

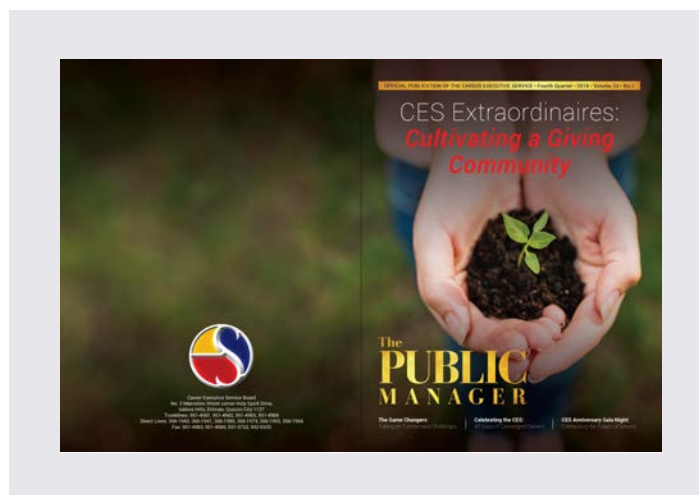
CES Extraordinaires: *Cultivating a Giving Community*

The **PUBLIC** MANAGER

The Game Changers:
Taking on Tomorrow's Challenges

Celebrating the CES:
45 Days of Convergent Service

CES Anniversary Gala Night:
Celebrating the Power of Service



About this Quarter's theme

Entitled “CES Extraordinaires: Cultivating a Giving Community,” our fourth and final issue of the Quarterly Public Manager magazine for 2018 focuses on Spiritual Fortitude, one of the key competencies of Resilience that looks at one’s commitment to reaching out to other individuals who are struggling with similar or even more challenging adversities.

In this issue, we witness more stories of altruistic leadership that help cultivate a sense of interpersonal awareness and empathy. As you read on, we hope that you feel more empowered and excited to help shape the future of an increasingly volatile, uncertain, complex, and ambiguous (VUCA) world.

THE PUBLIC MANAGER

Official Magazine of the Career Executive Service

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In this issue...

The annual theme for the 2018 Public Manager Magazine entitled “Resilience: Steering through Adversity, Bouncing Back Bravely” brings forward our deep commitment to surf through the waves of disruption and change.

Through our four quarterly issues, we hope to help shed a light in your journey to resilient leadership while sharing with you the stories of courage and strength of public sector executives who have overcome great odds and have helped transform lives for the better.

Let our collective aspiration to embolden and empower others in harnessing the power of resilience as we steer towards new horizons be reflected in the succeeding pages.



Message from the Chairperson

Man is not just flesh, his soul and spirit precede everything.

The physical being serves “the purpose of aesthetics” and bodily functions; but it is the mind, the heart and the soul which provide the most eloquent and lasting beauty. Energies flowing from the inside emit a glow that transcend the barriers of space and time.

Believing that there is a supreme being that governs the universe may provide the explanation for the everyday miracles that happen. Finding strength through faith and prayers may also help us in conquering the seemingly endless odds of fate. Achieving inner strength through various methods and manners has also been successful in many people. There is no definite way, as there is no single belief that guarantees inner peace. We have a life to search it, and an endless eternity to enjoy it. May this issue help you find yours.

May you have the soul and spirit that reach out to others with compassion and respect.

Pax tecum!

A handwritten signature in black ink, reading 'A. Bala', set against a light blue rectangular background. The signature is fluid and cursive.

ALICIA dela ROSA-BALA, CESO I
Chairperson, CES Governing Board

Message from the Executive Director

The Career Executive Service has always strived to be more than an institution that helped develop and nurture public managers through lifelong learning sessions and welfare-related programs - we have a long history of service since 1973.

Our community is filled with steadfast, decisive, and impactful leaders who actively engage in groundbreaking and meaningful causes beyond the walls of our agencies. We find out that the common denominator for these selfless leaders is the same key component that strongly ties us together - Resilience. As we appreciate the challenges that come our way, we discover ways for self improvement and grow empathy for others that face similar and more challenging adversities.

We find it fitting that in the final issue of our quarterly magazine for 2018 centered on Spiritual Fortitude, we share with you the stories of charity and community outreach that are in conjunction with the CES' 45th Founding Anniversary. From packing and distributing meal packets for landslide victims to cleaning up the coasts and bringing Christmas cheers to children in hospitals and persons deprived of liberty, the CES members came together and became socially and emotionally connected with one another.

As the year draws to a close, I thank our colleagues and institutional partners for continuously forging connections, finding common goals and interests, and remarkably contributing to the altruistic atmosphere of our nation.

It is my hope that through this magazine, you are further inspired to share your time, talents, and treasures as we champion resilient leadership in the Philippines and beyond.

Mabuhay ang mga Lingkod-Bayan!



MARIA ANTHONETTE C. VELASCO-ALLONES, CESO I
Executive Director, CESB



THE GAME CHANGERS:

Taking on Tomorrow's Challenges

We follow the narratives of the five 2018 Presidential Gawad CES finalists on their noteworthy and impactful accomplishments and how in their own ways they contributed to inspiring altruistic leadership to the citizenry.



