

The Public Manager



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CY 2015 Online CESPES Opens September 1, 2015; Online CESPES for CY 2014 Closed on 31 August 2015

The Online Career Executive Service Performance Evaluation System (CESPES) for CY 2015 will commence on 01 September 2015. All CESPES Coordinators are urged to coordinate with their agency's concerned CES Officials for accomplishment of the Ratee Information Sheet (RIS) and encoding of CY 2015 Performance Commitment and Review (PCR) within the specific period prescribed by the CESB.

Meanwhile, the Online CESPES for CY 2014 has been closed effective 31 August 2015. All Online CESPES-related concerns, including technical and administrative matters, as well as the processing of CESPES ratings for all agencies at the central and regional levels for 2014 will be addressed, processed and generated until this date only.

All CESPES Coordinators are highly advised to coordinate with the Performance Management and Assistance Division (PMAD) for assistance through telephone numbers (02) 9514981 locals 110 and 111 for queries and clarifications.

ONLINE CESPES SCHEDULE (FOR CY 2015) ENCODING OF RATEE INFORMATION SHEET AND PERFORMANCE COMMITMENT AND REVIEW

DATE OF ADMINISTRATION	AGENCY	ATTACHED BUREAUS
SEPTEMBER 1-14	DAR	
SEPTEMBER 1-14	DA	PHILRICE, ATI, BAR, BAS, BAFPS, BAI, BFAR, BPI, BSWM, FPA, LDC, NAFC, NDA, NMIS, PCC, PCDM, PHILFIDA, SRA
SEPTEMBER 1-14	DBM	
SEPTEMBER 14-21	DEPED	
SEPT 21 - OCT 9	DOE	NEA
SEPT 21 - OCT 9	DENR	EMB, MGB, NAMRIA, NWRB
SEPT 21 - OCT 9	DOF	BOC, BIR, BLGF, BOT, IC, NTRC SEC
SEPT 21 - OCT 9	DOH	POPCOM, PCMC
OCTOBER 12-30	DILG	BFP, BJMP, LGA, NAPOLCOM
OCTOBER 12-30	DOJ	BPP, BuCor, BI, LRA, NBI, PA
OCTOBER 12-30	DOLE	ECC, ILS, NCMB, NWPC, OSHC, OWWA, POEA, PRC, TESDA, NMP
OCTOBER 12-30	DND	GA, OCD, PVAO, VMCC
NOVEMBER 2-20	DPWH	
NOVEMBER 2-20	DOST	ASTI, FNRI, FPRDI, ITDI, MIRDC, PAGASA, PCAARD, PCAMRD, PCHRD, PCIEERD, PHILVOCS, PNRI, PTRI, STII, CEI, TAPI, TELOF/ICTO
NOVEMBER 2-20	DSWD	
NOVEMBER 2-20	DTI	BOI, CITEM, CMDF, IPO, PTTC, PDDC, NDC, CITC
NOV 23 - DEC 11	DOT	IA, NPDC
NOV 23 - DEC 11	DOTC	CAB, CAAP, LTFRB, LTO, MARINA, MIAA, OTS, TRB, LRTA
NOV 23 - DEC 11	NEDA	PSA, PNVSCA
NOV 23 - DEC 11	PMS	
DECEMBER 14-31	OP	CESB, CHED, CWC, DDB, NAPC, GCG, NCIP, NCMF, NSC, NTC, PCW, PhilRaCom, PSC, NAP, NL

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6th CES CiRCLE held in Koronadal City

Sixty-three (63) CESOs and third-level eligibles participated in the 6th CES Creative Innovations and Reforms for Committed Leadership and Effectiveness (CiRCLE) Forum held last August 27, 2015 at The Farm's Convention Hall on Carpenter Hill in Koronadal City, capital of South Cotabato, hailed as the "land of the dream weavers".

The said CiRCLE Forum, which continues to trumpet change management and transformational leadership

focusing on change management and information and communications technology (ICT); sharing on best practices in organizational transformation, with the DPWH-ARMM taking center stage; and the personal transformation story of a CESO for lessons and inspiration.

