

The Public Manager



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ISDP XXIX: Re-establishing Foundations for Excellent Governance

General Santos City, the tuna capital of the world, served as home to the forty-three (43) public managers who participated in the Integrated *Salamin-Diwa* (SALDIWA) *ng Paglilingkod* Training Course under the Career Executive Service Board's (CESB) 2016 Leadership and Managerial Proficiency (LAMP) Program from March 1-14, 2016 at The Greenleaf Hotel. The learners are a healthy mix of government executives from various public sector organizations nationwide who are experts in their respective fields. The LAMP Program is a rebranded version of the CES Executive Leadership Program (ELP), the foundational capacity-building program for CESOs and third level Eligibles.



All smiles! Learners pose with the children wearing expertly woven and colorful Malongs. Malapatan is known to be the home of the famous Blaen "dreamweavers", who craft Malongs and sleeping mats using the designs they have dreamt about.

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2016 Inaugural CES Club: CESOs Power Up!

“What you have at the moment, you have attracted by the person you become.”

So said Mr. Vic Asuncion, President and CEO of PersonaPower, in “The Eight Essentials to a Winning Persona”, the inaugural session of the CES Club for 2016, which was held last 18 March 2016 at the Muralla 2 and 3 Halls, The Bayleaf Hotel, Intramuros, Manila.

CESB Executive Director Maria Anthonette Velasco-Allones, CESO I, welcomed the participants with the

challenge that “members of the CES community are winners, and should act as such.” She added that the session is very timely, considering that confidence is a soft skill set that everyone should improve on, particularly those who are undergoing third level eligibility process.

Mr. Asuncion started his talk by acknowledging that the participants are already achievers. He then explained the importance of having a winning persona in order to succeed. “By making yourself better, everything around you will be better”,

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For the initial phase of the training course, the learners were grouped into learning “*barkadas*”, which served as a great opportunity to promote kinship, develop camaraderie, and build professional networks. In the succeeding modular sessions, the learners were exposed to various values-strengthening and confidence-building workshop activities intended to help them rediscover their personal leadership strengths; develop healthy and positive perspectives in dealing with adversities in the work environment; and enhance their leadership performance and effectiveness by imbibing the correct values and principles that a leader should possess. The modules also equipped the learners to develop a deeper awareness and appreciation of effective, ethical, and accountable leadership; appreciate the value of communication as a tool for collaboration and convergence initiatives; and manage conflicts effectively.

CESB Executive Director Maria Anthonette Velasco-Allones provided an insightful discussion on *Self-Mastery as a Leadership Foundation*, followed by distinguished multi-disciplinary experts, namely, Ms. Teresita R. Albert, Chief Executive Officer and President of TRAC Training Consultancy, who handled the module on *Harnessing EQ for Positive*



“...That I may sincerely participate in its goals of building a community of equals and an environment of shared humanity.”
SALDIWA XXIX Learners engaged in a focus-group discussion during the Community Engagement Exposure in Brgy. Lun Padidu, Malapatan, Sarangani.

Organizational Behavior; Mr. Santos E. Getalado, Founder and President of the S.E. Getalado Consultancy and Leadership Center, who facilitated the modules on *Values-Based and Principle-Centered Leadership* and *Ethical Leadership and Accountable Governance*; and Ms. Josefina J. Quintana, HRD Consultant, who gave a substantial lecture on *Communications, Collaborations, and Convergence* and *Conflict Resolution and Executive Negotiation*.

Mr. Rolando G. Tungpalan, Deputy Director General of the National Economic and Development Authority (NEDA) discussed the module on *Economics for Public Development Management*, while Ms. Celia C. Yangco, former Department of Social Welfare and Development (DSWD) Undersecretary, handled the module on *Social Development and the Challenge of Eliminating Poverty*. These modules are focused on the universal and local issues on social development, which lay the foundation for the Community Engagement Module (CEM), the learning integration of

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the SALDIWA Program. The CEM served as an avenue for the learners to validate the lessons, insights, and applications through a four-day structured immersion-engagement in Barangay Lun Padidu, Malapatan, a first class municipality in the Sarangani Province.

Using interdisciplinary approaches and methodologies such as focus-group discussions, participant-observation sessions, and structured interviews, the learners conducted a field evaluation research in the municipality to identify the needs and issues of the community which are considered as impediments to progress.

