

The Public Manager



OFFICIAL QUARTERLY NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

www.cesboard.gov.ph

1st Quarter 2013

Vol. 25 No. 1

CESB launches 40th anniversary theme and logo

The Career Executive Service Board (CESB) highlighted the inaugural session of the 2013 CES C.I.R.C.L.E Forum through the unveiling of its 40th anniversary theme and logo at the Sofitel Philippine Plaza Hotel, Manila on February 14, 2013.

The anniversary logo shows a ballerina dancer which symbolizes the Motherland and signifies the important role that CESOs have to play in maintaining balance even in times of transition. The ballerina is adorned with a touch of red, blue and yellow which is similar to the national flag's color palette. It gives meaning to the theme "*FIT@40: Renewing our Past, Leading the Future*" as interpreted by a troupe of ballerinas from the Halili-Cruz School of Ballet who rendered the



(Better) life begins at 40. A total of 134 participants from various agencies witness the unveiling of the CES 40th anniversary theme and logo during the C.I.R.C.L.E. Forum on Ethical Leadership in Governance on February 14.

doxology and performed dance number which drew resounding applause.

CESB Executive Director Maria Anthonette V. Allones, CESO I, formally opened the ple-

nary and gave a warm welcome to the guests and participants. She also did the honor of introducing the newly appointed CESB Chair Nieves L. Osorio, CESO I.

In her keynote opening message, Chair Osorio challenged public managers to rebuild and strengthen the foundations of ethical leadership in government

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Women champions of ethical governance: *Walang katapat!*

As part of CESB's celebration of women's month, the CESB conducted the CIRCLE Forum with the theme: "Women Champions of Ethical Governance" last 19 March 2013 at the Oasis

Country Resort in San Fernando City, La Union.

The Forum was the second for 2013 and the 39th in the CES CIRCLE (Creative Innovations and Reforms for Committed

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2013 CES Club kicks off in CDO

The Career Executive Service Board (CESB), in partnership with the Career Executive Officers-Northern Mindanao (CEO-NM,) held the first CES Club learning session for 2013 last March 14 at Seda Centrio, Cagayan de Oro City.

This session's theme, "Coaching and Mentoring as a Leadership Tool," aimed to introduce the dynamics of coaching and mentoring in helping an individual develop his leadership skills and at the same time effectively share his talents to help others learn, grow and become more productive in their work.

No less than Coach Randy Esguerra of Success Coach, a personal and business development company, provided a complete

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using the time-honored values and exemplary qualities of CESOs which distinguish them as public leaders-managers.

Two equally competent resource persons graced the celebration and provided a taste of quality learning and reflection of integrity in the public service. Dean Edna Es-

overview of the topic and explained it further by presenting "The two-way mentoring process," "The CBAM Concerns Based Adoptions Model," and "The Coaching Competency Framework," among the 47 career executives who attended the conference.

The half-day event was also graced by CEO-NM President Director Lourdes C. Vidal who gave the program's welcome remarks; and CESB Deputy Executive Director Atty. Arturo M. Lachica, CESO II, who presented the Certificate of Recognition to the resource speaker and provided the closing remarks.

As what Former US President Lyndon B. Johnson once said "We must open the doors of op-

tifania A. Co of the University of the Philippines - National College of Public Administration and Governance (UP-NCPAG) gave a substantial discussion on key concepts of ethics as cornerstones and determinants of the state of governance. She highlighted the major challenges, issues and trends impacting on accountability and integrity in the public service and future prospects and scenarios for Philippine public administration. She concluded her speech by



Life-work coach. CESB DED Atty. Arturo M. Lachica presents a certificate of recognition to Coach Randy Esguerra during the CES Club learning session in CDO.

portunity. But we must also equip our people to walk through those doors," CESB envisioned the 47 participants armed with mentoring and coaching know-how to further make a difference in their lives and in others' as well. 🌐

expounding on the core attributes and values of servant leadership and posing a challenge to government executives to become servant leaders with a noble purpose.

A CES Paragon and the top environment official Secretary Ramon J.P. Paje, CESO I, reiterated integrity and accountability as the essence of ethical leadership, which may be demonstrated in specific, measurable and outcome-

8th CES leadership and wellness camp

The Career Executive Service Board (CESB) will be conducting the 8th CES Leadership and Wellness Camp on 22-23 April 2013 (Monday-Friday) at the Batanes Resort in Barrio Chanarian, Basco, Batanes.