She also gave emphasis on the importance of the adage, "When we know each other, half of the work is done", as she encouraged the learners to get to know the other participants.



LEADERS ARE ALWAYS EAGER LEARNERS! CESOs and Third Level Eligibles listen with rapt attention to Mr. Ernie Cecilia's session on The Leader as Maestro in Orchestrating Change.

and has been making rounds in different regions with the theme, "**Transform Tomorrow Today: R U Game 4 Change?**", was held in partnership with the National Union of Career Executive Service Officers (NUCESO) Inc. and its regional chapter, the Association of Regional Development Executives in Region XII (ARDE XII).

During the morning's opening ceremony, CESB Executive Director Atty. Maria Anthonette C. Velasco-Allones, CESO I, the forum's main facilitator, welcomed everyone to the occasion and acknowledged the support of ARDE XII. To set expectations, she provided an overview of how the forum was designed: theoretical sessions, specifically

Likewise, in his welcome remarks, Director Maximo C. Aljibe of CHED Region XII (also ARDE XII president and NUCESO vice-president for Mindanao) reiterated among CESOs and third-level eligibles the call of personal transformation to meaningfully transform the lives of others.

The first plenary learning session that day was conducted by Mr. Ernie O. Cecilia, columnist of the Philippine Daily Inquirer and Chair of the American Chamber of Commerce of the Philippine's human capital committee, with his topic, "The Leader as Maestro in Orchestrating Change".

"Your career success depends not on doing  3

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well what you've been doing in the past, but on changing quickly so that you can do effectively what you need to do in the future", said people management expert Cecilia.

He added: "You can't know which changes will occur. So your most valuable skill is how to master change that comes your way. Better yet, **orchestrate** it".

Moreover, he mentioned some keys to success in orchestrating change, among which are as follows: set and get used to a fast pace; always have a positive mental attitude; practice integrity and honesty; be decisive; be flexible; learn to "multi-task"; use technology and other tools; listen to and heed your stakeholders; produce results that create value; redefine success and reinvent yourself.

He concluded, "Success, like happiness, is a choice... Acting as 'change agent' or 'change maestro' is the best...you'll ever have".

This was followed by another plenary learning session with the topic, "The Heart of the Public Servant-Leader: Personal Transformation on the Path of Leadership", which imparted life lessons from the personal transformation story of Department of Health's Bureau of Local Health Systems Development Director Dr. Enrique A. Tayag, CESO III.

Dr. Tayag said that his road to transformation is a

work in progress, transformation is never perfect, and perfection requires transformation.


"Intentions shall be backed by real experience and real experience by knowledge and quest for continuous learning", he further said.

In the afternoon, DPWH Assistant Secretary Emil K. Sadain, CESO II, discussed "Organizational Transformation: The Metamorphosis of DPWH-ARMM" as its third plenary learning session.

Asec Sadain elucidated the developments that DPWH-ARMM has undertaken and of which participants had no prior knowledge until the presentation.

Mr. Alexander M. Arevalo, an ICT consultant who has an extensive experience in government through his nine-year work as executive assistant for three Philippine presidents, conducted the final plenary learning session, entitled, "Sustaining Organizational Reforms Through ICT".

The day wrapped up with a synthesis of the learning sessions and concluded with the CES March.

The CES CIRCLE Forum provides the platform for learning innovative management ideas from experts as well as obtaining first-hand information on best organizational personal practices from public service exemplars. 



Great executives know how to loosen it up a bit and keep up with life's rhythm. CES CIRCLE Forum learners actively take part in the energizer led by resource speaker Dr. Enrique Tayag.

Paglaum Training Workshop in Tuguegarao Yields 46 New Hope Bearers

Forty-six (46) volunteers from various national government agencies, public and private educational institutions and the private sector were welcomed as new hope bearers following the 7th Session of the Project Paglaum Training Workshop Series on 4-5 August 2015 at the Pulsar Hotel, Tuguegarao City, Cagayan.

