

# The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

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## *CES officials camp in Batanes, the land of promise*



Batanes Resort, Basco, Batanes. The CES leadership and wellness camp is part of the CESB's advocacy for healthy living and promoting work-life balance among government executives.

Philippine Children's Medical Center, discussed "Health and Leadership," which helped the attendees identify the link between wellness and effective executive work performance.

Most career executives juggle family and work. It was for this reason that CESB also invited Ms. Gieselle Patricia B. Principe, a child psychologist, to give working parents a tip or two on balancing career and rearing children through a topic aptly entitled "Positive Parenting in a Career Oriented World."

Meanwhile, Dr. Aileen Riego-Javier, CESO IV, the former Executive Director of the National Kidney and Transplant Institute (NKTi) encouraged the leaders to "reproduce and multiply" leaders as their successors through her talk on "Developing and Empowering Others as a Leadership Essential." 6

Leadership and performance excellence are often associated with exemplary intellectual and physical abilities. For the Career Executive Service Board (CESB) however, effective leadership is something that goes beyond maximizing one's brain and brawn only.

Having nurtured top government executives for the past 40 years, CESB knows it must take into account all the aspects of an individual—psychological, intellectual, physical, and social—to help him create a sense of balance necessary to accomplish his goals in life and work, effectively and with pleasure.

Thus, on April 22-26, 2013, the CESB gathered together 68 officials from different agencies nationwide to take part in its CES leadership wellness camp, held at

Effective leadership and wellness starts from within so CESB Executive Director Maria Anthonette Velasco-Allones, CESO I, welcomed the camp participants with a significant lecture on "Self-mastery as a Leadership Foundation," a topic that focused on the need to know oneself as the fundamental basis in becoming an effective and efficient executive. Director Allones was joined by a number of resource persons who shared their expertise in developing and achieving leadership skills and wellness.

Dr. Julius Lecciones, CESO III and Executive Director of the



Photos by Mandy Navasero

## *I-Gabay warms up cool Tagaytay*

Session XV of the Integrated Gabay ng Paglilingkod (I-Gabay) Training Course was off to a hot start at the Tagaytay Country Hotel in Tagaytay City.



**All warmed up.** Forty-three CESOs from various agencies nationwide participated in the session XV of I-Gabay In Tagaytay City, April 11-19.

The nine-day residential training program commenced on 11 April and concluded on 19 April 2013.

Forty-three Career Executive Service Officers (CESOs) from various agencies nationwide aspiring to become exemplary leader-managers gamely grouped themselves into teams creatively called: Golden Nuggets, Bulalo, Balot Express and the Beacons.

Career Executive Service

Board (CESB) Executive Director Maria Anthonette V. Allones jumpstarted the course with an instructive lecture on Managing Strategic Planning.

The topic reviewed the key elements, uses, variations of, and surveyed emerging trends in the planning process. More importantly, it provided an incisive examination of the environment and dynamics influencing the planning process in an organization.

In underscoring the strategic importance of planning, Director Allones emphasized how a compelling vision of a desired future inspires, empowers and animates individuals, institutions and communities in fully realizing their potentials and aspirations and in creating an impact on the environment, the quality of life, and the future of an organization and its various publics.

Belying the seriousness and importance of the topic, the

session was made refreshingly light, fun, interesting and was greatly enriched with a creative menu of personal anecdotes, snippets from highly acclaimed Hollywood animated and action films, and compelling experiences drawn from an organization's day-to-day operations.

In concluding her lecture, the executive director re-

Court Chief Justice Staff Head Alexander M. Arevalo and Redfox Technologies Philippines' Manager John J. Macasio (E-Governance and Harnessing ICT for Managers/Academy of ICT Essentials for Government Leaders); Human Resource Innovations and Solutions' Inc. (HURIS) Chief Learning Officer Enrique V. Abadesco, Jr. (Strategic Human Resource Management), and;

tions which were pioneered and implemented by the city - ISO-Compliant Systems and the Tanauan Packaging and Service Center.