A training fee of Twelve Thousand Pesos (Php12,000.00) shall be charged from each participant to cover food, training kit, certificate and accommodation. This may be charged to agency/office funds since atten-

dance to CESB trainings, workshops and conferences are exempted from the provisions of Administrative Order no. 103, dated 31 August 2004. If interested, kindly fill out the Registration Form that can be found in the CESB website www.cesboard.gov.ph and fax it to telefax nos. 952-0335 or 931-5732.

For further inquiries, you may call CESB's Professional Development Division at telephone

number 951-4981 locals 109/127/113; or by email at cesb_pdd@yahoo.com.

The CES Leadership and Wellness Camp is CESB's way of sharing the advocacy for healthy living and achieving work life balance among government executives. It seeks to equip the participants with knowledge, tools and practical tips on managing stress, maintaining a healthy body, mind and relationships to achieve overall work-life balance.

CESB partners with ORACLE in executive forum on justice and public safety


The Oracle is a private corporation engaged in technology development and institutional capacity-building in systems automation and skills competency in Information and Communications Technology (ICT). In partnership with the Career Executive Service Board (CESB), the Office of the President (OP) launched a forum entitled: "Oracle Justice and Public Safety Executive Roundtable," last February 26, 2013 (Tuesday) at the Sofitel Philippine Plaza Hotel.

CESB Deputy Executive Director Arturo Lachica, CESO II,

and Oracle (Philippines) Corporation Acting Managing Director Ling-Hann Kim opened the plenary and welcomed the guests and participants. Director Lachica, in his welcome remarks, stressed the need for the bureaucracy to be ICT-enabled. Thus, CESB's partnership with Oracle to leverage technology for development.

In his keynote message, Hong-Eng Koh, Senior Director of Oracle Corporation, emphasized how important system integration is in implementing global Justice and Public Safety (JPS). He demonstrated the current global JPS

trends and challenges, best practices and technological implementations, and facilitated the development and adoption of solutions for JPS clients.

The event received a loud applause from 41 participants from various agencies, such as the OP, Department of Justice, Philippine National Police, Bureau of Immigration, National Police Commission and Supreme Court. 

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Leadership and Effectiveness) Forum series. As a learning session conducted by the CESB for Career Executive Service Officers (CESOs) and eligibles, the forum served as a platform for thought leaders, subject matter experts and public service exemplars to dialogue with career executives. It also facilitated the collective study and sharing of insights, ideas, lessons and experiences, deepened the commitment to integrity and the ideals of good governance, and inspired leadership excellence.

Regional Executive Director Samuel R. Penafiel, CESO III, of the Department of Environment and Natural Resources (DENR), Regional Office-I opened the plenary and welcomed the guests and participants. CESB Executive Director Atty. Maria Anthonette Velasco-Allones, CESO I, delivered the opening message and introduction of forum speakers.

Regional Director Milagros A. Rimando, CESO II, of the National Economic and Development Authority-Cordillera Administrative Region (NEDA-CAR) inspired the executives by sharing personal experiences on the advantages women executives have in dealing with ethical issues in governance. To be champions of ethical governance, it is imperative that executives, women and men alike, continue to learn the rules of conduct and good practices to enable them resolve




Hail to the women chiefs! CES CIRCLE honors Pinay leaders through a forum aptly themed “Women Champions of Ethical Governance” in La Union, March 13.

‘To be champions of ethical governance, it is imperative that executives, women and men alike, continue to learn the rules of conduct and good practices to enable them resolve ethical issues in governance.

ethical issues in governance.

On the other hand, Assistant Secretary Joji V. Aragon, CESO II, of the Department of Labor and Employment (DOLE) presented winning attributes of *Pinay* leaders that made them champions of ethical governance. For her, to maintain ethical standards in governance, existing performance standards and social contracts should never be compromised. In her conclusion, she stressed that the only way to compete and ultimately be champions

of good governance is to institutionalized meritocracy, building and investing on capacities, and reengineering of oneself.

The forum had 26 participants from various agencies in attendance. A participant extolled the spirit of the event when she said “She is more inspired by women as achievers.” 

CESB congratulates gCIO's 1st batch of graduates

Ten government officials who comprised the pioneer batch of graduates of the Government Chief Information Officer (gCIO) Program took pride as they received their Certificate of Completion during the graduation ceremony at the De La Salle University last January 25, 2013.