The 7th Project Paglaum Training Workshop was conducted in partnership with the Cagayan Valley Association of Career Executives (CVACE) in Region 2. Ms. Mary Anne ER Darauay, CESO IV, Regional Director of the National Economic and Development Authority (NEDA) of Region 2 and current President of the CVACE, warmly welcomed the participants and facilitators to Tuguegarao City, Cagayan's Regional Center. She shared her enthusiasm in hosting the Paglaum Training Workshop in Region 2, emphasizing the multi-sectoral representation among training

participants, which is needed in a post-disaster response work. It is worth mentioning that fourteen (14) of the forty-six (46) participants or 30% were either from the academe or the private sector.

The two-day training workshop was spearheaded by Dr. Violeta V. Bautista, founder and President of the Care and Counsel Wholeness and Training Center (CCWTC). CCWTC is a psychological service agency comprised of professional psychologists and experts in human behavior and community life. It specializes in bringing wholeness out of displacement and/ or brokenness in families, communities and corporate entities, and in combining professional psycho-medical services with sensitivity to the spiritual and cultural dimensions of the healing process.

Dr. Bautista was assisted by Ms. Cristabel Fagela-Tiangco, also from the CCWTC, and three

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Workshop participants with facilitators (seated from left) Cristabel Fagela-Tiangco, Salvacion Z. Baccay, Maryanne ER. Darauay, Dr. Violeta V. Bautista, Jovita P. Ayson and CESB OIC-Director III, Atty. Giselle G. Durana.

HR Managers gather anew in 3rd HR Fellowship Session



Leading the discussion during the 3rd Quarter HRM Fellowship of 2015 is CESB ED Allones and in attendance are 63 HR managers and officers, including new fellows from DOST-FNRI and DOH-RMC.

The Career Executive Service Board gathered sixty-three (63) HR Managers and officers from thirty-nine (39) government agencies for the 3rd HR Fellowship Session last 07 August 2015 at the Department of Energy (DOE) Audio-Visual Room, Energy Center, Bonifacio Global City, Taguig.

The HR Fellowship Session is held quarterly and serves as a venue for disseminating information on the CESB's recent programs and policies, discussing CES issues and concerns, exchanging ideas and networking.


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graduates from previous batches of the training workshop. The three hope bearer-facilitators were NEDA Regional Director Mary Anne E. Darauay; retired Bureau of Fisheries and Aquatic Resources (BFAR) Regional Director Jovita P. Ayson; and Ms. Salvacion Z. Baccay of the Department of the Interior and Local Government (DILG) - Region 2.

The Project Paglaum learning journey relied on a good balance of experiential and cognitive learning approaches, which includes lectures, psychosocial processing activities such as art, music and prayer dance sessions, simulation, debriefing dialogues, homily/ ecumenical service, and community music jamming. The workshop training followed the "train the trainer" framework wherein the learners are honed as future trainers/ facilitators.

In the closing ceremony, the participants pledged their commitment, which they posted on a hope bearers' wall. Elpidio Atal Jr., Assistant Regional Director of the Department of Labor and Employment (DOLE)-Region 2, challenged the participants to remain committed to the objectives of the Paglaum and to apply the acquired skills in their respective work and organizations. The participants danced and played music using indigenous instruments in closing the workshop.

With their inner light reignited through Project Paglaum, these servant-leaders will surely and ably spread hope in Region 2 and beyond. 

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The DOE Chorale delivers delightful entertainment to the HR fellows.

The 3rd HR Fellowship Session for 2015 was sponsored by the DOE.

DOE Undersecretary Raul B. Aguilos warmly welcomed the participants and thanked the CESB for the opportunity to host a significant event. He emphasized the importance of the Fellowship Session in building a strong network of human resource practitioners.

CESB Executive Director Maria Anthonette Velasco-Allones led the group in a lively and interactive activity to facilitate learning and networking among participants. She presented the upcoming activities of

the CESB and encouraged the participants to support and participate in the said activities. She also facilitated an open forum to discuss various related issues and concerns, particularly on the online CESPES which was rolled out this year.