The Servant-Leader from Siquijor

by Marizel Christine A Bautista

Life was not easy for our man, who came from the island of Siquijor. Helbert Antoine A. Achay, the fourth child in a brood of seven, had colorful and challenging experiences in his childhood. Yet nothing stopped him and his siblings from making their dreams come true. As the saying goes, *"Necessity is the mother of all inventions,"* they made ends meet using their ingenuity, intellectual prowess, industry, and guts.

His educational background in Dumaguete is replete with success stories of survival, including exchanging school projects for meals, tutorial jobs, and becoming a student assistant. The values and wisdom he developed through his experiences at a tender age propelled him to study even better and finish his Civil Engineering degree, *Magna Cum Laude* from Silliman University in 2008. *"Every day was a conscious struggle and a fight for success."*

When it is taken not as a nail that ends a dream but as a spring board to help one keep moving forward and working on, poverty can become a blessing. After graduating from the University, Helbert attended licensure review classes, which came free for graduating with honors. He went after every employment opportunity and took an examination that fit his degree. He had a top dream: to help his siblings finish college, and he knew he had to work hard for it.

Naturally, his work applications after graduation yielded replies from manufacturers and engineering firms. However, he chose to work with an institution that was neither of the two - the Development Bank of the Philippines (DBP). Although working with DBP was never a part of his engineering dreams, he saw it as the best opportunity for him to achieve his dreams for his siblings.

His entry to DBP was through its Management Associates Program - a one-year rigorous and holistic management program where a candidate who

completes the entire course automatically becomes a Bank Executive Officer I with a rank of Assistant Manager. At the age of 22, he became one of the bank's young Assistant Managers. He was hungry for growth, and he still is. He was willing to invest necessary time, effort, and resources in exchange for comfort in order to fast track his growth.

"No amount of intentional effort to become a better version of yourself as a person, or as an employee shall ever go to waste," Helbert says. His acceptance of various assignments and workload widened his experience and prepared him for greater accountabilities today.

It has always been his intention to grow to the highest potential bestowed on him so that he can share what he knows with the greatest impact he can create. He continues to grow, to seek for people who can teach him. Now that he is connected with DBP, he leverages with the bank to help create positive growth in the community. He has realized too that he may not be directly building houses or infrastructure as a civil engineer, but he has the feeling that he is actually helping build communities with DBP.

Now, Helbert proudly lives by the core values of his organization:

- **Integrity** (Honesty, Truthfulness, Transparency)
- **Excellence** (Competence, Dedication to Work, Professionalism)
- **Teamwork** (Harmony, Cooperation, Synergy)
- **Service to Others** (Customer Oriented)
- **Love for the Filipino** (Love of country and its people everywhere)

The Challenges and Dynamics of Success

His life was a steady rise against the turbulence and challenges of personal



and professional development. Leading a group of people, all of whom were older than him and have been with the bank long before he was even born, is in itself already a big challenge for him. He believes that people are essentially good, and with humility and sincere dedication, he is leading his people to serve and not to brag. Young as he may be, he is surrounded by wonderful people who care enough for their work and the community that they lend their hand to him in the spirit of service.

The one thing that he finds most challenging is pushing for plans, actions, innovations, and intentions that are *"out-of-the-box"* that some normally shy away from simply because there are no precedents. But the engineer sees things differently; he was taught to design and work around existing limits without necessarily compromising safety and integrity.

"Since we are on the ground, we may have the better view of how we can serve our community in a tailor-fit way according to the actual needs in the area, and how we can improve certain internal processes that will help our team do things faster and with ease. Let our superiors know the situation and respect their wisdom to act on the matter to support our plans, proposals, or innovations. We are glad we are led by amazing leaders in DBP that value or give importance to our contributions."



Leading with Humility

Helbert believes that essentially, every person wants to help and add value given the right circumstances. He recounted that when they were helping the DBP run three branches that were heavily affected by the super typhoon Yolanda, every person in his team contributed so much, which enabled the DBP to effectively deliver the needed services from a financial institution.

He was able to lead everyone, from the security guards to the staff and officers. They all felt good knowing that they were able to lend their hand to those who needed them. He is usually the youngest in the team but he sees himself as the father who ensures that everyone's growth is supported, which promotes a strong culture of success. After all, in his nuclear family, he was the fourth man of the seven and that position made him adaptive.

And like the keeping of a family's best practices and tradition, under his helm, his team has documented each innovation that they have contributed to the company. With the top management's approval and support, his team's innovations were showcased or adopted either circularized or introduced in other areas or regions.

The Engineer Speaking

"With an open mind and intent to increase your capacity to impact on your services, work on your ideas without emotional attachment, but with pure intent for improved services. Let your leaders know, ask for their support. What you have envisioned may not necessarily work out as planned, but serve anyway. There is no version of what you are doing that you lose. Your idea may not work but surely you would have earned additional knowledge and experience along the way." Helbert shares that one must know his capacity to add value to his company and community of clients or business partners.

Just as he was schooled, and just as how he has engineered development in the countryside, Helbert feels confident that everyone has the power to dream and achieve them, given the fine set of competencies and "strength of materials."