The ceremony became inspirational as Dr. Rachel Edita Roxas, Dean of DLSU's College of Computer Studies delivered her Welcome Remarks. On the other hand, Dr. Emmanuel Lallana of the Ideacorp gave the overview of the program. The event was also graced by Fr. Ricardo Laguda, FSC, DLSU's President and Chancellor, and Undersecretary Louis Napoleon Casambre, Executive Director of the Information and Communications Technology Office (ICTO) who deliv-

ered their Keynote Speeches.

In behalf of the pioneer batch, Melba Wee of the Department of Agriculture, Region XII delivered her warm response and expressed confidence on the accomplishment of the program. The event was capped with the Closing Remarks given by the CESB Executive Director Maria Anthonette V. Allones, CESO I, who congratulated the pioneer batch of graduates and challenged them to apply their knowledge in ICT for the betterment of the programs of their respective organizations.

The gCIO program is a collaborative initiative of the Career Executive Service Board (CESB), the De La Salle University – College of Computer Studies, and Ideacorp. It equips gov-

ernment managers with the knowledge and skills to lead an Information Communications Technology (ICT) - enabled transformation of public service and ensure the alignment of technology with the objectives/ goals of the public organization. It also sought to provide space and structure for interaction, collaboration and networking of participants that could result into a realizable and demonstrable inter-agency ICT strategy plan.

It is as well an affirmation of the CESB's commitment to the government's initiatives to integrate and harmonize its ICT programs and projects, and to ensure their consistency with the Administration's Key Result Area (KRAs). 

156 officials take CES written exam

One hundred fifty six (156) examinees took the CES written examination administered by the Career Executive Service Board simultaneously in three testing centers namely UP-NCPAG (Manila), University of San Carlos (Cebu City) and DPWH Regional Office XI (Davao City) last March 3, 2013. Manila testing center registered 96 examinees while Cebu City and Davao City had 30 each.

Sixty-six percent (66%) of the examinees came from the Department of Education and 33% were from other government agencies and the private sector, and were all performing supervisory functions.

Result of the March 3, 2013 CES Written Examination will be released after two (2) months from the date of conduct. All examinees will be informed of their

examination ratings via email or regular mail.

The CES Written Examination is scheduled every three months. The next conduct will be on June 2, 2013 and the deadline for filing of application is on May 3, 2013.

Chair Osorio sets direction with CESB Secretariat during Monday Kapihan



CESB Chairperson Nieves L. Osorio, CESO I, shared her five guiding principles of excellence to the CESB Secretariat during the group's Monday Kapihan at the CESB office, January 21.

CESB Chairperson Nieves L. Osorio, CESO I and Board Member Charito R. Elegir, CESO I visited the CESB Secretariat on January 21, 2013 Monday Kapihan at the CESB Office, Quezon City.

They received a warm welcome from the Secretariat led by its Executive Director Maria Anthonette V. Allones, CESO I.

As new members of the CES Governing Board, the two shared their inspiring stories in the gov-

ernment service. Chair Osorio posed a challenge to the CESB Secretariat for them to continue to excel in the workplace. She shared her guiding principle of excellence by enumerating its five (5) characteristics, to wit: (1) Working with enthusiasm, (2) Continuously sharpening your skills, (3) Keeping their word, (4) Maintaining a positive attitude in the midst of change, and (5) Doing more than what is expected --- travel an "extra mile."

Do more than what is expected -- travel an 'extra mile.'

The Chair also promised to be instrumental in crafting policies that would be beneficial to the CES community. She directed the Secretariat to thoroughly check the documents submitted to the Board. She as well encouraged everyone to undergo proper trainings to pursue professional development. Review of the existing policies and programs of the CES Board is now in place and she ensured that there would be more innovations to come. By excellence, the Chair shall not tolerate mediocrity under her leadership.

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driven initiatives in the bureaucracy. These initiatives, according to him, are primarily characterized by fairness and transparency and must govern all government systems and operations such as the promotion of cashless transactions and the publication of and access to all contracts, bidding results, and financial/ monetary transactions.

The half-day celebration and learning session was also made meaningful by the presence of NUCESO President and DPWH Regional Director Mariano R. Alquiza, CESO III, who took the opportunity to express optimism and a strong resolve in NUCESO's commitment to and continuing support for CESB's initiatives to strengthen and professionalize the CES.