In a celebratory note, Executive Director Allones led the awarding of certificates of recognition to agencies that performed well in the implementation of the Online Career Executive Service Performance Evaluation System (CESPES). The awardees were the Bureau of Internal Revenue (BIR), the Commission on Higher Education (CHED), the Department of National Defense (DND), the Department of Tourism (DOT), the National Telecommunications Commission (NTC) and the Philippine Overseas Employment Administration (POEA).

Mr. Nick Soriano, Head of the Student Recruitment Admissions and Academic Partnerships of the Lee Kuan Yew School of Public Policy of the National University of Singapore (NUS), presented the institution’s graduate school programs and generous scholarship packages. He highlighted several high-ranking officials in the Philippine government, including Executive Director Allones, who earned their graduate degrees from the renowned institution. He highly encouraged the HR Managers and officers to employ a pre-selection process and to nominate candidates from their respective agencies for the Lee Kuan Yew School’s scholarship programs.

The whole session was made colorful by the song and dance presentations of the DOE Chorale and the DOE Dance Troupe.

The 4th and last HRM Fellowship Session for 2015 is slated on 7 December 2015 at the Department of National Defense (DND) Building, Camp Emilio Aguinaldo, Quezon City. 🌐



RECOGNIZING TOP PERFORMERS! CESB ED Allones (center, in white) and PMS Assistant Secretary Guillerma E. Flores (extreme right) with the representatives of the top performing agencies, BIR, CHED, DND, DOT, NTC and POEA, proudly presenting their certificate of recognition for

I-Gabay 22: Harvesting Pearls of Knowledge in the Tuna Capital

General Santos City, the Tuna Capital of the Philippines, was home to 48 learners for the 22nd Session of the Integrated-Gabay ng Paglilingkod (I-Gabay) Training Course. Held at the Greenleaf Hotel, General Santos City last 22 to 31 July 2015, the training course which was organized by the Career Executive Service Board (CESB) aimed to further enhance the managerial competencies of members of the CES towards a more efficient and conscientious delivery of public service.



Mayor Reynaldo S. Tamayo, Jr. of the Municipality of Tupi (left photo) and Barangay Captain Joselito G. Yabut of Poblacion giving a briefing on the innovations and best practices of their respective local governments.

The ten-day residential program began with the module on Managing Strategic Planning for Organizational Success, which was facilitated by CESB Executive Director Maria Anthonette C. Velasco-Allones, CESO I. It was followed by a half-day session of ICT expert Alexander M. Arevalo on Maximizing E-Governance and ICT for Development which focused on the government's advocacy for the use of ICT in improving public service delivery and facilitating administrative reforms.

UP Law Professor Benedicto Ernesto R. Bitonio, Jr. led discussions on Appreciating the Public Policy Process, allowing the learners to revisit the fundamental steps, actors and stakeholders, as well as the challenges and dynamics that need to be managed in the sphere of public policy-making.

The module on Institutionalizing Strategic Human Resource Management by Philippine Daily Inquirer columnist Ernesto O. Cecilia guided the executives in exploring the "era of the brain". It provided a broad survey of the evolution of emerging trends, schools of thought and key areas in strategic human resource management (i.e., performance and results management, strategic and critical thinking, change leadership, managerial leadership), and an introduction to the new leadership style of the 21st century. Mr. Orlando P. Tugob delivered his module on Effective Negotiation for Public Managers to equip managers with practical knowledge and skills in navigating the complex milieu of executive negotiations.



CESB Executive Director Allones led the closing ceremonies of the 22nd session of the I-Gabay at Greenleaf Hotel, General Santos City last 31 July 2015.