He is blessed to have been surrounded by good people. He said he prayed for them and believes God guided him through them. He looks up to Atty. Rodrigo Lope S. Quimbo, a partner in a private law firm, business man, a good friend. He sees him as a very down-to-earth person with superior work ethic and values. One lesson he learned from Atty. Quimbo is

to "spend time with the living, not with the dead." Indeed, being a manager at the DBP, Helbert deals with people, giving life to the economy of medium and small businesses, to the grassroots entrepreneurs and ordinary folks who benefit from the grind of agriculture, industry, technology and energy.

The man who hails from Siquijor tells the young Filipinos the "government service like other service opportunities, can be great or mediocre, and it depends how you act on it. Let us erase the common stigma that government service is poor quality service. There are great people in government service, most of whom sacrifice a great deal in their lives to serve people and community. Let us take inspiration from them."

He knew the many meanings of struggle and survival in his youth, and he learned the fusion of hard work, synergy, and success as he aged with experience and wisdom as a public servant. These are the building principles that have impacted his life as an engineer of development and growth.

FROM THE POOR, FOR THE POOR: Public Health is Public Wealth

by Marizel Christine A. Bautista

Ordinary Filipinos from poor families struggle to live a decent life. With a dream in their minds, faith in their hearts, and industry and dedication in their hands, they strive hard to achieve their goals. Devoid of the vanities and luxuries of existence, they toil and push on. Surrender is barely a part of their vocabularies. This was the order of battle in the life of Edwin L. Dimatatac who has grown to the hard work and sacrifice of his parents.

He learned early on the value of hard work and discipline, which he lived by every day. He was no stranger to the real struggles that every Filipino faces. Seeing people sick and without the capacity to be treated and become well, he took public health to heart and pursued a career as an Internal Medicine and Infectious Disease Specialist who extended most of his practice to serving less fortunate families like his own.

Armed with persistence, determination, and good work ethic, he has been blessed with a blossoming professional practice early in his career. In order to reach out to all other health care beneficiaries and being an advocate of quality health care, he earned a degree of Master in Hospital Administration at the University of the Philippines to support him in running a hospital. He believes that a properly managed hospital provides the best service to each and every patient. His first attempt to enter government service was not a success, but he was given a chance to be part of the management team of the Asian Hospital & Medical Center as its Associate Medical Director. To further equip himself in management operations and dealings with the government, he became a lawyer. Like an answered prayer, he was given a chance to not only serve the government but also, with his clear vision and determination, to transform Ospital ng Muntinlupa into a local government hospital with expanded and improved delivery of health care services.

Years before he assumed the responsibilities as Chief of Hospital, it had been reported that Ospital ng Muntinlupa was in critical condition—beds, medical equipment, instruments, and rooms in the hospital were due for repair; hospital inventory was inadequate, suppliers were supervised poorly; and outsourced services contracts were disadvantageous to the city government of Muntinlupa, resulting in financial catastrophe and low morale among the employees. Like many local government hospitals, Ospital ng Muntinlupa faced problems all too common to post-devolution of health services. He faced the challenge head on and proved that with good governance, a local government hospital can thrive and grow.

With the hospital's more than 100% occupancy rate, he increased the number of hospital beds by converting most offices of the management team, including his own, into hospital rooms to accommodate the patients. To mitigate financial catastrophe, he implemented programs that increased PhilHealth coverage among Muntinlupa residents towards universal health coverage. Ospital ng Muntinlupa became the first LGU hospital to implement the Online Rapid Enrollment with the highest PhilHealth claims among government hospitals in NCR and 98% PhilHealth coverage with less than 5% out-of-pocket expense for admitted patients.

Laying the groundwork for greater heights

Known for his anti-corruption stance in all dealings with the hospital, and believing in transparency and service, Dr. Dimatatac reviewed existing contracts of outsourced services and pre-terminated those disadvantageous to the city government. He revamped the Bids Awards Committee to directly supervise



Edwin L. Dimatatac

and monitor procurement processes so as to achieve the lowest acquisition cost and eliminated the SOP percentage benefit given by suppliers.

"I lifted the morale of employees by empowerment with accountability at the same time improving their employment status from contractual to casual and eventually to permanent position. I live by leading by example and believe in the rule that public service is a public trust," says the man known to be the strict medical director, who fought to change the culture in Ospital ng Muntinlupa, with the "Proud to be OsMun" campaign, to inspire the health workers to be proud of doing service to the community. As a result, the LGU hospital became the first of its category to be recognized as a Drug-Free Workplace.

Given the inherent limitations of bureaucracy and politics, the delivery of timely quality care can be a challenge and requires innovation in governance. Under Dr. Dimatatac's leadership, various reforms were instituted, resulting in OsMun as being the first LGU hospital to be ISO certified. He also initiated the acquisition and adoption of a Hospital Information System which automated clerical and accounting processes. The system adopted documented deliveries and consumption and facilitated a reliable inventory and audit system on a monthly or quarterly basis. As a result, the hospital's volume of services increased despite limited resources, the quality of health care improved, and the community benefited from the more accessible tertiary level health services.



The OsMun Chief of Hospital's accomplishments complement the *"Build, Build, Build"* battlecry of the current administration, ushering high-impact health strategies and programs for the Filipino community. Realizing that the backbone of a strong economy is a healthy citizenry, he transformed Ospital ng Muntinlupa not only by building infrastructure but, more importantly, by building the resiliency of its people to fully achieve personal development. This involved engaging not only the whole City Government of Muntinlupa but a "whole-of-society" approach in instituting sustainable health reforms.