A total of 134 participants took part in the celebration and shared the pride and humbleness of being part of the CES community. 🌐

40.55% passed the December 2, 2012 CES WE

One hundred eighteen (118) or 40.55% out of 291 examinees passed the Career Executive Service Written Examination (CES WE), the first examination stage for CES eligibility, administered simultaneously in three testing centers, namely: UP-NCPAG (Quezon City), University of San Carlos (Cebu City) and DPWH Region XI (Davao City), last December 2, 2012. This batch of passers is now qualified to take the second examination stage or the Assessment Center (AC).

Sixty seven or 56.78% of the 118 passers came from the Department of Education; 29 or 24.58% from various government agencies; 6 or 5.08%

from the private sector; 5 or 4.24% from the Department of Social Welfare and Development; 4 or 3.39% from the Department of the Interior Local Government; 4 or 3.39% from the Department of Budget and Management; and, 3 or 2.54% from the Philippine Overseas Employment Administration.

The top ten examinees in the said examination are as follows: Castillo, Noelle Riza D. (90.51%); Bulos, Isabelo P (87.37%); Ocampo, Romleah Juliet P. (87.33%); Nillo, Wilfredo C. (87.08%); Vergeire, Maria Rosario S. (86.85%); Dator, Jose Dante P. (86.76%); Cassion, Maria Kristina E.

(86.59%); Besmonte, Ruel G. (86.30%); Nillasca, Jose Niro R. (86.08%) and Evangelista, Rosendo B. (85.99%). The complete list of December 2, 2012 passers is available at the CESB website: www.cesboard.gov.ph. Ms. Noelle Riza D. Castillo, who ranked highest in the December 2, 2012 CES WE, presently holds an Attorney IV position at the Public-Private Partnership Center of the Philippines. She graduated with a degree in BS Economics at the University of the Philippines. She also finished her Bachelor of Laws in the same university.

For CY 2013, the schedule of CES WE is as follows:

Date of Exam	Testing Center	Deadline of Filing
MARCH 3 (Sunday)	Metro Manila, Cebu, Davao	February 1
JUNE 2 (Sunday)	Metro Manila, Cebu, Davao	May 3
SEPTEMBER 1 (Sunday)	Metro Manila, Cebu, Davao	August 2
DECEMBER 8 (Sunday)	Metro Manila, Cebu, Davao	November 8

Interested applicants may visit our website www.cesboard.gov.ph for downloadable forms or may call the Eligibility and Rank Appointment Division (ERAD) at (02) 951-4985 locals 100 or 128 for the other details of the CES WE.

20th run of the Salamin-Diwa course: A successful first in Naga City



At the closing. CESB ED Atty. Maria Anthonette Velasco-Allones hands over a certificate of participation to Atty. Zuleika T.Lopez, Acting City Administrator, City Government of Davao, one of the 39 public managers who completed the first Salamin-Diwa Training Course in Naga.


For the first time since the Executive Leadership Program (ELP) was launched in 1993, the Career Executive Service Board (CESB) has brought the 20th conduct of the integrated Salamin-Diwa Training Course to Naga

of reference as leaders and managers in their respective organizations and to enhance their leadership and managerial competencies based on the Competency Standards for CESOs developed by CESB in 2009.

Another major component of the course was the Community Organizational Attachment Module (COAM) which was the learning integration and internship module which capped the course.

City at the Villa Caceres Hotel from February 26 to March 11, 2013.

Thirty-nine public managers from different government agencies nationwide completed the two-week residential course. They were introduced to various learning modules designed to provide them with a common frame

Another major component of the course was the Community Organizational Attachment Module (COAM) which was the learning integration and internship module which capped the course. It was designed as a structured attachment/exposure activity in a chosen laboratory community which harnessed participants' field research  16


NUCESO holds turn over ceremony

The National Union of Career Executive Service Officers (NUCESO) held its turn over ceremony for its elected President Mariano R. Alquiza, CESO III and the newly elected Executive Vice President (EVP) Lynn D. Moreno, CESO II at the CESB Office on January 8, 2013.

Alquiza is the Regional Director of the Department of Public Works and Highways, Region XI. He served as the Interim President of the NUCESO on January to November 2010. After his term as Interim President, he served as an active member of the NUCESO Governing Board as its ex-officio member as provided in Sec. 1, Article II of the NUCESO Amended By-Laws which states that: *The immediate past president sits as an ex-officio member of the Board of Trustees without voting rights.*

Last November 2012, in an election held during the 11th Annual CES Conference, Alquiza has successfully regained the presidential post after winning the election against rival candidate Department of Agrarian Reform Undersecretary Rosalina Bistoyong, CESO I, and outgoing NUCESO EVP.