Director Conrado L. Sumanga, Jr. of the National Police Commission echoed the participants' shared expectations that the I-Gabay will transform them to "become better civil servants."


***Director Allones emphasized how a compelling vision of a desired future inspires, empowers and animates individuals, institutions and communities...***

minded all the participants that "If you do not know where you are going, any other road will take you there. And if you do not know where you are coming from, you may end up where you began."

Designed as a handy toolkit in public management for leader-managers, the I-Gabay boasts of an eclectic array of distinguished experts as resource persons, namely CESB's Deputy Executive Director Arturo M. Lachica (Administrative Justice System: Concepts and Cases); Supreme

Philippine Government Electronic Procurement System (PHILGEPS) Executive Director Rosa Maria M. Clemente (Public Financial Management – Electronic Procurement System).

I-Gabay Session XV concluded with the Community-Organizational Attachment Module (COAM) which engaged the executives with the city government of Tanauan City, Batangas. The engagement facilitated the conduct of a field research evaluation study of governance innova-

As the exciting chapters of Session XV unfolded, the I-Gabay Training Course did not only heat up as a unique and transformative learning experience, it also raised the bar several notches higher on the performance thermometer for good governance in the public sector. 

## New CESOs: Exemplars of managerial competence

The Career Executive Service takes pride in adding to its roster a total of 33 government officials who recently received their original appointments to and adjustments in CES rank last March 26, 2013.

Twenty seven new CESOs represented various government agencies, such as the Department of Education (DepEd) who had the most number of appointments, 12. The Department of the Interior and Local Government (DILG) followed with six, and the Department of Trade and Industry (DTI) with three appointments.

The Department of Agriculture (DA), Department of Finance (DOF), the Department of Public Works and Highways (DPWH), the Department of Tourism (DOT), the National Economic and Development Authority (NEDA) and the Office of the President (OP) had one appointment each.

Meanwhile, six government officials had adjustments in their respective CES ranks. They likewise represented different government offices, such as the DepEd and the Department of Environment and Natural Resources (DENR) with two rank adjustments each; and the DTI and the Department of Science and Technology (DOST) with one rank adjustment each.

The newly appointed CESOs had also taken their oaths from March 27-28, 2013, dates prior from the start of the constitutional

ban on appointments. They can now be issued regular appointments to effect the change in their status from temporary or acting capacity to permanent.

Also, per CES Board Circular No. 12, series of 1996, said officials shall receive a step increase in their salaries based on rank effective from the date of their original appointment to and/or adjustment in CES rank.

The appointment to and adjustments in CES rank was made by the President, His Excellency Benigno S. Aquino III, upon the recommendation of the Career Executive Service Board (CESB). Pursuant to CESB Resolution No. 798 series of 2009, the newly appointed CESOs had fulfilled the following requirements for original or promotional appointment to CES rank:

1. Incumbent of CES position;
2. Obtained at least Very Satisfactory performance rating for the year immediately preceding the recommendation for appointment to or adjustment in CES rank;
3. Training requirements corresponding to the CES rank applied to;
4. Clearances/Certifications of no pending administrative/criminal cases from the following:
  - Agency
  - Civil Service Commission
  - Sandiganbayan
  - Office of the Ombudsman

- National Bureau of Investigation

5. Notarized self-certification of no pending administrative and/or criminal case filed;
6. Latest appointment paper;
7. Service Record;
8. Copies of training certificates, and,
9. Endorsement letter coming from the Department Secretary/ Agency Head

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### NEWLY APPOINTED CESOs

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#### Department of Agriculture

ESMERALDA PAZ  
DAGUNO MANALANG, CESO V  
Acting Director II  
Bureau of Fisheries  
and Aquatic Resources