He was given a free hand to select a management team with suitable credentials and experience in their respective fields of hospital operations so as to organize and restructure the institution. He was free to plan for services that needed to be implemented in the hospital,

including procurement planning and allocating the approved budget for services and programs which he believed was appropriate and necessary, to deliver quality health care and sustain the growth and development of the institution.

Believing in the power of personnel in delivering change, he professionalized employees under the process of regular evaluation by the Human Resource Department together with the Quality Management Services and Administrative Services, for intervention, action or staff movement. Recruitment of qualified middle managers to further strengthen supervision of staff and promote accountability was also instituted. The concepts of succession planning and capacity building were introduced to have highly empowered and efficient health care workers.

As a former Associate Medical Director of the Asian Hospital and Medical Center, he attracted and maintained a comprehensive roster of affiliated high-caliber health specialists. Alliance and collaboration among the consultant specialists of OsMun and the Asian Hospital and Medical Center have proven beneficial to both hospitals, as they cater to two economically diverse markets, thereby providing opportunities and clinical case management experience for both. What make Ospital ng Muntinlupa truly unique is that it is the only public hospital in the country where fees and bills incurred by patients are not free but are almost subsidized by the local government and other national agencies; thus, consultant specialists continue to affiliate and make their services available to patients.

Sustaining Good Health

Dr. Dimatatac's ultimate objective was for the only city-owned public hospital in Muntinlupa to be able to provide affordable tertiary level quality health care delivered by high-caliber experts by using subsidies from the local government and national agencies to mitigate out-of-pocket payments from patients, and to be financially reliant and capable of sustaining the growth and development of the hospital, including its staff and personnel.

To achieve this, Dr. Dimatatac created a structurally sound and locally-responsive organization capable of creating responsive policies and programs for a higher level of performance and productivity that redounded to more efficient and effective operations within the organization. He also developed linkages and collaborated with different agencies and support groups that cater to the hospital's mandates so as to sustain the health and socially relevant services and programs that benefit its constituents. Hospital resources were used to further improve facilities and purchase equipment, so that the hospital can be more self-reliant. It has maintained a roster of consultant physicians who are experts in various fields of medicine and are committed to establishing a physician residency training program. A Residency Training Program has been accredited, which will ensure a steady stream of expert physicians and specialists at the Ospital ng Muntinlupa for years to come.

After five years of Dr. Dimatatac's assumption as Chief of Hospital, Ospital ng Muntinlupa expanded its medical services with state-of-the-art equipment and hospital information system, increased hospital beds and structures, and served more

patients by highly empowered and efficient health care workers—all while generating revenues for the hospital through increased financial assistance programs and good governance. *"I believe in strengthening the autonomy of local governments, including hospitals,"* says Dr. Dimatatac.

The Future of Medical Institutions and People

The administration's next goal is to promulgate a city charter that will institutionalize the transformation of Ospital ng Muntinlupa into a highly organized LGU-owned corporation that will consistently deliver its mandate for sustainability and development. The goal entails an efficient corporate management system to generate income derived from operations. This can be achieved through the amendment of the Local Government Code by including a Local Hospital Board. By having its own mandate, its mission and objectives will remain steadfast throughout and beyond the administration of an elected chief executive.

Good governance mitigates inherent limitations and red tape through fiscal autonomy and independence. Ospital ng Muntinlupa is now a showcase of good governance and political will to deliver affordable and accessible quality health care for its constituents. The experience in this hospital is proof that devolution and decentralized health care can work.

With dedication, the transformation in a local level can be duplicated in a larger scale. Dr. Dimatatac attests that this can be done with good governance, political will, transparency, and genuine service.

Prescription to Leaders

"A leader must exemplify the concept of leading by example. A rare visionary who knows how to get things done, he must be known for strict anti-corruption stance in all transactions and believing in transparency and service. He should be influential with genuine desire to share to others the experience whatever he is now enjoying." This is the strong advice of our 2018 Presidential Gawad Career Executive Service finalist who believes in the saying *"if you dive, don't dive alone."* He believes that every task should be considered it done, and that there has to be a solution for every problem. *"Value things, and never condemn anything unless it has been utilized up to its last value. Collaborate among different agencies and support groups utilizing each and every function and benefits."*

Dr. Dimatatac believes that we have a lot of people doing great things in government service, most especially in the field of health care. However, it was the late Health Secretary Juan M. Flavio whom he looks up to. *"At 4 feet 11 inches, he was a giant in public service... an exemplary Filipino leader."*

His advice to people in public service, young and old is, *"Aim high! Be an advocate. Be passionate. First, you have to equip yourself with the proper armaments of a true public servant, to circumscribe our desires and keep our passion within due bounds toward all mankind. To make something big despite being well armed, you can't do it alone, you need an organization, and the best organization is the government service. Have a heart to join government to be able to give back to the Philippines through service. Above all, live the motto of the Career Executive Service: Isang Karangalan ang Maglingkod sa Bayan."*

ENGINEERING LIVES: The Highest Potential of Power

by Marizel Christine A. Bautista

In a profession dominated by men, this woman Electrical Engineer will always be a force to be reckoned with. Rowena Cristina L. Guevara's sharpness of the mind, grace and resilience of character, and radiating energy can only be described as electrifying.