Moreno, on the other hand, is the Assistant Executive Secretary of the Office of the President. She served as the Treasurer of the NUCESO Governing Board and was a Central Office Representative being the President of the NUCESO OP Chapter.

They shall hold office for two years until their successors are duly elected and qualified. 


CESB announces training offerings for 2013

The Career Executive Service Board (CESB) is proud to announce to the members of the CES community its training offerings for 2013.

The Executive Leadership Program Sessions XX, XXI and XXII of the **Salamin-Diwa ng Paglilingkod (SALDIWA)** are scheduled to be conducted on February 26 - March 11, June 18 - July 1, and September 3-16, respectively. The **Integrated Gabay ng Paglilingkod (I-GABAY)** sessions, on the other hand, are slated on April 11-19, July 25 - August 2, and on October 17-25, 2013.

Another program, the **CES Life-long Learning Events** will surely be a hit among CESOs and third level eligibles. This program is 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 will also be an opportunity for the participants to widen their network and explore areas for advocacy and engagement among the other members of the CES community. Mark your calendar for the half-day sessions of **CES C.I.R.C.L.E. Forum** on February 14, March 21, April 18, June 14, July 18, August 22, September 26 and October 23. The **CES Lead-**

ership and Wellness Camp which is part of the CESB's advocacy to promote total wellness, work-life balance and sustained productivity among government executives is scheduled on April 24-26 and August 14-16. Another informative session of the **Thought Leaders Congress** which seeks to impart varied perspectives on leadership by eminent Filipino national leaders will be conducted on May 22, 2013.

For inquiries, you may call the CESB's Professional Development Division at (02) 951-4981 locals 108, 109 or 113. 

Regional CESPES held

The Career Executive Service Board (CESB) has made proper arrangements for the conduct of the CESPES in various regions and was able to finish the same at the end of February 2013.


The schedules for the regional conducts were as follows: January 8-10, Cordillera Administrative Region (CAR); January 15-17, Regions VIII and XII; January 22-24, Regions I and V; January 29-31, Regions II and XI; February 5-7, Regions X; February 12-14, Regions VII and IX; February 19-21, CARAGA Region; February 26-28, Regions III and VI. Neces-

sary arrangements shall be made for the conduct of the CESPES in Region IV.

Pursuance to CESB Circular No. 5, series of 2012, which requires the Career Executive Service Performance Evaluation System (CESPES) ratings of CES officials to be completed and submitted to the CESB on or before February 28, 2013. Submissions after the said period were no longer be received nor entertained by CESB and shall cause the Ratee to have no CESPES rating for the Rating Period. CES officials are currently furnishing the

CESB of their Ratee Information Sheets for performance rating 2012.

For the Central Offices, the CESB has assigned a particular staff member/s who will act as account officer/s and will be responsible for the administration of CESPES in their respective agency-account.

It should be noted that a CESPES rating and participation in other performance-related CESB programs are requirements for original or promotional appointment to CES ranks. 

Dr. Evangeline Cruzado:
44 fruitful years and counting

**Director Andin is now a full-fledged
 Regional Executive Director**



Board Member Evangeline C. Cruzado, though the newest member of the Board, is a familiar figure to the CES Community and the Board. As President of the National Union of Career Executive Service Officers (NUCESO) from 2005 to 2007, she used to occupy an observer seat in the Board.

A CESO III, she spent 44 fruitful years in government service, 22 years of which as Deputy Administrator of the NAMRIA from 1987 to 2009. While serving as NAMRIA Deputy Administrator, she covered several grounds in the area of environment management after being assigned in different offices within the Department of Environment and Natural Resources. She also served as Senior Department Manager in the Philippine Health Insurance Corporation from 2008-2010.

OIC Regional Executive Director Neria A. Andin, CESO III, of the Department of Environment and Natural Resources (DENR) – National Capital Region has been promoted to Regional Executive Director (Director IV) position last October 31, 2012.

A consistent honor student, she topped the 1980 Forestry Board Examination. RED Andin who hails from Claveria, Cagayan is also a holder of masters and doctorate degrees in Forestry under scholarship grants from the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD-DOST) and DENR, respectively.

She started her career as a Research Assistant at the Forest Research Institute. Her innate intelligence and technical skills coupled with her commitment to work fueled her career to advance in the corporate ladder. She is in the government service for so many years now and continues to bring quality service to the public.