A Workshop on Administrative Justice was facilitated by Bureau of Customs (BOC) Deputy Commissioner Arturo M. Lachica. The workshop introduced the philosophy and

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Learners under the I-Gabay Course interview barangay officials and staff, and validate the good practices and innovative projects of the barangay.

principles constituting the ethical foundations of the administrative justice system, fundamental concepts in administrative discipline and jurisdiction, classification and typology of offenses and penalties, and key civil service laws, policies and rules. After this module, Ms. Rosa Maria M. Clemente, Executive Director of the Philippine Government Electronic Procurement System (PHILGEPS) of the Procurement Service, talked about the key elements of the design and operations of Republic Act Number 9184 which institutionalized the PHILGEPS. The module instilled in the learners a deeper awareness of the PHILGEPS as an integral part of the infrastructure for good governance and defined the major tasks/roles of CES leader-managers in harnessing its uses to enhance accountability and transparency in the public sector.

Commission on Audit (COA) Director Susan P. Donalvo traced the origins of public auditing in the Philippine context. Her module, Philippine Audit Laws, Rules and Practices, focused on the fiscal responsibilities of the heads of agencies to ensure that government resources are managed, expended or utilized in accordance with the laws and regulations of the country, and safeguarded against loss or wastage through improper disposition.

Assistant Secretary Tina Rose Marie L. Canda of the Department of Budget and Management (DBM) introduced budgeting concepts, the budget process and current budgetary policies in terms that a layman could understand, thru the module on Budget 101: Public Finance for Public

Managers-Policies, Systems and Laws, which was discussed by.

During the Community Engagement, the learners explored with Mayor Reynaldo S. Tamayo, Jr. his vision for the Municipality of Tupi. Mayor Tamayo narrated how he forged his vision and how he and his team were able to make it a reality. The learners marveled at how the municipal government was able to realize the milestones set in the vision earlier than planned. Some of the accomplishments included the following: (a) increase of local income from P15 Million (CY 2009) to P57 Million (CY 2014), (b) establishment of the free education program (i.e., zero collection), (c) free hospitalization program at selected hospitals, (d) concreting of 20 km. of farm to market roads, (e) construction of a drainage system, (f) reduction of fatal accidents, (g) increase of farmers' income through the introduction of post harvest facilities, and (h) increase in the number of investors.

Barangay Captain Joselito G. Yabut of Barangay Poblacion amazed the learners as he described the barangay's pioneering programs and projects which earned the barangay the 2010 Hall of Fame Dangal ng Barangay Awards, 2012 Gawad Galing Pook Award, 2012 Gawad Kalasag Hall of Fame Award, 2014 Hall of Fame Dangal/Dungog ng Barangay Award, and a host of other awards.

The learners' CEM research study took them to the Municipal Hall of Tupi where they were warmly welcomed by Mayor Tamayo. On the same day, the Barangay Hall of Poblacion opened its doors to the learners who eagerly validated the innovations, systems, standards and programs delivered by the Barangay. Led by Barangay Captain Yabut, the barangay staff enthusiastically engaged the learners in sharing sessions.


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The learners presented the outputs of their study on the final day of the training course. They provided valuable analyses and shared their observations and recommendations on how to strengthen, sustain and continuously innovate on the systems, programs, projects and standards of the Barangay.

The CEM enabled the executives to study: (1) the existing governance and development framework, emphasizing strategic structural, systems and program innovations aimed at achieving organizational performance effectiveness; and, (2) the strategies and experiences in harnessing multi-stakeholder, community-based and corporate sector partnerships and resources in support of development thrusts and plans.

National Anti-Poverty Commission (NAPC) Undersecretary Jude Esguerra noted that the course provided an opportunity to appreciate the political dynamics in the local government units. He also said that the course enabled the learners to realize that national regulations can make or break local efforts in the health and housing sectors.

After her community engagement, Assistant Regional Director Phlorita A. Ridao of the National Economic Development Authority (NEDA) opined that “leadership is indeed the most important resource in an organization and the prime mover of development.”

Conducted thrice a year, the I-Gabay course provides learning modules aimed at addressing an executive’s needs to remain effective on-the-job. The course surveys the policies, programs and reform initiatives essential in the development of government as an organization. It also sharpens awareness and deepens appreciation of the demands, challenges, solutions and options facing a public manager. Finally, it illustrates a wider, more detailed and sensitive perspective on the environment and dynamics of public sector management around which leadership and managerial tasks and accountabilities are exercised. 