In the past, she was offered to teach at the University of the Philippines (UP) Department of Electrical Engineering, which is indeed a prestigious offer that one could not easily pass up. In the UP lingo, being enrolled in the Electrical Engineering program means that on is "*Eng na eng* (engineering na engineering)," which in the 90s was the program for the best minds in the college. True enough, a year later, she got an offer to work in the private sector, which was not at all surprising with the intellectual and technical reputation that she holds.

"When I had to choose between staying in UP and working in the private sector, the realization that I enjoy teaching made me stay in the university. I was a Department of Science and Technology (DOST) scholar for 14 years: high school, college, and doctoral degree. I welcomed the secondment to the DOST as an opportunity to give back to the agency, and to further advance my advocacy for capacity building on a national scale." What a great example of service to people, the Oblation way!

The *Inhinyerong Bayani* prevailed wherever she went

As a teacher of Electrical Engineering for 27 years before joining DOST, she was a ready-made science communicator. Teaching bright minds and facilitating learning, negating the boredom and monotony of theories by diffusing energies into real engagement with the different actors of learning made her a master of human interaction. The academic and administrative responsibilities of being an engineering professor honed in her the skills needed in the next episode of her public

service. She was able to overcome significant challenges by being able to break barriers in the formulation and implementation of policies. *"Getting people to work together is tough, but good teachers have command of their classrooms - this has helped me expedite policy formulation that involved persons with varied interests and priorities."*

In the key accomplishments cited in her nomination for the 2018 Presidential Gawad Career Executive Service award, her roles have varied as a convener, director, and supporter of sustained follow-through, from conceptualization to execution of programs and initiatives. Building on the energies of collaboration and cooperation, she was able to work in a team by having all the stakeholders involved from the very beginning and by giving every one the opportunity to contribute. Teamwork helped make their programs exciting, have a high potential for impact, and benefit not just the science community but potentially improve the lives of Filipinos.

Engr. Rowena spearheaded the development of the Philippine Microsatellite Program with help from technology and research teams of DOST Philippine Council for Industry, Energy, and Emerging Technology Research and Development (DOST-PCIEERD). Said program involved the launching of microsatellites, establishing a ground-receiving station, training of scientists and engineers for the Philippine Space Program, and establishing a microsatellite research and development laboratory and distribution of data.

Determined to make an impact and leave a mark in the field of science and technology, the woman engineer orchestrated the Philippine Light Detection and Ranging (LIDAR) Program, a technology that enabled the Disaster Risk and Exposure Assessment for Mitigation (DREAM) Program to produce up-to-date, detailed, and



Rowena Cristina L. Guevara

high resolution 3D floor hazard maps for the 18 major river basins in the country. Under her leadership, the LIDAR Program made available precise and accurate extraction of data that could be used in formulating science-based policies to address and sustain local supply and demand in agriculture, aquatic, forestry and renewable resources.

Another noteworthy accomplishment of Engr. Rowena is the conceptualization and supervision of the conduct of the first Technology Transfer Day under the Technology Transfer Program in April 2016. The activity offered opportunities for investors, enterprises, and organizations to capitalize on the solutions offered by home-grown technologies in the areas of agricultural productivity, industry competitiveness, countryside development, environment and disaster risk reduction management, and quality health care.

These contributions were predominantly on program development and policy initiatives, which successes are rooted on the involvement of the stakeholders from the very beginning. The key is "Having ownership of these initiatives meant half of the work of ensuring their sustainability is done. Setting clear timelines also helped keep the programs and initiatives on track. On the practical side, allocation of multi-year budget and regular reporting of progress to the stakeholders helped in sustaining the programs and initiatives," she shares.



She believes that *“the demand on public servants is continuously increasing as our population grows. We need to innovate to meet public expectation while working within the available government resources.”* She calls on competent and patriotic Filipinos to be open to working with other government agencies, the academe, and the public sector – as *“the results are inspiring and leads to workable innovations.”*

On leadership in government service, she firmly believes in integrity, humility, courage, and compassion as core values that a leader must possess to be effective, efficient, and able to quickly move forward. She sees these values as *“infectious and make the working environment less stressful, make the subordinates and peers receptive to change, and ensure outstanding public service.”*

The Mentor's Mentors and Her Advice

DOST Secretary Fortunato T. de la Peña and Dr. Sergio S. Cao have influenced the way Engr. Rowena relates to people at work. She admires the way they have applied their innate kindness and cheerfulness to how they lead their respective organizations. UP Emeritus Professor Emerlinda R. Roman and Emeritus Professor Erlinda S. Echanis have also helped her cultivate perseverance, see the long view, support young leaders and learn from her mistakes. Former DOST Secretary Mario G. Montejo and former Undersecretary Amelia P. Guevara, on the other hand, helped her visualize and logically pursue programs and projects through to the end. Dr. Magdaleno B. Albarracin taught her the importance of timing, and how to lead from the sidelines.