#### Department of Education

TONISITO MACHIAVELLI  
CASUGBO UMALI, CESO II  
Acting Assistant Secretary

MIGUEL MAC DIZON  
APOSIN, CESO V  
Acting Schools  
Division Superintendent

ROEL FANTILANAN  
BERMEJO, CESO V  
Acting Schools  
Division Superintendent

ESTELA LEON CARIÑO, CESO V  
Schools Division Superintendent

JORGE MATI REINANTE, CESO V  
Schools Division Superintendent

CECILLE BERNADETTE  
PALANCA RIVERA, CESO V  
Schools Division Superintendent

CARLITO DALISAY  
ROCAFORT, CESO V  
Acting Schools  
Division Superintendent

ALMA RUBY  
CARONONGAN TORIO, CESO V  
Schools Division Superintendent

GORGONIO  
DE GUIA DIAZ, JR., CESO VI  
Assistant Schools  
Division Superintendent

VILMA DUQUEZ EDA, CESO VI  
Acting Assistant Schools Division  
Superintendent

MA. LORLINIE MAJAN  
ORTILLO, CESO VI  
Assistant Schools  
Division Superintendent

ALLAN BATOCAEL YAP, CESO VI  
Assistant Schools  
Division Superintendent

**Department of Finance**

AYNIE EWICAN  
MANDAJOYAN, CESO VI  
Acting Director I  
Bureau of Internal Revenue

**Department of the Interior  
and Local Government**

PEDRO GONZALES  
CUEVAS, JR., CESO IV  
Acting Director III

ELOUISA TABUZO  
PASTOR, CESO IV  
Acting Director III

THELMA TERCINO  
VECINA, CESO IV  
Acting Director III  
Local Government Academy

FRANCISCO RELEVO  
CRUZ, CESO IV  
Acting Director III

ALEX CAMPAS ROLDAN, CESO V  
Acting Local Government Opera-  
tions Officer VIII

DARWIN NATIVIDAD  
BIBAR, CESO V  
Acting Local Government Opera-  
tions Officer VIII

**Department of Public Works and  
Highways**

NENITA APILAN  
ROBLES, CESO IV  
Acting Director III

**Department of Trade and Industry**

LYDIA ROXAS  
GUEVARRA, CESO III  
Acting Director IV

NATHANIEL SUIZA  
AREVALO, CESO III  
Acting Director IV  
Intellectual Property Office

FRISCO LIMBO GUCE, CESO III  
Acting Director IV  
Intellectual Property Office

**Department of Tourism**

VERNA ESMERALDA COVAR  
BUENSUCESO, CESO III  
Acting Director IV

**National Economic and Develop-  
ment Authority**

MYLAH FAYE AURORA  
BALANDRA CARIÑO, CESO IV  
Acting Director III

**Office of the President**

RONALDO MARTIN  
DAQUIOAG, CESO III  
Acting Director IV  
National Commission  
on Indigenous Peoples

**CESOs with RANK  
ADJUSTMENT**

**Department of Education**

ORFELINA  
OCAMPO TUY, CESO III  
Director IV

ARACELI CABANOS  
PASTOR, CESO V  
Schools Division Superintendent

**Department of Environment and  
Natural Resources**

EFREN PAPA  
CARANDANG, CESO III  
Deputy Administrator  
National Mapping and Resource  
Information Administration

LINDA SAN DIEGO PAPA, CESO III  
Deputy Administrator  
National Mapping and Resource  
Information Administration

**Department of Science  
and Technology**

NUNA ENCARNACION  
ALMANZOR, CESO III  
Director IV  
Industrial Technology  
Development Institute

**Department of Trade and Industry**

MARY JEAN  
TIONGSON PACHECO, CESO III  
Director IV

## 1 | CES officials...

Mr. Alexander M. Arevalo, CESO III, the Acting Chief of the Management Information Systems Office (MISO) of the Supreme Court of the Philippines, also enlightened the participants with a discussion on “Completed Staff Work for Executives.” This topic aimed to equip an employee, and in this case, a top executive, with the right attitude and skills in accomplishing all the required details of his work before he presents it for the approval or non-approval of his superior.

### Works of art

As mentioned, overall wellness encompasses all the aspects of a person. And so, CESB also prepared a number of workshops intended to encourage the campers in “Unleashing Leadership Creativity.”