RED Andin has served the DENR in various capacities and remains to be an untiring leader



in the bureaucracy. She also led the Forest Management Bureau (FMB) for nine (9) fruitful years. Her skills include but are not limited to ecological research and development, project management (conceptualization, execution, monitoring and evaluation), technology transfer, and collaborative problem solving.


She is also an active member of the Career Executive Service (CES) community.

With this promotion, this CESO pledged her undaunted support and commitment towards *Pamumunong Tapat at Wasto, Dangal at Galing ng Sebisyo.*

Taas noo, CESO! 

She earned her master's degree in National Security Administration from the National Defense College of the Philippines and Public Administration from the University of the Philippines.

She also has a Bachelor of Science Degree in Social Work from the University of the Philippines.

Taas noo, CESO! 

CES pays final respects to Mr. OD Corpuz



It was a day of mourning for the men and women of the Career Executive Service as they received the unpleasant news of the passing away of the first Chairman of the Career Executive Service Board, Onofre D. Corpuz last March 23.

Having drafted the blueprint of the organization, Chairman Corpuz earned the monicker “the Father of the CES,” a name he used to downplay since he believed everybody during the creation of the CES was “starting something anyway.” Nonetheless, colleagues and subordinates maintained to call him “Father OD” in recognition of the man who was not only an exemplary leader in good governance but an inspiring head of the CES community as well.

In a 2006 interview with The Public Manager, the CESB official newsletter, Chairman Corpuz described his early years in CES as full of enthusiasm. Amidst the challenges of starting up the CES, he focused on providing “a service” to all the executives in the government—the Career Executive Service Officers (CESOs)—by preparing and

training them to become flexible and competent leaders who can provide service beyond the needs of his or her department.

Chairman Corpuz led the organization with the concept that everybody should want to be a CESO because of its prestige and the inspired service attached to it. “Paglilingkod. Running a government office is managing people and resources to serve the people and the *raison d’être* for this is the future of the next generation,” Chairman Corpuz asserted.

‘Paglilingkod. Running a government office is managing people and resources to serve the people and the *raison d’être* for this is the future of the next generation,’ Chairman Corpuz asserted.

A person with a big heart for people—strong or weak, near or distant—Father OD shared with The Public Manager that his fondest memory as Chair of the CESB was the Barrio Immersion he helped conceptualized. “The Barrio Immersion was designed for the officials to realize that their office exists to serve the

people, whether they are in the neighborhood or in the barrios.”

The beloved Chairman once said that he would like to be remembered as a teacher. “I believe that you are teaching while you are living and you are living while you are teaching.” This holds true but for the CESB and the hundreds of people whose lives the Father of CES had touched with his lessons in life and in governance, his teachings still live on.

The CESB extends its sincerest sympathies to the family and friends of Chairman OD Corpuz. The Board also offers a prayer for the eternal repose of his soul, as well as strength and peace for his family in this time of great loss. 🌐



NEW CES ELIGIBLE

**Conferred through
Resolution No. 1067
January 15, 2013**

JOFFREY MATULAC SUYAO
OIC—Regional Director
Department of Labor and
Employment

**Conferred through
Resolution No. 1070
February 13, 2013**

**CORNITES JR., ARSENIO
TOROTORO**
OIC - Schools Division
Superintendent
Department of Education
Division of Agusan del Norte
Caraga Regional Office

**DALAFU-TAGAO, REMELYN
APOSTOL**
Prosecutor I
Office of the Provincial
Prosecutor
National Prosecution Service
Department of Justice
Regional Office No. II

DIZON, DARRELL ISON
Local Government Operations Officer V
Department of the Interior and Local Government

**GONZALES, ANDREW
MADLANGBAYAN**
Medical Specialist II
Batangas Regional Hospital
Department of Health
Regional Office No. IV-A

JAGNA, MARIA FE DINGDING
Chief Budget and Management
Specialist
Department of Budget and
Management
Regional Office No. XI

MATEO, FRANCISCO VILORIA
Medical Specialist IV
Department of Health
Center for Health
Development No. XII
SOCCSKSARGEN Region

SIOSON, LLOYD ALFEREZ
Department Manager III
Management Information Systems
Department

**Conferred through
Resolution No. 1074
March 13, 2013**

**DIZON, NICOLETTE KRISTINE
NONNA DE LEON**
Reporter 2
Philippine Daily Inquirer

**JOAQUIN JR., NEREO
RAYMUNDO TEE**
Treasurer, Head of Operations
101 Ventures
Support Corporation

PAEZ, CATALINA PEREZ
OIC Assistant Schools Division Superintendent
Department of Education
Division Office of San Jose City