CESB Executive Director and the I-Gabay learners during the closing ceremony of the 22nd Session of the I-Gabay last 31 July 2015 at the Greenleaf Hotel, General Santos City.

44.09% Pass June 7 CES Written Exam

Chua clinches Top Spot

Ninety-seven (97) out of 220 examinees, or 44.09%, passed the CES Written Examination (CES WE) held last June 7, 2015 simultaneously in Quezon City (University of the Philippines), Cebu City (University of San Carlos) and Davao City (San Pedro College).

The top ten successful examinees in the June 7 CES WE are:


1. Chua, Ronald O. (92.73%)
2. Libunao, Ronaldo R. (91.39%)
3. Calapit, Ana Marie C. (89.81%)
4. Acusar, Dara C. (89.65%)
5. Tan, Jennifer J. (88.71%)
6. Rivera, Arnel Z. (87.73%)
7. Yanquiling, Rhomir S. (87.65%)
8. Crespo, Pablo Jr. S. (87.23%)
9. Rieza, Danielle Marie S. (87.16%)
10. Fabian, Evelyn J. (86.83%)

Atty. Ronald O. Chua, who obtained the highest rating of 92.73%, is currently the Deputy Secretary for External Affairs and Relations at the Commission on Appointments (CA). Atty. Chua previously worked at the Senate of the Philippines as Director IV under the Office of Senator Franklin M. Drilon and as Director II of the Joint Congressional Oversight Committee on Public Expenditures. He graduated with a degree in BS Applied Economics and Accountancy, Magna Cum Laude, at the De La Salle University in 2004. In 2010, he finished his Master's degree in Business Administration at the International Academy of Management and Economics and obtained his Juris Doctor degree from the University of the Philippines in 2012. He passed the Certified Public Accountant Board Exams in 2005 and the Philippine Bar Exams in 2014. Atty. Chua's field of specialization includes Business Management, Economics, Finance, Law, Planning, Policy Administration/Management, Research and Project Management.

Six in every ten passers took the exam in the Quezon City testing center. More than one-fourth of the passers took it in Cebu City, and the rest (11.34%) came from the Davao City testing center.

The complete list of June 7, 2015 CES WE passers may be viewed at the CESB website, www.cesboard.gov.ph.

All successful CES WE examinees may call the Eligibility and Rank Appointment Division (ERAD) at telephone number 9514981 loc. 100 or 832 for the schedule and other details of the Assessment Center, the second examination stage for CES eligibility.

The next conduct of the CES WE will be on **September 6, 2015**. Application forms may be downloaded through our website, www.cesboard.gov.ph. 

Tejada Promoted as DOST Assistant Secretary



Regional Director Urdujah A. Tejada, *CESO II*, of the Department of Science and Technology (DOST) – Region II was appointed as Assistant Secretary of the DOST on 31 July 2015.

Assistant Secretary Tejada was conferred the 2010 Gawad Career Executive Service (CES), a Presidential award that recognizes members in the CES for exemplary performance and significant contributions, particularly in the areas of innovation, information and communication technology, social services, administrative reforms, and public policy. She was cited for her three outstanding accomplishments, namely, leading the establishment of three (3) community-based science and technology projects on aquaculture, peanut and coconut crops that generated employment and increased the income of small fisherfolk and farmers; facilitating skills training, technical productivity consultancy services, product quality improvement and product development and promotion to eight (8) Harnessing Appropriate Technologies to Assist Women (HATAW) groups with the aim of producing successful female entrepreneurs; and initiating institutional support to small and medium-term enterprises through mechanisms that improve the quality and competitiveness of products of the small and medium-sized enterprises (SMEs) in the region.