Gratitude is a fine virtue of this wise woman, who looks back to the energies that helped her engineer her way up these

bureaucratic and academic ladder, as well as her personal development. A good teacher is indeed a good student.

The woman of good energies advises people in government and fellow public servants that *“It is a privilege and honor to be part of government service. When you enter government service, your intention must be pure; you should be knowledgeable and must continue honing your skills; you should be willing to make sacrifices; and you should be your best self in delivering service to the Filipino people.”*

She engineered capacities by transforming her students into capacitors who gave power to the nation in their different endeavors as scientist-scholars of the land. She developed modules of human collaboration and synergies to formulate policies and systems that would create better lives for Filipinos and usher sustained growth. What higher level of engineering could there be than this? Engr. Rowena Guevara, an epitome of woman empowerment, *eng na eng ka talaga!*

The Hero in White Coat

by Marizel Christine A Bautista

While others dream of flying out as soon as they graduate, one doctor was already dreaming of serving the poorest of the poor while still in medical school. True enough, after earning his medical degree from the University of Visayas in 1993, Dr. Sangkula G. Laja went to Bongao, Tawi-Tawi to visit his brother. Little did he know that this short vacation was about to turn into an eye-opening experience. He observed so many things affecting the people in Tawi-Tawi, who are far from modern and urban medical facilities and amenities. One day, he visited the provincial hospital, the Datu Halun Sakilan Memorial Hospital (DHSMH), where he found out that the facility had only two doctors. There was no electricity, no regular water supply, no medicines, and no means of communication to contact medical personnel.

Immediately, he volunteered to help the less fortunate patients of the area. He chose to serve his own people and remained in this native island paradise than work abroad to look for greener pastures.

As a young resident physician in government service in 1995, he saw the need for a surgeon in these inaccessible islands. He volunteered for the residency training in general surgery in 1997 at the Cotabato Regional Medical Center, Cotabato City. After completing his residency training in surgery in 2001, he became the Chief Surgeon of DHSMH. Many poor patients did not spend a single centavo for the services he rendered.

With his strong passion to reach out to the needy, he again volunteered to become the municipal health officer of Sitangkai, a remote island-municipality that had been doctorless since time immemorial. With two island municipalities under his care, he did not mind doing extra work without additional compensation as he believes that “the secret to achieving happiness is not in doing what one likes to do, but in liking what one has to do.”

In 2002, he and his team started a project for the poor patients of the province called “Accessible Surgery for Rural Indigents.” Using a “floating clinic,” they



Sangkula G. Laja

sailed from one island municipality to another, and in collaboration with local officials to render surgical and medical missions, mostly in far-flung island-barangays, serving thousands of less fortunate patients. Together with his army of volunteers and health workers, they sailed from one area to another just to reach people who needed health services, and they conducted countless community assemblies in remote places educating people on the benefits of family planning, reproductive health, AIDS, and prevention of malaria and dengue diseases.





The Quests of the Man in White

For three decades, malaria in Tawi-Tawi had been the scourge of the island's residents. Many people died, and malaria became a hindrance in the socio-economic development of the province. Our servant-hero in white involved himself in the campaign against malaria in Sitangkai using community-based strategies called *"Strategies to Prevent, Eliminate And Reduce Malaria in Sitangkai (SPEAR)"* Malaria Project or in local dialect *"Budjak Malaria."* The collective and untiring community efforts on malaria control prevented the surge of cases and deaths from malaria, reducing the cases from the thousands to zero.

In the field of public health, even with financial constraint, Dr. Sangkula was able to upgrade the standards of all health centers in his area of responsibilities. At that time, the facilities were the only ones in Tawi-Tawi accredited with PhilHealth as OPB and Maternal Care Package health facilities. To open an access to low-cost and high-quality medicines to island people, the *Botika* ng Barangay network was institutionalized in Sitangkai. In 2009, one of its outlets won as the Best Performing *Botika* in the entire Philippines.

To educate the people on the modern concepts of health, he anchored a radio program called *"Health Center on Air"* in 2007 on the local radio station DXGD Health Center on Air to promote disease prevention and healthy lifestyle, and improve the health-seeking habits of the island folks. A TV health program called *"Pag-ayad sin Pamaranan"* aired three times a week over local TV station Golden Channel 50 was also created to complement the radio program.

In 2008, to address the health needs of poor residents in the far-flung and remote island municipality of Sitangkai, Dr. Sangkula established the Sitangkai Community Hospital, a ten-bed primary hospital on stilts equipped with birthing clinic facilities and complete with emergency and essential medicines. The only hospital for a population of 40,000 and for a municipality ranked number one in malaria cases in the province, Sitangkai Community Hospital was a great help to the poor patients, especially the Badjaos, a marginalized and underprivileged indigenous Muslim tribe of Tawi-Tawi.

In April 2013, Dr. Sangkula was appointed and promoted to Medical Specialist IV of IPHO-Tawi-Tawi and was designated as the Chief of the Public Health Division. By implementing the same community-

based strategies during his stint in Sitangkai, they were able to reduce cases of malaria as well as infant and maternal mortalities. Home deliveries by traditional birth attendants declined from 98% to 71%, and deliveries handled by TBA also decreased from 50% to 8% in two years' time.