RANK ADJUSTMENT

FLORIDA MARANAN DIJAN
Director IV
Department of the Interior
and Local Government
From CESO IV to CESO III

MARISSA ORTIZ CABREROS
Director III (Assistant
Commissioner)
Bureau of Internal Revenue
Department of Finance
From CESO V to CESO IV

RANK APPOINTMENT

**EDILBERTO MANTALA
DE LUNA**
Acting Assistant Secretary
Department of Agriculture
CESO II

CENON SUDLAY ORIGINAL
Provincial Agrarian
Reform Officer I
Department of Agrarian Reform
CESO VI

JOSILYN SOLER SOLANA
Acting Schools Division
Superintendent
Department of Education
CESO V

EVELYN ALISASIS DE JUAN
Assistant Schools
Division Superintendent
Department of Education
CESO VI

RANK APPOINTMENT

OMAR ASUAN OBAS

Assistant Schools Division
Superintendent
Department of Education
CESO VI

ARMI VALENZUELA BACTAD

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

**KARL CAESAR RECAIDO
RIMANDO**

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

JAY EDUARTE TIMBREZA

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

RODOLFO MUSNGI SANTOS

Acting Director IV
Department of Social Welfare
and Development
CESO III

ARELL FLORES BAÑEZ

Acting Director II (Provincial
Director)
Department of Trade and Industry
CESO V

JOSELITO SEMINE ENOT

Acting Director II (Provincial
Director)
Department of Trade and Industry
CESO V

RUEL BESAGA PACLIPAN

Acting Director II (Provincial
Director)
Department of Trade and Industry
CESO V

**MARIA TERESITA MACANAS
SEMANA**

Acting Director III
Commission on Higher Education
CESO IV

CSC-NCR orients CESB on revised SALN form


The Civil Service Commission -National Capital Region was engaged by CESB to conduct an orientation on the revised form of the Statement of Assets, Liabilities and Net Worth (SALN) at the CESB Training Room during the agency Monday Kapihan on 4 March 2013.

CSC-NCR Director III Atty. Catherine L. Delmoro discussed with the agency personnel the actual requirements of the revised SALN form as stated in Republic Act No. 3019 (Anti-Graft and Corrupt Practices Act) and detailed in CSC Resolution No. 1100902 s. 2011. Atty. Delmoro likewise clarified the issues raised by the CESB officials and employees regarding the new SALN form.

The new SALN requires data of the assets of government officials and employees among which are: real properties, personal properties, cash on hand and cash in bank (where foreign currency deposits shall be converted to the corresponding Philippine peso equivalent as of 31 December of the preceding year), liabilities, declarant's total net worth, existing business interests and financial connections and relatives in the government.

The SALN of all government officials and employees must be submitted on or before April 30 as late submission may incur consequent administrative penalties. Pursuant to Rule VIII of the Rules Implementing the Code of Conduct and Ethical Standards for Public Officials and Employees,

as amended by CSC Resolution No. 06-0231, a Review and Compliance Committee must be established composed of two (2) members and a Chairman tasked to evaluate all submitted SALN Form to determine if it was submitted on time, accomplished correctly and completely and proper in form.

Executive Director Allones led the CESB in thanking Atty. Delmoro for providing her expertise in explaining the details on how to accomplish the new SALN form. She also urged all CESB staff to submit their SALNs timely and accurately. Further, ED Allones also directed the immediate constitution of the review and compliance committee for the CESB. 

CESB orientation on PQA: A way to continuously excel



Mr. Arnel D. Abanto of the Development Academy of the Philippines gave a short but meaningful talk on performance excellence as part of the CESB orientation on Philippine Quality Award (PQA), March 26.

March 26, 2013, Holy Monday. “Do your best to present yourself to God as one approved, a worker who has no need to be ashamed, rightly handling the word of truth,” 2 Timothy 2:15. Employees of the Career Executive Service Board (CESB) started the Holy Week pondering their purpose in life—jobs and careers included—as they attended the orientation of the Philippine Quality Award (PQA), a national award program that recognizes achievements of public and private sector organizations in their journey towards performance excellence. The PQA was created through Executive Order 448 on October 3, 1997 and was institutionalized through Republic Act 9013 on February 28, 2001.

