlier than two (2) years prior to the current CESPES year.

The annual evaluation of performance for the preceding year under the CESPES begins in January and is usually completed in April and the CESPES Feedback Reports or CESPES Ratings are usually released in May or June of a particular year. Thus, CES Officials

especially those who are candidates for original or promotional appointment to CESO ranks could not possibly comply with the CESPES requirements of the preceding rating period inasmuch as the same is not yet available during the first semester of the current year. With the adoption of the said policy resolution, CES Officials who wish to comply with the CESPES requirements may submit their previous CESPES ratings issued by the CESB not earlier than two (2) years prior to the current CESPES year.

Such resolution is applicable only to those who have completed all the requirements for appointment/ promotion in rank, except for the CESPES ratings. 

CESB conducts CESPES orientation in PRA


The Career Executive Service Board has conducted a Career Executive Service Performance Evaluation System (CESPES) orientation to the officials of the Philippine Retirement Authority on January 25, 2012.

Mr. Jose Federico Tabino III, Chief of the Performance Management and Assistance Division (PMAD), introduced the CESPES as an annual performance evaluation system for members of the CES. He explained the CESPES Performance Evaluation Cycle. According to him, it is during the Performance Planning Stage where the ratee shall discuss and come to an agreement with the superior rater on the Leading Innovating Milestones (LIM) and the Regular/ Routine Milestones (RRM). The LIM and RRM shall serve as work performance targets which the Ratee shall commit to accomplish. In the Performance Monitoring

Stage, the ratee and the superior rater shall meet during the rating period after the performance planning stage to hold regular consultation meetings/dialogues. For the Performance Review and Feedback Stage, the ratee and the superior rater shall discuss and come to an agreement on all milestones/ performance targets actually achieved by the ratee, the status or quality of completion of each of these accomplishments. The final stage of the cycle is the Performance Evaluation and Development Planning Stage wherein the ratee is provided with the CESPES Overall Performance Feedback Report. He added that the ratee and the superior rater shall again meet and discuss the Report with the objective of analyzing the status, issues and factors which affected the ratee's performance, as well as formulating strategies and measures to address areas for improvement to improve overall

performance.

Ms. Imelda Guanzon, on the other hand, Senior Personnel Specialist of the CESB spearheaded the workshop on Performance Contracting which is a vital component of CESPES. She defined the Performance Contract (PC) as a meaningful tool that measures and assesses the Ratee's performance on the basis of work target commitments established and actually accomplished and completed by the ratee. She suggested the following steps in formulating milestones: 1. Define Outcome Area; 2. Identify Output or Outcome; and 3. Agree on the Performance Standard.

In behalf of the PRA, Ms. Thelma N. Rupa, Department Manager for Administration & Finance acknowledged the sincere effort of the CESB to help government agencies to comply with the mandatory requirement of CESPES. 

CESB pays tribute to outgoing Board Members



CESB Board Members CSC AsCom Anicia M. De Lima and Jairus D. Paguntalan accept the Certificate of Recognition from CESB Chair Bernardo P. Abesamis for their significant contributions to the CES.

Chair Abesamis acknowledged the two outgoing Board Members for selflessly sharing their precious time and technical expertise as members of the CESB as well as in crafting new reforms in the CES policies and programs thereby contributing to the furtherance of the CES brand of integrity, professionalism and continued excellence in the higher civil service and in the resolution of various cases that confront the CES community.

Other Board Members who attended the event were BM Angelito M. Twaño, CESO III; BM Susana D. Vargas; and BM Antonio D. Kalaw Jr., CESO I. The occasion was also graced by NUCESO President Corazon C. Davis, CESO II. CESB Executive Director Maria Anthonette V. Allones, CESO I and Deputy Executive Director Arturo M. Lachica, CESO II as well as other members of the CESB Secretariat were also there to express their support to the outgoing Board Members. 

The Career Executive Service Board (CESB) led by its Chairman Bernardo P. Abesamis paid special tribute to fellow Board Members Jairus D. Paguntalan, CESO IV and Assistant Commissioner of the Civil Service Commission (CSC) Anicia M. De Lima, CESO III in a simple testimonial dinner on January 11, 2012 at the Katre Mediterranean Cuisine in Brgy.