The learners were grouped into study teams with each team focusing on one of the following areas: Enterprise Development, Agricultural Productivity, and Economic Promotion; Education and Human Resource Training and Development Sector; Public Utilities, Infrastructure, Land Use, and Environmental Management Sector; and Local Governance – Institutions/Structures/Sectors, Systems, Processes, and Dynamics. Their reports encompassed proposed strategies, programs, and interventions to guide the community and its leaders in ensuring proper utilization of its resources, maintaining good governance, and inclusive participation of all residents to improve governance and achieve development.

The four-day CEM immersion served as an opportunity for learners to witness how government service is cascaded to the barangay level. As executives who play pivotal roles in their respective offices, these experiences enable them to formulate better and more responsive programs with a wider perspective, ensuring excellent governance, improved public service, and consequently, improved quality of life. 🌐



The first session for 2016 of the Integrated Salamin-Diwa ng Paglilingkod (SALDIWA) kicked off on 01 March 2016 at the Greenleaf Hotel, General Santos City with CESB Executive Director Maria Anthonette Velasco-Allones (second row, center, in white) unfolding the learning module on emotional intelligence, which focuses on self-mastery as leadership foundation.

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he said. He also added that in order to have an extraordinary career, one must have an extraordinary set of technical and soft skills. Mr. Asuncion thereafter shared the Eight Essentials to a Winning Persona:

The Eight Essentials to a Winning Persona (According to Mr. Vic Asuncion)

1. The ability to POWER THINK is the first power essential to being an effective leader. Leaders must always dream big, but should not stop there. A dream will just remain a dream without visualization of a goal and constructing a concrete and feasible plan.
2. An effective executive also has the skill to POWER FEEL. He/she must always exude confidence in everything that he/she does, for this affects the level of commitment his/her co-workers give to him/her, and in extension, to their agency. Also, he/she be able to regulate emotions, as he/she is dealing with different instances and different people, every single day.
3. A good leader knows how to POWER SPEAK. He/she must learn how to communicate with power and influence. English fluency, good grammar, and proper articulation helps, but power speaking is a matter of carrying and projecting oneself in a positive image.
4. The capacity to POWER ACT is perhaps one of the more important essentials to a winning persona. Power acting is the actual taking of actions to accomplish set goals. Persistence is one of the sub-competencies of power acting. It is defined as "the hard work you do after you are already tired of doing the hard work you did." To sustain persistence, one must constantly practice productive habits.
5. The ability to POWER RELATE is what separate good executives from average managers. One example he gave is having and developing charisma, which is a personal quality that makes an individual capable of inspiring and influencing other people.
6. Look good, feel good. Executive presence always makes a lasting expression, so it is important to have that POWER LOOK. It is essential to feel good because the self-perception of an individual has an enormous impact on how others perceive him/her. Power image is the totality of one self's persona. The resource speaker gave guidelines on power dressing, proper posture, and color-skin analysis.
7. As public managers, executives must always show why they are a cut above the rest. It is imperative that they differentiate themselves and stand out in a crowd. People always want to identify themselves with individuals who exude unique branding. This is called the ability to POWER MARKET.
8. Lastly, a good leader is effective in delegating tasks to his co-employees. Thus, an executive's capacity to POWER SHARE defines a public manager's capability to lead. Also, it is vital that they identify with their subordinates by sharing their resources and constantly offering advice and assistance. These acts induce motivation and, consequently, increased production.

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"WE HAVE THE POWER TO SERVE." CESB Executive Director Maria Anthonette Velasco-Allones, CESO I, addresses the eighty-eight CESOs and Eligibles who attended the inaugural session of CES Club for 2016 entitled "The Eight Essentials to a Winning Persona" held at the Bayleaf Hotel, Intramuros, Manila on 18 March 2016.

Mr. Asuncion concluded the session by reminding the participants that "it's not what happens to you that determines your future, it's what you do about it. Choose to be extraordinary!"

As a parting message to the participants, Executive Director Allones reminded them that as members of the Career Executive Service, they must not forget an additional power to the eight essentials: the POWER TO SERVE. Service, according to her, marks a true leader.

Eighty-eight (88) CES Officers and Eligibles from different national government agencies attended the CES club event. 🌐



"BE THE BEST VERSION OF YOU!" Mr. Vic Asuncion (left photo) keeps the crowd energized while sharing the secrets on how to unleash their full potentials.

Thumbs up to 2015 CESPES Compliant Agencies


Twelve agencies successfully completed the online Career Executive Service Performance Evaluation System (CESPES) ratings of their respective officials for CY 2015 as of 29 February 2016, as follows:

1. Bureau of Internal Revenue;
2. Commission on Higher Education;
3. Department of Agrarian Reform;
4. Department of Budget and Management;
5. Department of Environment and Natural Resources Proper;
6. Department of Public Works and Highways;
7. Department of Trade and Industry Proper;
8. National Police Commission;
9. National Telecommunications Commission;
10. Parole and Probation Administration;
11. Philippine Overseas Employment Administration; and
12. Technical Education and Skills Development Authority.