The said workshops aimed to use the creative process to promote healing, wellness and self-actualization. It provided meditative and expressive exercises for the executives to experience how tapping one’s artistic potentials can be an effective tool for communication, self-examination, and relaxation to achieve overall balance and focus.

The activities also aimed to enhance in them qualities of patience, persistence and acceptance. Three multimedia experts handled simultaneous sessions on photography, music and visual arts. Renowned photographer Mandy Navasero gave the participants the chance to see and capture both the beauty of the world and their work through the

lens as she provided practical tips on basic and artistic photography.

Mr. Salvador Ching of the Art Association of the Philippines attempted to extract and keep the participants’ creative juices flowing as he conducted the visual art session; while Mr. Michael Jacinto of the University of Santo Tomas (UST) Conservatory of Music kept the camp participants singing in one tune through his music workshop.

A promise  
of well-balanced  
life and work  
was made  
in the land  
of promise itself.


Mr. Luisito Palermo, a yoga instructor at the Ananda Marga Wellness Center, demonstrated several yoga poses (asanas) and techniques that could help the executives alleviate the stressful demands of their work.

The leadership and wellness camp won’t be complete without a revitalizing tour from the land of

promise. Participants also had a heritage and cultural tour in Batan and Sabtang Islands where they marveled at magnificent Spanish-era churches and the Ivatan’s unique heritage houses.

And wasn’t it said that overall wellness taps every aspect of a person, including his values? The honesty coffee shop, a unique store found only in Batanes, reminded and inspired the camp participants that as always, honesty is the best policy.

To complete the task to re-energize, and help the participants develop leadership skills and achieve balance in their family and work, CESB also set up a fellowship dinner held at the island’s famous lighthouse where the campers also enjoyed the cultural dance performed by the Kayvayvanan group.

A promise of well-balanced life and work was made in the land of promise itself. With the load of activities and lectures prepared for the career executives to help them achieve and maintain healthy body, mind and relationships, CESB knew the promise would soon be fulfilled. 

## CESB Exec. Dir. Allones speaks at the 20th Annual Conference of the Regional Council of Human Resource Management Practitioners



**Banking on ManPower.** CESB Executive Director Maria Anthonette Velasco-Allones, CESO I, graces the 20th Annual Conference of the Regional Council of the Human Resource Management Practitioners in Lucban, Quezon, April 17-19.

Career Executive Service Board (CESB) Executive Director Maria Anthonette Velasco-Allones, CESO I, served as a resource speaker for the 20th Annual Conference of the Regional Council of the Human Resource Management Practitioners (RCHRMPs) held in Batis Aramin, Lucban, Quezon from April 17-19.

With the theme, "Making a Difference Through HRMP's Leadership: A Challenge and A Commitment," Executive Director Allones discussed how effective employee engagement programs can refresh and renew the employees' enthusiasm and passion to work for better individual performance.

She shared that for employee engagement programs to be productive, it must be real, open, committed, sharp and sustained.

"Authentically knowing your employees, genuinely building good relationships, finding the right job-fit and upholding our public service commitment will have a resonating effect not only in the individual work performance but also to the overall team harmony and productivity," Director Allones said.

competencies for better performance.

The conference was attended by 427 Human Resource Management Practitioners from the different Local Government Units (LGUs), National Government Agencies, State Universities/Colleges and Water Districts in Region IV.

**Director Allones shared that for employee engagement programs to be productive, it must be real, open, committed, sharp and sustained.**

In the afternoon session, Executive Director Allones identified the competencies of effective people and shared strategies on how to foster people's competencies. She highlighted the managerial leadership process and one's emotional quotient as key ingredients in growing people's com-

petencies for better performance. Professor Gabriel Lopez of the Development Academy of the Philippines, Director IV Judith A. Dongallo-Chicano and Director III Atty. Alexis S. Palomar-Tabino of the Civil Service Commission - Region IV also served as resource speakers in the said conference. 🌐

## CESB technical writing course: Achieving excellence the *write* way

Regardless of the type of work one does, writing is a part of it. Writing, however, must be effective so that ideas and appropriate actions are clearly passed on to target readers—clients, bosses, colleagues.