Assistant Secretary Tejada, who hails from Amulung, Cagayan, is a graduate of Agricultural Administration from the Gregorio Araneta University Foundation (GAUF) in 1981. She also pursued a Master's degree in Public Administration at the University of Saint Louis (USL) in Cagayan in 1986. In 1989, the Isabela State University (ISU) accredited her postgraduate study to a doctorate degree in Agricultural Science, under a scholarship grant from the DOST.

She started her career in the civil service as an Agricultural Credit Assistant at the Philippine Cotton Corporation (PCC). In 1984, she was a Planning Development Coordinator at the DOST Region II. Assistant Secretary Tejada held various rank and file positions in the DOST from 1984 to 2006. Her perseverance paid off as she was designated as Officer-in-Charge, Regional Director of the DOST Region II in April 2006. After only six months, she was promoted as full-fledged Regional Director.

Assistant Secretary Tejada underwent the four-stage CES Eligibility examination process and was conferred the CES Eligibility in 2002 through CESB Resolution No. 422. She was appointed to CESO Rank III in 2008 by President Gloria Macapagal Arroyo and was promoted to CESO Rank II in 2011 for being one of the awardees of the GAWAD CES.



**CONFERRED THROUGH
RESOLUTION NO. 1235
AUGUST 18, 2015**

TEMOTEO FERDINAND B. BLASCO
Colonel/Assistant Chief of Staff for
Civil Military Operations, MC7
Philippine Marine Corps
Marine Barracks, Rudiardo Brown
(Marine Base Manila)

NEW CES ELIGIBLES

MARY ABIGAIL V. CRUZ-FRANCISCO
Officer IV, Strategic Planning and
Control Department
Government Service Insurance
System

ROMELL ANTONIO O. CUENCA
Technical Assistant
Office of the Executive Secretary
Office of the President

HENRY A. ROBINSON JR.
Division Inspector General
Headquarters 10th Infantry Division
Armed Forces of the Philippines

JOAQUIN ROMEO S. SANTIAGO
Acting Director III
Presidential Management Staff

**ADJUSTMENT IN RANK
DATED AUGUST 6, 2015**

DEPARTMENT OF EDUCATION

MANUEL PUROG ALBAÑO
CESO VI to CESO V
Schools Division Superintendent

ROY ANGELO ERAN GAZO
CESO VI to CESO V
Schools Division Superintendent

LOIDA NAPILI NIDEA
CESO VI to CESO V
Schools Division Superintendent

**DEPARTMENT OF ENVIRONMENT
AND NATURAL RESOURCES**

ANALIZA REBUELTA TEH
CESO II to CESO I
Undersecretary

DEPARTMENT OF TOURISM

NELLY NITA NUEZCA DILLERA
CESO V to CESO III
Director IV

**NATIONAL ECONOMIC AND
DEVELOPMENT AUTHORITY**

ROLANDO GUMIA TUNGPALAN
CESO II to CESO I
Deputy Director - General

**ORIGINAL APPOINTMENT IN RANK
DATED AUGUST 6, 2015**

DEPARTMENT OF AGRICULTURE

SIMEON S. AMURAO, JR., CESO IV
Acting Director III
Bureau of Animal Industry

DEPARTMENT OF EDUCATION

FEDERICO P. MARTIN, CESO VI
Assistant Schools Division
Superintendent

GERMELINA H. PASCUAL, CESO V
Acting Schools Division Superintendent

BERNADETTE F. TAMAYO, CESO VI
Acting Assistant Schools Division
Superintendent

DEPARTMENT OF HEALTH

AMELITA M. PANGILINAN, CESO IV
Acting Director III

DEPARTMENT OF JUSTICE

TARCISIA A. TAMPOS, CESO V
Acting Director II
Parole and Probation Administration