In particular, seven for every 10 officials who are occupying CES positions have complied with their online CESPES ratings for CY 2015 within the prescribed period. Last year, more than three-fourths (76%) of officials completed the same for CY 2014.

The online CESPES rating period for CY 2015 commenced on 04 January 2016 and was closed effective 29 February 2016 after extending the original deadline of 15 February 2016.

At the moment, the CESB is currently in the process of generating feedback results for officials who have been rated by their superiors and subordinates within the prescribed period, in accordance with CESB Memorandum Circular No. 1 s. 2015. Generation of feedback results is expected to be completed no later than the end of March 2016.

As such, the CESB is constrained to accommodate requests for reopening of the CESPES rating links. Once the system has finished generating all feedback results, the system may be reopened. 


220 Examinees took March 6 Nationwide CES Written

Two hundred twenty examinees from various agencies across the country took the Nationwide CES Written Examination (CES WE) last March 6, 2016. Simultaneous exams were conducted in three testing centers, namely, University of the Philippines - National College of Public Administration and Governance (UP-NCPAG), Quezon City; University of Cebu (UC), Cebu City; and San Pedro College (SPC), Davao City.

Of the 220 examinees, 123 (56%) took the exam in Quezon City, 71 (32%) in Cebu City, and 26 (12%) in Davao City.

The CES WE is the first stage of the four-stage eligibility

process. Results of the March 6 CES WE (list of passers) will be released not later than the first week of May 2016 through the CESB website at www.cesboard.gov.ph. Individual examination ratings will also be sent to all examinees via e-mail or regular mail.

The next CES WE is scheduled on **June 5, 2016** and the deadline for filing of application is on **May 6, 2016**. 

PSA, NAMRIA Strengthen Hope-bearers Network

The CESB continues to expand its network of Hopebearers with the conduct of Paglaum Training Workshops hosted and organized by the National Mapping Resource and Information Agency (NAMRIA) and Philippine Statistics Authority (PSA) on March 21-22 and March 30-31, 2016 respectively.



The Career Executive Service Board (CESB) conducted back-to-back agency-based Paglaum Training Workshops in the NAMRIA (21-22 March 2016) and PSA (30-31 March 2016).

The Paglaum training workshop is a capacity-building program designed and developed by the CESB, in partnership with the Care and Counsel Wholeness and Training Center (CCWTC), which aims to develop the skills and competencies in providing psychosocial support to survivors of disasters and in post emergency situations. The training is named after the Visayan and Bicol word "Paglaum", which means hope. Graduates of the training are called Hopebearers to signify their mission of bringing back hope to individuals and restoring their hope and ability to live life to the fullest of their capacities.

NAMRIA Strengthens Soft Skills

The Paglaum training workshop in NAMRIA was conducted on March 21 and 22, 2016 at the NAMRIA Main Building, Conference Hall, Taguig City was attended by thirty-five (35) NAMRIA officials and employees.

CESB Executive Director Maria Anthonette C. Velasco-Allones gave the inspirational message during the opening program. In her speech, she cited the line of the prayer song that said "the confusions around are mere reflections of what's within ourselves," to remind the participants of the need to achieve light, as a symbol of hope and peace, within themselves so that they can bring light to others.

The Training workshop is conducted in consonance with the Women's Month celebration of the NAMRIA and is aimed at strengthening the soft skills of their

leaders. NAMRIA is conferred with Level II Accreditation Status by the Civil Service Commission for its effective implementation of human resource programs.

Looking at Hearts and Minds of PSA

Meanwhile, the Paglaum training workshop in the PSA was conducted on March 30-31 at the PSA Conference Hall, Centris 3, Quezon Ave., Quezon City with twenty-eight (28) participants.

CESB Executive Director Maria Anthonette Velasco-Allones, CESO I, gave an inspiring message, where she encouraged the participants to bring hope within the bureaucracy and to their families so that "we can increase the light amidst us, and diminish darkness." Executive Director Allones also quoted a verse from the first book of Corinthians: "there are only three things that last: faith, hope, and love. You will be




Hope Bearers. The participants are engaged in a deep discussion during one of the workshops.

New CES positions classified for Insurance Commission

The Board in its 9 March 2016 meeting, issued/promulgated CESB Resolution No. 1273, Series of 2016 entitled, "The Classification of the Insurance Commissioner Position as a Non-CES Position and the four (4) Deputy Insurance Commissioner Positions as CES Positions".