Held at the CESB training room during the board’s customary Monday *Kapihan*, the orientation served to familiarize the CESB workforce of the PQA—its goals, scope, award criteria organization, scoring guidelines, award process, and application requirements among others—in con-

nection with the CESB commitment to deliver excellent service to its clients.

Performance excellence, as explained by the facilitators of the program, Mr. Arnel D. Abanto, Vice President of the Center for Quality

It is imperative that departments work together as a team for the benefit of the whole organization.

and Competitiveness, Development Academy of the Philippines, and Ms. Melanie Mercader, Project Officer of the same agency, covers an integrated approach to organizational performance management that results in delivery of ever-improving value to customers, clients and constituents, and stakeholders, etc., improvement of overall organizational effectiveness and capabilities, and organizational and personal learning.

In presenting the PQA, Mr. Abanto said, the award committee sets a criteria for judging which includes an organization’s leadership;

strategic planning; customer and market focus; measurement, analysis and knowledge management; process management and business results, each of which has corresponding point values.

With this, Mr. Abanto also pointed out that while departments in an organization applying for PQA strive to excel in their respective functions, it is imperative that they work together as a team for the benefit of the whole office.

He further explained that the PQA must be regarded beyond the recognition and prestige it bestows to an organization. Mr. Abanto emphasized that with or without the conferment of the Philippine Quality Award, each organization must look into the opportunity of having a thorough self-check from which it can assess and develop its strengths, and identify and effectively act on its areas of improvement.

The orientation was followed by a short forum where Mr. Abanto answered and clarified concerns from the employees. CESB Deputy Executive Director Atty. Arturo M. Lachica, CESO II, capped off the program by presenting certificates of appreciation to Mr. Abanto and Ms. Mercader for sharing a day filled with learning and inspiration that would help CESB and its employees achieve performance excellence individually and as a group. 🌐

2013 CES WRITTEN EXAM SCHEDULE

Date of Exam	Testing Center	Deadline for Filing
March 3 (Sunday)	Metro Manila, Cebu, Davao	February 1
June 2 (Sunday)	Metro Manila, Cebu, Davao	May 3
September 1 (Sunday)	Metro Manila, Cebu, Davao	August 2
December 8 (Sunday)	Metro Manila, Cebu, Davao	November 8

ASSESSMENT CENTER SCHEDULE

January 19 (Saturday) January 20 (Sunday)	June 15 (Saturday) June 16 (Sunday)
February 16 (Saturday) February 17 (Sunday)	July 20 (Saturday) July 21 (Sunday)
March 16 (Saturday) March 17 (Sunday)	August 17 (Saturday) August 18 (Sunday)
April 13 (Saturday) April 14 (Sunday)	September 21 (Saturday) September 22 (Sunday)
May 4 (Saturday) May 5 (Sunday)	October 19 (Saturday) October 20 (Sunday)
May 25 (Saturday) May 26 (Sunday)	November 16 (Saturday) November 17 (Sunday)

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

The Public Manager

The *Public Manager* is the official newsletter of the Career Executive Service. It is published by the CES Board Secretariat and entered as Second Class Mail Matter at the Quezon City Central Post Office with Postage Charge Account No. SPS Permit No. 06-03-053 dated December 31, 2013.

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

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

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8 | 20th run of the Salamin-Diwa...

competencies using a multi-stakeholder/sectoral approach. It also focused on reform-centered governance and development outcomes in the community.

For four days and three nights, participants were afforded the opportunity to see how government services trickle down to the barangay level and to enable them to prepare better and more responsive government programs as a result of the insights and learning gained from the experience.

For this module, families and local officials of Barangay Libod in Tigaon, Camarines Sur were engaged as CESB's partners who provided their wholehearted sup-

port to the successful and hassle-free conduct of the COAM. Based on overall evaluation comments, half of the total number of participants noted COAM as one of the valuable modules of this course.

The ELP is currently the flagship training program for third-level eligibles. It aims to advance and nurture core management competencies which are relevant to the role of CES members as public managers and to develop in them a deeper sense of commitment to public service. Per Resolution No. 798 series of 2009, attendance to ELP is a requirement for promotion and appointment to rank. 🌀

6 | Chair Osorio...

Board Member Elegir, on the other hand, committed to help in preserving the integrity of the CES eligibility examination process.

ED Allones, on the other hand, also shared her challenges and victories in the service and thanked the two Honorable Members for being part of the Governing Board. She ensured her commitment to the Board and is ready to support the leadership of Chair Osorio. 🌀