**DEPARTMENT OF PUBLIC WORKS AND
HIGHWAYS**

ELIZABETH P. PILORIN, CESO III
Acting Director IV

OFFICE OF THE PRESIDENT

BENEFREDO O. BULATAO, CESO IV
Director III

EMMANUEL E. DAEZ, CESO IV
Director III

**PROMOTION IN RANK
DATED AUGUST 6, 2015**

**NATIONAL ECONOMIC AND
DEVELOPMENT AUTHORITY**

SEVERINO C. SANTOS
CESO III to CESO II
Acting Director IV

CESB CONDUCTS SPECIAL CES WRITTEN EXAMINATION IN REGION III

Twenty (20) examinees from various government agencies in Region III took the Special CES Written Examination (CES WE) last August 22, 2015 at Don Honorio Ventura Technological State University (DHVTSU), Cabambangan, Bacolor, Pampanga. The said Special CES WE was administered at the request of the Central Luzon Association of Regional Offices (CLARO), through its President, DILG Regional Director Florida M. Dijan, in its continuous pursuit to promote meritocracy, professionalism and excellence in public management.

Results of the August 22 Special CES WE will be announced by the CESB on or before October 22, 2015.

The next regular (nationwide) CES WE is scheduled on September 6, 2015. Interested applicants may visit CESB's website www.cesboard.gov.ph for downloadable forms or may call the Eligibility and Rank Appointment Division (ERAD) at 9514985 loc. 100 or 832 for the other details about the CES WE. 🌐



CESB HOLDS SPECIAL CES WRITTEN EXAMINATION FOR DAR OFFICIALS

The Career Executive Service Board (CESB) conducted a special CES Written Examination (CES WE) for thirty-three (33) officials of the Department of Agrarian Reform (DAR) last August 27, 2015 at Eurotel Hotel, North EDSA, Quezon City. The said special CES WE was administered at the request of the DAR, through Undersecretary Felix Perry A. Villanueva, in its effort to increase the number of CESOs and CES Eligibles in their agency.

Results of the August 27 Special CES WE will be announced by the CESB on or before October 27, 2015.

The nationwide CES WE for the third and fourth quarters are slated on September 6 and December 6, 2015, respectively. Interested applicants may visit CESB's website www.cesboard.gov.ph for downloadable forms or may call the Eligibility and Rank Appointment Division (ERAD) at 9514985 loc. 100 or 832 for the other details about the CES WE. 🌐



Thirty-three officials of the Department of Agrarian Reform (DAR) take the special CES Written Examination last 27 August 2015 at the Eurotel Hotel, North EDSA, Quezon City.

3rd Quarter CES VIP and Outstanding CEO Awards

The Career Executive Service Board invites you to take part in the Search for the Third Quarter Awardees for The CES VIP (Very Innovative Person) Award and The Outstanding (OS) CEO (Cost-Effective Officer) Award.

As part of CESB’s mandate to promote quality human development services among its members, these new CES Recognition Programs (modeled after the annual Gawad CES Award and the Taas Noo, CESO! Programs) focus on the significant innovations and cost effective measures of CESOs/Eligibles in areas related to the improvement of operation and stakeholders’ satisfaction in their respective agencies that made significant contributions to social development and nation building.

More specifically, the CES VIP Award seeks to recognize CESOs and Third Level Eligibles who initiated a novel policy or program that improved operational processes or methods and have assisted in meeting organizational sustainability and/or wellness.

The OS CEO Award, on the other hand, aims to recognize the strategic leadership qualities of CESOs and Third Level Eligibles whose decisions or actions create desired level of performance that leads to the maximum utilization of resources resulting in increased agency savings.

At stake are as follows: cash prize of PhP 10,000.00, a Plaque of Recognition and a chance to be considered for the prestigious Gawad CES Award and be invited to showcase the awardee’s achievements in one of the CESB’s training programs.

The deadline for submission of nominations is on 31 August 2015. You may download the nomination forms at www.cesboard.gov.ph.

For further details, you may contact Mr. Jose P. Gantiga, Jr. of the Performance Management and Assistance Division at 951-4981 locals 110, 111 and 126 or you may email him at cesbrecogprograms@gmail.com.



CESB Training Calendar



PROGRAM	DATE	VENUE
SALDIWA	September 1-14	Naga City
CES CiRCLE Forum	September 24	Davao City
CES Club	September 30	NCR