The Insurance Commissioner was classified as a non-CES position though under the appointing authority of the President in view of the six (6) year term of the position as provided in the amended Insurance Code, R. A. No. 10607. This finding is based on CESB Resolution No. 799, Series of 2009 which provides that members of commissions with fixed terms of office belong to the non-career service. Said Resolution, in turn, finds basis in the Administrative Code of 1987.

Meanwhile, the following positions were classified as CES positions: Deputy Insurance Commissioner for Financial Examination; Deputy Insurance Commissioner for Technical Services; Deputy Insurance Commissioner for Legal Services; and Deputy Insurance Commissioner for Management Support Services Group. Though not categorically provided for under the amended Insurance Code, the creation of these positions was nevertheless allowed and were included in the reorganization plan of the Insurance Commission approved by the Department of Budget and Management (DBM). Per the DBM-approved Personnel Services Itemization, these positions were placed under the appointing authority of the President and classified as permanent.

The CESB motu proprio conducts Position Classification Studies on positions with Salary Grade (SG) 25 and above in various departments and agencies to ensure that the coverage of the CES is in accordance with set policies, including the decisions of the Supreme Court in **Civil Service Commission v. Court of Appeals and Philippine Charity Sweepstakes Office, G. R. No. 185766-67, 23 November 2010**, which limited scope of the CES to managerial/executive positions subject to the appointing authority of the President of the Philippines. 


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starting your own forever with the Paglaum community by being bearers of hope, eventually strengthening your faith, so that in the end, you keep the love alive."

PSA Deputy National Statistician Romeo S. Recide welcomed the new batch of hope bearers and shared that while the PSA staff constantly immerse themselves in trainings, seminars, and workshops to become better statisticians, they also want to develop the PSA culture among its employees. They covet workshops like the Project Paglaum to "look at the hearts and minds of their people", for they believe that these kinds of activities are just as important as the trainings they are usually involved with.



Participants from the PSA were very active in the workshops facilitated by the Care and Counsel Wholeness and Training Center (CCWTC).

The Paglaum Training Workshops in PSA and NAMRIA were direct results of the Paglaum Training Workshop conducted in January at the Bayleaf Hotel, which was purposely conducted to mainstream such capacity-building programs to the different national government agencies. 

Sadain Promoted as DPWH Undersecretary



Emil K. Sadain, CESO II, of the Department of Public Works and Highways (DPWH) was appointed as Undersecretary of the DPWH on 26 February 2016.

Undersecretary Sadain started his career in the DPWH as a Senior Civil Engineer in 1986. In 1987, he moved to the DPWH Project Management Offices (PMOs) where he held various engineering positions. He was appointed as DPWH Assistant Secretary on 20 July 2009, and is the alternate representative of DPWH Secretary Rogelio L. Singson in the Light Rail Transit Authority (LRTA) Board.

Hailing from Jolo, Sulu, Undersecretary Sadain is a civil engineer by profession. He acquired his bachelor's degree in Civil Engineering from the Western Mindanao State University (WMSU) in 1985 and passed the Civil Engineers Licensure Examination in the same year. He also pursued a bachelor's degree in Sanitary Engineering at the National University (NU) in 1991, and garnered second place in the Sanitary Engineers Licensure Board Examination on the following year. In 1995, he completed his academic requirements leading to a Master's degree in Construction Management from the University of the East (UE).

Last year, Undersecretary Sadain was one of the Gawad CES Presidential awardees. He was cited for his three outstanding accomplishments namely, (a) effective use of change management tools in leading the organizational transformation of the DPWH-ARMM from an underperforming agency into an award-winning office with the highest level of performance and an excellent infrastructure program under the DPWH-ARMM Reform Agenda 2012 and beyond; (b) improvements in the human resource capability of the DPWH-ARMM officials and staff by leading the conduct of performance enhancement trainings and encouraging officials to undergo the CES Eligibility processes; and (c) prudent fiscal management and transparency in procurement and implementation, resulting in huge savings for the DPWH.

Undersecretary Sadain underwent the four-stage CES Eligibility examination process and was conferred the CES Eligibility in 2001 through CESB Resolution No. 360. He was appointed to CESO Rank II in 2010 by then President Gloria Macapagal Arroyo.

DOTC Assistant Secretary Caringal Appointed as RTC Judge




On 04 March 2016, Atty. Jaime Fortunato A. Caringal was appointed as Judge of the Regional Trial Court (RTC) Branch 28 in Mandaluyong City. Atty. Caringal has served the public as a government official for six

(6) productive years. He was the Assistant Secretary for Legal Affairs of the Department of Transportation and Communications (DOTC) prior to his recent appointment.