Laging Handa, Quezon City.

BM Paguntalan is the former Deputy Commissioner for Intelligence Group of the Bureau of Customs and has served the CESB from July 4, 2005 to July 4, 2011. AsCom De Lima, on the other hand, is the representative of CSC Chair Francisco T. Duque, who is the ex-officio member and Vice Chairman of the CESB.

CESB announces its training opportunities for 2012

The Career Executive Service Board (CESB) is proud to announce its long list of training opportunities for 2012 that would definitely be a hit among CESOs and Third Level Eligibles.


For the Executive Leadership Program (ELP), there will be three (3) sessions of the Salamin-Diwa ng Paglilingkod slated on March 6-19, June 19 - July 2, and September 11 - 24, 2012. Integrated sessions of the Gabay ng Paglilingkod – Community Attachment Module (COAM) Training, on the other hand, are scheduled on April 12 - 20, July 26 - August 30, and

October 18 - 26, 2012.

To sustain linkages among CESOs and Eligibles, the CES Lifelong Learning Events are specifically designed to enhance the core management and leadership competencies of CESOs and provide them a tool-kit to meet the various concerns and challenges confronting them on the job. It also seeks to offer a great venue where they can network and explore areas for advocacy and engagement among the other members of the CES community.

The CES C.I.R.C.L.E. Forum is now scheduled monthly and this

year's initial offering will be a healthy discussion on information technology entitled, *Unang HirIT: Leading in a Networked Bureaucracy* to be held on January 25, 2012 in Sofitel Hotel, Manila. The 6th and 7th sessions of the highly-successful CES Leadership and Wellness Camp shall likewise be conducted on May 9 - 11 and August 22 - 24, 2012.

For 2012, CESB is launching the 2nd Session of the CES Thought Leaders Congress, which seeks to impart varied perspectives on leadership by eminent Filipino national leaders, on May 30, 2012. 

2012 CES WRITTEN EXAM SCHEDULE

Date of Exam	Testing Center	Deadline for Filing
March 4 (Sunday)	Metro Manila, Cebu, Davao	February 3
June 3 (Sunday)	Metro Manila, Cebu, Davao	May 4
September 2 (Sunday)	Metro Manila, Cebu, Davao	August 3
December 2 (Sunday)	Metro Manila, Cebu, Davao	November 5

ASSESSMENT CENTER SCHEDULE

January 21 (Saturday) January 22 (Sunday)	June 16 (Saturday) June 17 (Sunday)
February 11 (Saturday) February 12 (Sunday)	July 21 (Saturday) July 22 (Sunday)
March 10 (Saturday) March 11 (Sunday)	August 18 (Saturday) August 19 (Sunday)
March 31 (Saturday) April 1 (Sunday)	September 22 (Saturday) September 23 (Sunday)
April 21 (Saturday) April 22 (Sunday)	October 20 (Saturday) October 21 (Sunday)
May 19 (Saturday) May 20 (Sunday)	November 17 (Saturday) November 18 (Sunday)

For relative concerns, please contact the Eligibility and Rank Appointment Division (ERAD) at telephone number 951-4981 locals 118 or 832.



**Conferred through
Resolution No. 986
January 17, 2012**

NEW CES ELIGIBLES

LILY ANN DIMAS LANDO
Chief Science Research Specialist
Applied Communication Division
Philippine Council for
Agriculture, Forestry and
Natural Resources Research
and Development (PCARRD)
Department of Science
and Technology

OMAR ASUAN OBAS
Assistant Schools Division
Superintendent
Division of Kidapawan City
Department of Education
Regional Office No. XII

**FELICIANO ALERIA
TAMONDONG JR.**
OIC - Schools Division
Superintendent
Division Office of Compostela
Valley
Department of Education
Regional Office No. XI

**CLINT RUSSEL AUSTERO
TANGERES**
Jail Superintendent
Bureau of Jail Management
and Penology
Department of the Interior
and Local Government
Regional Office No. X

MAGDALENA MERANO LIM
Assistant Schools Division
Superintendent
Division of Palawan
Department of Education
Regional Office No. IV-B

REY SILEMEN MARANAN
OIC - Local Government
Operations Officer VIII
Department of the Interior
and Local Government
Puerto Princesa City Office
(MIMAROPA)