In September 2014, he was reassigned as the OIC Chief of Hospital in one of the non-functional district hospitals in Tawi-Tawi, the Tuan Ligaddung Lipae Memorial Hospital in Sapa-sapa Island. With great sacrifice on his family time, he accepted the challenge of improving the hospital building which was dubbed as *"bodega hospital"* or *"ghost hospital."* In six weeks, they were able to transform the 30-year old dilapidated hospital into a new and people-centered functional medical facility with 100% increased admissions and consultations. The newly revitalized hospitals provided free medical services and medicines to both in and outpatients. To improve the health services of the district, he established a mobile surgical medical team called K.S.P. Team or the *Kasahapan sin Pamaranan* meaning *"good health team."* The team went from one island to another, reaching as far as the remote Mapun and Turtle islands to perform surgeries like cyst and cataract operations which the residents cannot afford.

Less than a year after his assumption as District Health Officer, in June 16, 2015, he was appointed as the new Provincial Health Officer of Tawi-Tawi. In just four months, him and his team were able to transform the much publicly criticized DHSMH into a premier and service-oriented government public hospital, operating with the new people-oriented vision and mission, and reengineer organizational structure that empowered everyone to provide prompt, responsive, and quality medical and laboratory services in the field and in hospitals.

Last year, the Civil Service Commission awarded him the 2017 *Pag-Asa* Award. This year, their team is proud for Dr. Sangkula's recognition as one of the 2018 Presidential Gawad Career Executive Service finalists. He shares these recognitions with his fellow health workers who toil day and night with dedication and passion to serve the Filipino people.

How he overcame odds

Our hero had to overcome four major challenges in his leadership journey: first, improving the poor health care services not only in the hospitals but also in the community- the hospital was deteriorating and the poor had no access to quality health services; second, lifting the spirits of the demoralized and neglected health workers in the different islands of Tawi-Tawi no one was looking after their welfare and their working environment; third, fixing the health system which was fragmented, ineffective, chaotic and almost nonexistent, with the poor people greatly affected; and fourth, addressing the limited health resources from manpower, infrastructure to basic medical equipment.

To remedy the situation, he evaluated everything like a good doctor, probing, scanning, getting vital data, and going around the different islands evaluating the health system and conducting consultative meetings. Upon examination, his diagnosis was that the health care services and health system

were in a poor state because there was no clear vision and mission for the health services. It seemed everybody was going in different and opposite directions and plagued with the *kanya-kanya* (every man for himself) syndrome.

Dr. Sangkula called everyone to a provincial consultative conference involving all doctors, midwives and barangay health workers to involve, empower, and motivate them to be driven by a clear and comprehensive vision centered on providing urgent medical services to people, especially those who had no means at all. He helped instill in them the teachable lesson that serving the people is an honor even with less financial compensation.

After a series of consultative meetings, a new welfare system was instilled and everyone was encouraged to innovate and suggest solutions. The chief hero made more public health heroes among his people and made sure that decision making was participatory. Heroism was spread with empowerment.

Because of improved and people-centered services provided by motivated, empowered, and competent health workers, more people started to avail themselves of DHSMH's services. Internal revenues from PhilHealth and local fees increased, sustaining operations and providing funds for repairs and improvement of infrastructure, acquisition of equipment, hiring of personnel and making basic and essential medicines available to the patients.

The Rx of Success

The hero-doctor encourages his CESO colleagues to stick to the ideals that are embodied in the Career Executive Service: Competence, Excellence, and Sincerity (CES). *"Public servants must remember that there is honor and greatness in serving our people which money cannot buy. Being a public servant, whatever role we have, we can affect change in our communities. Effective and compassionate public servants are the pillars of the good government."*

He shares his work ethics, which form the letters of the word *SERVICE*. For him service to the people must be:

Sincere - service must be without reservation and from the bottom of the heart;

Excellent - we always strive and ensure that services provided must be excellent;

Responsive - our services must address the health needs and problems of the community;

Values-oriented - honesty and dedication to work are still the best policies;

Innovative - public service must be innovative and sustainable;

Compassionate - a public servant must be compassionate and culture sensitive; and

Equitable - we must readily serve all people regardless of their economic and social status.

The Hero's Legacy of Service

His late father was a Career Executive Service Officer who excelled in the field of education. When Dr. Sangkula was growing up, he saw the ideals and principles of a CESO in his father's work. He died a poor man in government service, but he was admired most by fellow Muslims. He was also praised by the people in terms of education reforms in ARMM.

"My father's teachings and love for public service inspired me to follow his footsteps. He was one of the first few Muslims to become a CESO. He said to me once, strive hard to study and become a real CESO, a CESO always uses his heart, mind, and soul in serving the community. Be competent, strive for excellence and be sincere in public service."

Our medical innovator and hero in white coat, who has touched the lives of the people in and out of his community, has helped affirm our faith in the Filipino public manager.

VOICE FROM THE GROUND: The Success Story of Alexander, the Farmer of Man

by Marizel Christine A Bautista

A Tale from Alexander R. Madrigal

Dear CESOs,

Struggles and hardships provide a training ground for children to be creative and adaptive to survive. Being the first born of six siblings and surviving from the meager provisions of a military parent has honed my innovative skills at an early age to augment our family income by fishing in the lake at early dawn and sun-drying it late morning, selling “kakanin” early afternoon, and washing cars later on ‘til dusk. I even worked as a garbage collector at the University of the Philippines Los Baños during summer while my classmates were taking their summer courses. My love for labor and its dignified value became my friend, a treasure that I nourished early in childhood while at the same time learning discipline, communication skills, and self-confidence.