A graduate of Political Science at the Ateneo de Manila University (ADMU) in 1999, he obtained a law degree from the University of the Philippines (UP) in 2003 and was admitted to the Philippine Bar in the same year. In 2009, the Institute for Law and Finance in the Johann Wolfgang Goethe University in Frankfurt, Germany accredited his graduate study to a Master's degree in Law (Finance).

Before starting his career in the government service, Atty. Caringal accumulated vast experience in private law practice in the Philippines and abroad. He was an Associate in the Villaraza and Angangco Law Office from 2004 to 2007. While he was earning his Master's degree in Frankfurt, Germany, he served as a legal intern for a year. He began his stint in the public service in 2007 as an Executive Assistant in the Government Service Insurance System (GSIS). He left GSIS in 2013 as an Officer IV and was appointed as Assistant Secretary of the DOTC. He has also been teaching law courses in the De La Salle University-Far Eastern University MBA-JD Dual Degree Program since 2007.

Atty. Caringal underwent the four-stage CES Eligibility examination process and was conferred the CES Eligibility in 2015 through CESB Resolution No. 1207. 

CESB conducts training and refresher sessions for Luzon-based Panel Interviewers and Validators



CESB CERTIFIED PANELISTS. CESB Executive Director Maria Anthonette Velasco – Allones together with current CES Governing Board members Charito Elegir and Evangeline Cruzado leads the CESB certified panelists in a group photo session. Seated from left to right: Proceso Domingo, Nestor Mijares, Loreta Ayson, Edelwina Parungao, Alfredo Almendrala Jr., Maria Paz Foronda, Elmor Juridico, Virginia Bactad, Amelia Ancog, and Carlos Evangelista. Standing from left to right are: Tonisito M.C. Umali, Mary Jean Pacheco, Eugenio Orpia Jr., Ferdinand Sales, Lilia Pinzon, Ronald Ortile, Anneli Lontoc, Alexander Arevalo, Imelda Abueg, Teresita Arceo, Jose Aquino, Carol Yorobe, Grace Baluyan, Josefina Tamondong, Milagros Hechanova, Urduja Tejada, Lourdes Socorro Lazo, Ermarie Mondejar and Ma. Lourdes Reyes.

The CESB conducted the training and refresher sessions for Luzon – based Panel Interviewers and Validators last March 17, 2016 at the Ace Hotel and Suites in Pasig City. Sixty – seven (67) potential and active panel interviewers and validators attended the training sessions which was composed of current and retired CES Board Members, CES Awardees, CEOs and CES Eligible Exemplars. The sessions were facilitated by CESB Executive Director Maria Anthonette Velasco – Allones.

The sessions presented the participants with a structured, systematic and uniform Validation and Panel Interview activities relevant to the CES examination system. It likewise served as a fitting avenue for inputs and suggestions to further improve the Validation and Panel Interview processes. 🌐



CESB CERTIFIED VALIDATORS. CESB Executive Director Maria Anthonette Velasco – Allones poses with the trained CESB performance validators for a group shot. Seated from left to right: Proceso Domingo, Isidro Siriban, Luisa Valencia, Anneli Lontoc, Edelwina Parungao, Alfredo Almendrala Jr., Evangeline Cruzado, Virginia Bactad, Agnes Padilla and Teresita Arceo. Standing from left to right are: Carlos Evangelista, Christianne Suguitan, Romulo Aggangan, Mario Corpuz, Ma. Lourdes Reyes, Ric Enriquez, Rosenda Fortunado, Grace Lapastora, Rodolfo Santos, Susan Palo, Ariel Valencia, Grace Baluyan, Josefina Tamondong, Paula Monina Collado, Jovita Ayson, Milagros Rimando, Cecilia Dela Fuente, Ma. Theresa Fernandez, and Ma. Leticia Reyna.



CONFERRED THROUGH
RESOLUTION NO. 1271
MARCH 9, 2016

NEW ELIGIBLES

ALAMIA, LAISA M.

Regional Executive Secretary
Office of the Regional Governor
Autonomous Region in Muslim
Mindanao

CASTAÑAGA, ROMEO L.

Chief Trade and Industry Development
Specialist
Department of Trade and Industry

CHUA, RONALD O.

Deputy Secretary
External Affairs & Relations
Commission on Appointments

COLLANO, SUSAN S.