The Career Executive Service Board (CESB) knew these very well that's why as part of its annual employee engagement program, it conducted a technical writing workshop aimed to improve the written communication skills of its officers and staff, April 1.

Held at the CESB training room, the workshop commenced with a welcome speech from CESB Deputy Executive Director, Atty. Arturo M. Lachica, CESO II, who also took the honor to introduce the workshop facilitator, Professor Josefina Quintana.

A former director of the Civil Service Commission (CSC), and a regular speaker at the CESB's Salamin-Diwa training courses since 1996, Prof. Quintana prepared a short lecture for CESB employees to understand the importance of good writing, identify the factors that hinder effective writing, develop their written communication skills, and apply the principles of writing at work.



**Writing the right way.** Professor Josefina Quintana (right) facilitates a technical writing workshop for CESB staff as part of their annual employee engagement program, April 1.

Having served as CSC Director for years, Professor Quintana shared how crucial effective writing is in a government setting. She stressed, CESB employees must all the more uphold good written communication skills because they are constantly interacting with clients who belong to the managerial class in the group of career positions in the Philippine civil service—the Career Executive Service Officers (CESOs).

It was a challenge paired off with support as Prof. Quintana helped CESB employees identify their common problems in writing—which were summarized to: organization of information and ideas, grammar lapses, and correct writing styles—and walked them through the ways and tips to resolve such problems.

### Expert's advice

In organizing ideas, Prof. Quintana said that having an outline would help a writer determine which details must be prioritized. She advised using as a writing guide the inverted pyramid structure which places the most substantial and interesting data on the first part of the article, followed by other facts in order of diminishing importance.

The professor added that one must learn how to link the information to make the sentence or paragraph cohesive. She, however, pointed out that one must be cautious in interconnecting words and phrases as this may alter the data's original context.

As for grammatical errors,



Prof. Quintana said that this can be corrected by reviewing the grammar rules. Reading, especially if done on a daily basis, would not only help improve grammar but also vocabulary, sentence structure, and spelling, the speaker added. She likewise advised everyone to get a personal dictionary and invest in good writing tools and resources.

Also, practice makes perfect so Prof. Quintana encouraged everyone to practice writing—even if his job does not entail much of it. “Sometimes, what hinders someone to write is the ‘fear of peer,’” Prof. Quintana observed. It is this syndrome that holds back someone to write, or even attempt to write, he fears that his work would be subject to a grammar check, and eventually, to ridicule. “Let’s make this (office) a learning environment,” Prof. Quintana reminded everyone.

When it comes to style, the former CSC director stressed that it should always come after substance. “Make sure your contents are complete, correct, apt in tone and respectful.

“But then again, there are writing formats that we need to follow especially in the government,” she said recalling how she went through a period of adjustment when she accepted a consultancy job in a US-funded agency after her long stint in the government.

“They told me, ‘Filipinos

really write long,’” Prof. Quintana shared pointing out that it is indeed better to keep everything simple and direct to the point. This rule, the speaker said, exempts agencies or sectors that use a particular manner of speaking or writing (parlance), the legal and medical organizations for example.

“The goal is to make sure your material, say a letter, is understood by your reader,” she said.

*‘The goal is to make sure your material, say a letter, is understood by your reader.’*

An organization must have a standard writing format, Prof. Quintana further explained, and it must be known and practiced by everyone from the boss down to the staff. “So that everyone is singing the same tune.”

#### **Group work**

The goal to make the CESB a learning environment was evident that day. Prof. Quintana prepared individual and group exercises on simplifying words and sentences; frequently misused, confused and misspelled words; subject verb agreement; and the FOG index, a readability formula that determines if documents are written at the correct reading level for a targeted audience.

For the culminating activity, Prof. Quintana handed over a

case study and asked the participants to write a memo based from the facts stated therein. After around 30 minutes, the memos were but a testament of enriched written communication skills and team work. The speaker however had some more words of wisdom to share.