NERIE DOMINGO BUENO
Assistant Regional Director
Department of Public Works
and Highways
Cordillera Administrative Region

**VENERANDO CATAPAL
CEBRANO**
OIC - Assistant Regional Director
Department of Labor
and Employment
Regional Office No. XI

**AZUCENA MILANA
DAYANGHIRANG**
Provincial Health Officer II
Province of Davao del Sur
Local Government Unit
Regional Office No. XI

ESTRELLA GALIGO DE PERALTA
OIC - Department Manager III
National Tobacco Administration
Regional Office No. I

ROBERTO BIGAY FAJARDO
Chief, Regional Comptrollership
Division
Philippine National Police
Police Regional Office No. V

**EUGENE PURGANAN
FOLLANTE**
Division Chief
Bureau of Agrarian Legal
Assistance
Department of Agrarian Reform

RANK APPOINTMENT

PONCIANO ANDAL MENGUITO
Schools Division Superintendent
Department of Education
CESO V

**VICTOR GRASPARIL
DE GRACIA, JR.**
Assistant Schools Division
Superintendent
Department of Education
CESO VI

RONALDO ATALIA POZON
Assistant Schools Division
Superintendent
Department of Education
CESO VI

JESSIE DANCEL FERRER
Assistant Schools Division
Superintendent
Department of Education
CESO VI

RHODA TADEJA RAZON
Assistant Schools Division
Superintendent
Department of Education
CESO VI

ELIZABETH ELIGADO QUESADA
Assistant Schools Division
Superintendent
Department of Education
CESO VI

RANK APPOINTMENT

REMY MIER RIVERA

Schools Division Superintendent
Department of Education
CESO V

ESPERANZA LINA LAYA

Schools Division Superintendent
Department of Education
CESO V

RONELO AL KAHANO FIRMO

Schools Division Superintendent
Department of Education
CESO V

LUISA BAUTISTA YU

Director IV
Department of Education
CESO III

NUZAR NADALA BALATERO

Director I
Bureau of Internal Revenue
Department of Finance
CESO VI

ALFREDO VASQUEZ MISAJON

Director II
Bureau of Internal Revenue
Department of Finance
CESO V

MA. CAROLINA VIDAL TAIÑO

Director III
Department of Health
CESO IV

MA. JOSEFINA PORMENTO ABILAY

Director IV
Department of Science and
Technology
CESO III

MINDA BULATAO BRIGOLI

Director IV
Department of Social Welfare
and Development
CESO III

CHRISTIANNE CASTILLEJOS SUGUITAN

Provincial Agrarian Reform
Officer II
Department of Agrarian Reform
CESO V

JOYCE SAYSON WENDAM

Director III
Department of Agriculture
CESO IV

CYNTHIA RODIS CRUZ

Executive Director III
Institute of Labor Studies
Department of Labor and
Employment
CESO III

ACHILLES GERARD CAÑIZARES BRAVO

Director IV
Department of Budget and
Management
CESO III

REBECCA BOROC OLAYON

Director IV
Department of Budget and
Management
CESO III

CAMILO GLOVA GUDMALIN

Assistant Secretary
Department of Social Welfare
and Development
CESO II

JONAS ROQUE LEONES

Director IV
Department of Environment
and Natural Resources
CESO III

DANILO ESTIPULAR VERSOLA

Director IV
Department of Public Works
and Highways
CESO III

ADOR GONZALES CANLAS

Director III
Department of Public Works
and Highways
CESO IV

IRENEO VIGONTE VIZMONTE

Director III
Department of Trade and Industry
CESO IV

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Govt. 2.0 and the benefits they could bring to organizations, in particular, and to government, in general.

Participants in this forum earned a total of four (4) hours training credits.

The CES C.I.R.C.L.E. Forum is a monthly learning session conducted by the CESB for Career Executive Service Officers (CESOs) and eligibles. C.I.R.C.L.E.

stands for Creative Innovations and Reforms for Committed Leadership and Effectiveness. By its name, the forum serves as a platform for thought leaders, subject matter experts and public service exemplars to dialogue with career service officers and to share insights, lessons and experiences in the hope of deepening and sustaining collective inspiration to improve leadership and governance. 