Acting Assistant Schools Division
Superintendent
Department of Education

DOROY, ARISTARCO M.

Acting Director III
Bureau of Construction
Department of Public Works and
Highways

FERNANDEZ, AGUEDO C.

School Principal IV
Ago National High School
Department of Education

GAVIOLA, JOSE ERNESTO B.

Assistant Secretary
Office of the Assistant Secretary for
Operations
Department of Transportation and
Communications

LEWIS, ANTHONY A.

Technical Assistant
Office of the Deputy Executive
Secretary for Legal Affairs
Office of the President

LOONG, DON MUSTAPHA A.

Director II for Operations
Department of Public Works and
Highways
Autonomous Region in Muslim
Mindanao

**MAMBUAY-CAMPONG, NORKHALILA
MAE B.**

Regional Cabinet Secretary
Office of the Regional Governor
Autonomous Region in Muslim
Mindanao

MANUEL, RODRIGO H.

Officer I/OIC – Officer IV
Membership Department - NCR
Government Service Insurance System

MOLON, MINERVA P.

Acting Director IV
Department of Health

ONG, MARIA LUISA B.

Prosecutor II/Assistant Regional
Prosecutor
National Prosecution Service
Department of Justice

PACILAN, ROMERO P.

Corporate Attorney A, Legal Service
Division
National Power Corporation

PALMA, MENELEO B.

Education Program Supervisor I
Department of Education

REMETIO, RACHEL S.

Chief Trade and Industry Development
Specialist
Department of Trade and Industry

SUMAGAYSAY, TEODORA P.

Local Government Operations Officer
VII/OIC, Provincial Director
Iloilo Province
Department of the Interior and Local
Government

VICENTE, ROSELINE P.

Education Program Supervisor/ OIC,
Assistant Schools Division
Superintendent
Department of Education

ADJUSTMENT IN RANK (DATED MARCH 4, 2016)

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

GILBERT CALAYCAY GONZALES, CESO III
Director IV

JONAS ROQUE LEONES, CESO I
Undersecretary

DEPARTMENT OF FINANCE

VIDA TULAY CHIONG, CESO II
Deputy Commissioner
Insurance Commission

DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT

MARITES MORTEL MARISTELA, CESO III
Director IV

Newly-Appointed CESOs

ORIGINAL APPOINTMENT TO RANK

DATED MARCH 8, 2016

DEPARTMENT OF EDUCATION

WILLIAM ENAJE GANDO, CESO VI
Acting Assistant Schools Division Superintendent

FLORDELIZA CASTILLO GECOBE, CESO VI
Acting Assistant Schools Division Superintendent

ORLANDO ESLAVA MANUEL, CESO VI
Acting Assistant Schools Division Superintendent

CATALINA PEREZ PAEZ, CESO VI
Acting Assistant Schools Division Superintendent

DEPARTMENT OF FINANCE

NELSON MORENO ASPE, CESO III
Acting Director IV
Bureau of Internal Revenue

DEPARTMENT OF HEALTH

LOUELLA HIPE ESTEMBER, CESO IV
Acting Director III

DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT

ANA LYN REYES BALTAZAR, CESO V
Acting Local Government Operations Officer VIII

DEPARTMENT OF SCIENCE AND TECHNOLOGY

PHILIP ANCHETA VARILLA, CESO III
Acting Director IV
Information and Communications Technology Office

DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT

MARIJOY DAWANG SEGUI, CESO III
Acting Deputy Executive Director IV
Council for the Welfare of Children

OFFICE OF THE PRESIDENT

GERONCIO ROMOROSA AGUIO, CESO III
Acting Regional Director
National Commission on Indigenous Peoples

DATED MARCH 4, 2016

DEPARTMENT OF EDUCATION

ARLENE GOMEZ BERMEJO, CESO VI
Acting Assistant Schools Division Superintendent

CARMELINO PACULAN BERNADAS, CESO VI
Acting Assistant Schools Division Superintendent

MARIANO BELBES DE GUZMAN, CESO VI
Acting Assistant Schools Division Superintendent

KAREN LASALA GALANIDA, CESO VI
Acting Assistant Schools Division Superintendent

NELSON CARDENTE LOPEZ, CESO VI
Acting Assistant Schools Division Superintendent

EDWIN RELOVA MARIBOJOC, CESO VI
Acting Assistant Schools Division Superintendent

NATIVIDAD GLORIA OCON, CESO VI
Acting Assistant Schools Division Superintendent

FLORANTE ESPINOSA VERGARA, CESO VI
Acting Assistant Schools Division Superintendent