“In writing a memo, start with the impact of the study or the purpose. Put yourself into writing. Make sure that you present all the facts whether they are positive or negative. It helps if the data are in bullet points or numbers. And lastly, when you raise concerns, make sure you also present solutions.”

The program was capped off by CESB Executive Director, Atty. Maria Anthonette V. Allones, CESO I, who presented a certificate of appreciation to Prof. Quintana for selflessly sharing her time and talent with the CESB and its employees.

Since both speaker and participants agreed there wasn’t enough time to learn more, ED Allones promised a follow through workshop. “CESB is fortunate to have a team of men and women who are always willing to learn,” the ED concluded hoping everyone’s set to write the right way. 🌐

## CLIMATE CHANGE and DISASTER RISK REDUCTION: IMPERATIVES FOR SURVIVAL



**Be vigilant.** PHIVOLCS Director Renato U. Solidum, Jr. stresses the importance of preparedness in preventing greater risks brought by natural disasters during the CES CIRCLE Forum in Palo, Leyte.

CESB invaded the shores of the province of Leyte which played host to the CES CIRCLE Forum with the theme: **“Racing Against Time: Climate Change, Human Development and Localizing a Global Imperative for National Survival.”**

The forum was held last 16 April 2013 at the Matapat Hall of Camp Ruperto Kangleon in Bgy. Campepic, Palo, Leyte.

The forum was the third for 2013 and the 40<sup>th</sup> in the CES CIRCLE (Creative Innovations and Reforms for Committed Leadership and Effectiveness) Forum series.

As a learning session conducted by the CESB for Career Executive Service Officers (CESOs) and eligibles, the CES CIRCLE Forum serves as a venue for thought leaders, subject matter experts and public service ex-

emplars to dialogue with career executives. It also facilitates the collective study and sharing of insights, ideas, lessons and experiences, deepens commitment to integrity and the ideals of good governance, and inspires leadership excellence.

Ms. Imelda C. Laceras, *CESO III*, Regional Director of the Department of Budget and Management (DBM), Regional Office-VIII, and President of the Region Eight Administrators League, Inc., (REAL) opened the plenary and welcomed the guests and participants. CESB Deputy Executive Director Atty. Arturo M. Lachica, *CESO II*, delivered the opening message and introduced Director Renato U. Solidum, Jr., *CESO II*, of the Philippine Institute of Volcanology and Seismology (PHIVOLCS), as the forum speaker.

In his presentation, Dir. Solidum referred to climate change as any change in climatic patterns over time, resulting from

natural variability or from sustained human activity. He described several effects of climate change which negatively impact on food security, energy, health and on various aspects of human life in their totality.

According to him, reducing risks associated with climate change can be achieved by assessing hazards and risks in an area and undertaking constant surveillance and monitoring of areas prone to natural disasters. He highlighted the importance of the topic when he said natural disasters may still be unpredictable, but their effects can be preventable. The way to go is to prepare for them in all ways possible.

The forum also served as REAL’s launching event for its REAL 10 Moves Project. The project spearheads REAL’s advocacy in promoting shelter and housing development services for poor families and in providing educational scholarships to underprivileged children from the Eastern Visayas.

The forum was graced by the Land Transportation Office (LTO) Region VIII Chorale who serenaded the crowd with an excellent musical repertoire.

An enthusiastic crowd of 86 executives from various agencies in Region VIII filled the venue and contributed to the success of the learning experience. They collectively affirmed that, “A clear understanding of climate change, disaster preparedness and a collective response must start with Region VIII as the region’s call to action to a global imperative for survival.” 🌐

**CamSand  
CamSur  
CamCESB**

CESB conducts annual employee engagement program in Caramoan, Camarines, Sur



Employees of the Career Executive Service Board (CESB) proved it's more fun and enriching in the Philippines as they held their annual employee engagement program in Tugawe Cove Resort, a serene retreat situated in none other than the country's secret paradise, Caramoan islands in Camarines Sur, April 2-5.

A 10-hour bus and boat trip seemed an uneasy prelude to the program but as they set foot in the islands and witnessed the breathtaking views, 35 employees headed by their Executive Director, Atty. Maria Anthonette V. Allones, CESO I, and Deputy Executive Director, Atty. Arturo M. Lachica, CESO II, all agreed the trip was worthwhile.