DEPARTMENT OF ENERGY

ANGELINA VALDEZ MANGA, CESO IV
Acting Director III

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

JACQUELINE ABING CAANCAN, CESO V
Acting Director II

Newly-Appointed CESOs

DATED MARCH 4, 2016

PAQUITO TUMAPANG MORENO JR., CESO III
Acting Director IV

DEPARTMENT OF HEALTH

MARIA ROSARIO CLARISSA SINGH VERGEIRE, CESO IV
Acting Director III

**DEPARTMENT OF THE INTERIOR AND LOCAL
GOVERNMENT**

MARVIN AMANONCE BASQUEZ, CESO V
Acting Local Government Operations Officer VIII

CLYNE BONIFACIO DEOCAMPO, CESO V
Acting Local Government Operations Officer VIII

DEPARTMENT OF JUSTICE

MARIA CHARINA BUENA-DY PO, CESO III
Acting Director IV

DEPARTMENT OF LABOR AND EMPLOYMENT

JEANETTE TANA DAMO, CESO III
Acting Deputy Executive Director IV
National Wages and Productivity Commission

MARY GRACE LUMABAN RIGUER, CESO IV
Acting Deputy Executive Director III
Institute for Labor Studies

JOFFREY MATULAC SUYAO, CESO III
Acting Director IV

DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS

MEDMIER GANGCUANGCO MALIG, CESO IV
Acting Director III

DEPARTMENT OF SCIENCE AND TECHNOLOGY

ALEXANDER RASGO MADRIGAL, CESO III
Acting Director IV

DEPARTMENT OF TRADE AND INDUSTRY

AGNES PERPETUA ROJAS LEGASPI, CESO IV
Acting Director III

ADJUSTMENT IN RANK (DATED MARCH 8, 2016)

DEPARTMENT OF AGRICULTURE

ANGEL CABALLES ENRIQUEZ, CESO III
Director IV

DEPARTMENT OF EDUCATION

GILBERT NARAG TONG, CESO V
Schools Division Superintendent

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

ARLEIGH JUMALON ADORABLE, CESO III
Director IV

DEPARTMENT OF TRADE AND INDUSTRY

JOEL BATAK VALERA, CESO III
Director IV

NATIONAL COMMISSION ON MUSLIM FILIPINOS

TAHIR SINSUAT LIDASAN, JR., CESO II
Executive Director

NATIONAL ECONOMIC DEVELOPMENT AUTHORITY

**CARLOS BERNARDO OMARREMENTERIA ABAD SANTOS,
CESO III**
Director IV



CESB Training Calendar



PROGRAM	DATE	VENUE
I-Gabay ng Paglilingkod	April 6-15	NCR
Wellness Camp	April 26-29	Batanes
Wellness Camp	May 3-6	Bohol
Thought Leader's Congress	May 19	NCR
SALDIWA ng Paglilingkod	May 24-June 6	Naga City

ADJUSTMENT IN RANK (DATED MARCH 4, 2016)

DEPARTMENT OF AGRICULTURE

REMELYN RETORICO RECOTER, CESO III
Director IV

DEPARTMENT OF JUSTICE

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NATIONAL ECONOMIC AND DEVELOPMENT AUTHORITY

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Director IV

2016 CES WRITTEN EXAM		
DATE OF EXAM	TESTING CENTER	DEADLINE FOR FILING
JUNE 5 (Sunday)	Quezon City, Cebu, Davao	May 6
SEPTEMBER 4 (Sunday)	Quezon City, Cebu, Davao	August 5
DECEMBER 4 (Sunday)	Quezon City, Cebu, Davao	November 4

CESB joins the 2016 National Women's Month Celebration



The CESB Juanas and Juans. The CESB, led by Executive Director Maria Anthonette Velasco-Allones, reaffirms its support for gender equality and women empowerment.

The CESB Secretariat, led by Executive Director Maria Anthonette Velasco-Allones, trooped to Burnham Green, Quirino Grandstand, Manila last 16 March 2016 to cast their ballots in support of the "Sama-samang Pagsulong sa mga Agenda ni Juana," an assembly organized by the Philippine Commission on Women (PCW) in celebration of the 2016 National Women's Month.

The theme for 2016, "Kapakanan ni Juana, Isama sa Agenda!", resonates the call for gender balance in leadership and decision-making positions both in public and private sector; inclusion of women's concerns in leadership platforms and the government's

development agenda; and capacitating and preparing young women to reach their ambitions.

In her welcome remarks, PCW Executive Director Emmeline L. Versoza mentioned that the assembly, which is only a part of a series of activities prepared by the PCW for the 2016 National Women's Month, celebrates the achievements, gains, and accomplishments with regard to bridging the gender gap and promoting women's empowerment. Moreover, it is an avenue for women and Gender and Development (GAD) advocates to become involved in crafting policies and programs for gender equality and empowerment, especially now that changes in local and national leaders are anticipated.

Professor Solita "Winnie" Collas-Monsod, in her keynote message, encouraged all women in attendance to "remove their clothes of invisibility." She cited that in 1999, statistics indicated that the share of women to the Gross National Product (GNP) was only about thirty to thirty-nine percent (30-39%). But this number did not reflect the shares from the household helpers and other blue-collared jobs held by women. If it were included, it would have risen the percentage to fifty-five percent (55%).

Professor Winnie Monsod ended by posing a challenge before 8,000-strong GAD advocates from various national government agencies, local government units and non-government organizations, "Mga kumare, huwag na kayong pasaway. [You are] always short-changing yourselves. Keep your dignity. Always empower yourselves. Bawal ang pasaway!"

After the keynote message, the participants lined-up towards the voting booths to drop their "ballots." The ballots contain five (5) women's concerns, namely: economic improvement; social development; security, justice and peace; climate change and disaster risk reduction; and gender-responsive governance. This activity aimed to gather public perception on which of these issues should be prioritized by the national government to ensure the progressive realization of women's rights.

The assembly ended with special performances from the Metro Manila Development Authority (MMDA) Band and Ms. Marielle Corpuz, the 2011 Awit Awardee for International Achievement and 2010 Grand Champion Performer and Vocalist of the World. 🌐

CESB staff recharge their spiritual batteries in annual retreat

The CESB Secretariat had the opportunity to reflect during the Lenten Season and gain deeper understanding of the Christian values as they partake in the annual CESB Spiritual Retreat in the Development Academy of the Philippines (DAP) Conference Center, Tagaytay City, Cavite on 21-23 March 2016.

CESB Executive Director Maria Anthonette Velasco-Allones stressed the importance of having a healthy spiritual life, especially with the nature of work in the CESB. *“Kapag tayo ay nakadikit sa Panginoon, hindi tayo malilihis ng landas at tama ang mga desisyong gagawin natin.”* She added that the Secretariat should treat work as blessings, for they are opportunities to serve fellow civil servants. She also encouraged everyone to “bring everything back to God, for it is the best way to serve Him.”



“God always moves in mysterious ways” Father Dante Venus, SVD, shares with the CESB Secretariat the importance of strengthening their relationship with the Lord.

The Retreat Master, Father Dante Venus, SVD, from the Society of the Divine Word, expressed the significance of the spiritual retreat, as it is the perfect venue for everyone to “step back and assess if whether we are doing what we are supposed to do in life, (and) if we are in the right direction towards our mission.

Father Venus discussed relationships as the main basic unit of life. According to him, “life is all about relationships. Maintain good relationships for a happy life.” He focused on sustaining relationships with God, others (family, friends, enemies) and self. Aside from Father Venus’ inspiring anecdotes and experiences, the Secretariat also shared personal stories of overcoming adversities, and how having a healthy relationship with the Lord helped them through these ordeals. Later in the day, Father Venus offered confession services in the spirit of sincere repentance and faith in God.

The spiritual retreat was concluded with a Thanksgiving Mass. Father Venus’ homily on the day’s gospel (Matthew 26: 14-25) urged everyone to be strong in spite of misfortunes and challenges, and follow the Lord’s way, instead of choosing “bags of silver.”

The spiritual retreat was a perfect opportunity for the Secretariat to break the monotony of the work environment and rest their bodies and minds. But more importantly, they shared inspiring stories which gave them new perspectives in their walk with Jesus Christ and found renewal with God. 🌐

CESB donates service vehicle to NCR Policemen

The CESB takes pride in bringing positive change to the police workforce. On March 23, 2016, CESB donated a motor vehicle complete with its accessories to the Northern Police District, NCR Police Office, National Police Commission in Dagat-Dagatan Ave., Caloocan City.

Before the receipt, the District Headquarters only had one (1) staff vehicle used by its officers for various police tasks. With the upcoming election, the force needed another SUV to conduct election-monitoring activities better, and the donated vehicle from the CESB will address their need.

Chief Superintendent Eric Serafin G. Reyes gladly received the 2008 Isuzu Crosswind XTi Ltd. Edition, which will be used during their operations in the cities of Caloocan, Malabon, Navotas, and Valenzuela (CAMANAVA), thus resulting in a more efficient and effective service to citizens. 🌐