The amazing sights and undoubtedly fresh air in Caramoan gave the CESB employees a deserving break from the city stress, and the perfect venue to enrich their commitment to performance excellence through a learning

session on Completed Staff Work (CSW).

Facilitated by Mr. Alexander M. Arevalo, Chief Justice Staff Head of the Supreme Court, the short course showed the importance of practicing CSW in a work place—a staff member has to effectively study a problem, and present a solution afterwards. "The staff must make sure that the work was done and complete. All that remains on the part of the boss is to indicate approval or disapproval of the completed work," Mr. Arevalo explained.

A cum laude graduate from the Philippine Military Academy, Mr. Arevalo stressed the need for perfection in CSW. "That's why we also need to practice. Success doesn't happen by accident," he pointed out.

The learning session gave the CESB employees a more effective approach in accomplishing their work. Thankful for sharing his time and wisdom to CESB, ED

Allones presented to Mr. Arevalo a certificate of appreciation.

Learning didn't stop from there as CESB Management Committee also discussed the Major Final Outputs (MFOs), Programs and Projects (PAPs), and Performance Indicators (PIs) that were approved by the Department of Budget and Management (DBM).

Equipped with the right attitude towards work, CESB employees also grabbed the chance to energize their spirits by visiting Caramoan's Pitogo Bay, and Matukad and Lahos Islands. Before heading back to Manila, the group didn't forget to give thanks for their blessings as they all attended mass at the *Peñafrancia* Basilica Minore.

The last day of the program was of course another 10-hour backbreaking trip going home. But for the CESB employees who experienced Caramoan at its finest, it's again, all worthwhile. 🌊



# The Public Manager

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## CESB announces March 3 CES Written Exam Passers

A little over one-third or 38.46% (60 examinees) passed the CES Written Examination (CES WE) held last March 3, 2013, simultaneously in three testing centers, namely: University of the Philippines-Diliman (Metro Manila), University of San Carlos (Cebu City) and Department of Public Works and Highways-Regional Office XI (Davao City).

A total of 156 officials from different government and private agencies took the said exam.

Topping the list of passers is Ms. Rowena Cristina L. Guevara who took the exam at the University of the Philippines (Manila testing center) and obtained a rating of 90.83%. She presently holds the position of Acting Executive Director of the Philippine Council for Industry, Energy and Emerging Technology Research

and Development (PCIEERD), Department of Science and Technology.

Ms. Guevarra is a licensed Electrical Engineer. She graduated with a degree in BS Electrical Engineering at the University of the Philippines and obtained her Masters in Electrical Engineering in the same university. She also studied at the University of Michigan, Ann Arbor, Michigan, USA where she finished her PhD in Electrical Engineering: Systems.

The second and third in the list are Ms. Kristina T. Adecera, who took the exam in UP-Diliman (Manila testing center) and obtained a rating of 89.67%, and Mr. Cyril Casey G. Blanco, who took the exam in Cebu City with a rating of 89.35%, respectively. Ms. Adecera is a Bank Executive Officer I at the Development Bank of the Philippines, while Mr. Blanco presently holds the position of Attorney IV and concurrent OIC-Finance and Ad-

ministrative Division at the Department of the Interior and Local Government-Regional Office VIII.

The complete list of March 3, 2013 CES WE passers can be viewed at [www.cesboard.gov.ph](http://www.cesboard.gov.ph).

Of the 60 CES WE passers, 55% came from the Department of Education, 8.33% each from the Department of the Interior and Local Government and the Department of Science and Technology, 5% from the Local Government Unit, 3.33% each from the Department of Budget and Management and Securities and Exchange Commission, and 16.68% from various government agencies.

These new set of passers may now qualify to take the second examination stage which is the Assessment Center (AC). Interested officials may call the Eligibility and Rank Appointment Division (ERAD) at telephone number 9514985 loc. 832 or 118 for the schedule and other details of the AC. 