Although my father wanted me to follow his footsteps in the military service, my heart was always leaning towards pursuing a career in agriculture. To provide a glimpse of hope for my father’s desires, I took up advance ROTC courses for an option to be a commissioned officer in case I opted to change career. It was then that I learned to be an officer and a gentleman honing further my leadership, organizational and strategic thinking abilities.

I witnessed most of my classmates in the university get what they wanted before reaching the age of 30: a new car, a managerial position, a fat salary, and perks in life while I passionately continued my research and teaching works in the university while raising my family. In the course of time, I later discovered that I was actually gaining more wisdom, intellectual capacities and faculties, creative and innovative skills, critical and analytical thinking, and managerial skills and yet

travel free in continents I only dreamed of... for free.

When I joined Nestle Philippines in 1988 as a Farm Manager and Supervising Agriculturist, I realized that the corporate setting helped ignite my passion for creativity and innovation as I started to address real challenging problems in the business world. In the course of three years I was able to develop grain cleaning and grading machines that became the prototype for other Nestle farms in Asia. By then, I already read about the inspiring new programs and thrusts of the Department of Science and Technology (DOST) under the leadership of former Secretary Ceferino Follusco III, especially on technology development and commercialization, and I told myself that if ever I go back to government service, it will be at DOST.

By fate, my boss in Nestle, the late Professor Hipolito B. Aycardo, joined DOST as Regional Director for Southern Tagalog region in 1989. With his prodding, it took almost a year for me and my wife to decide to follow him to DOST.

It wasn’t easy to join an organization with an aged and traditional management. The insecurities and trust of the senior leaders became a challenge even with a good boss on top. As a Supervising Science Research Specialist, I became a part of the historical establishments of the provincial offices where I supervised all the newly hired provincial directors of DOST in 1991 and in the establishment of our new regional office and laboratory building at Los Baños in 1997 and Provincial Office and laboratory buildings in Batangas, Palawan, Marinduque and Cavite...”

Alexander’s has many more teachable moments and stories to share but above all, the lesson he holds close to his heart is this:



Alexander R. Madrigal

“I believe God has made each one of us with an inherent trait for creativity predestined for His purpose which is within us to discover and nourish with respect to our freedom of choice as we journey thru life. Indeed, life is not a race but a journey.”

His Field of Dreams and Accomplishments

The DOST’s journey to innovation responds to its mandate of providing central direction, leadership and coordination of scientific and technological efforts, that would result in maximum economic and social benefits for the people. The enactment of RA10121 or the Philippine Disaster Risk Reduction and Management Act put DOST at a vantage point to implement innovations and proactively participate in the attainment of the agency mandate.

Seeing this as an opportunity, Alexander started building up the human resource capabilities of their Management Information Systems (MIS) Unit which was, at that time, with very limited ICT skills, experience and manpower. He put forward a challenge to the MIS Team on the development of an information system which would complement RDRRMC IV-A’s disaster information dissemination.

The success of this initial step brought about a stream of ICT-enabled innovations resulting in service diversification through the creation of SMART systems that are adoptable by



other government agencies. Among these are on LGU-level information dissemination, water quality monitoring, business services, research and development database, health data acquisition, 21st century education and office process improvement.

Collaboration is the key to DOST Region IV-A's successful infosystems implementation. They have closely collaborated with the beneficiaries and included them in conceptualizing and providing specifications for their systems while drumbeating their primordial role in ensuring that the systems are implemented successfully and attain their intended purpose. Vertical and horizontal support to anchor the project made it easier for them to formulate and implement the innovations.

As an official of the DOST and a father of many innovations and breakthroughs in science and technology, Alexander has contributed in winning the technological revolution for a smarter Regional System Operations and Disaster Risk Prevention and Mitigation; forming a network of strong synergy towards shared growth and development; and strengthening of Provincial Science and Technology Centers thru the establishment of innovative infrastructure and support facilities.

Humanizing innovativeness, he led the development and implementation of ICT-based strategies and approaches

for regional system operations and disaster risk prevention and mitigation and made the organization a prime mover of innovation that improved service delivery, curtailed risks and made resilient communities. Consistently at the forefront of consolidating technical knowledge into practical and workable systems that facilitate development, he always aimed to humanize and personify their tagline, *"prime mover of innovation."* He pursued the application and transfer of the benefits of modern science and technology, particularly in rural areas so that the great majority of our people through higher productivity and increased earning power.

All of these would be impossible without his workforce and collaborators whom he considers as his backbone in realizing these innovations. *"It must really be teamwork, strengthened by the urge to heed the way beyond traditional collaboration to the much larger intellectual intersection of disciplines, which paved way for our self-initiated breakthroughs in science and technology."* As the director, he let his workforce speak and capacitate themselves to produce systems would be of great help to the organization and the community. He never fails to have a seat with them and strategize as necessary on how they can make focused and fixated needs-based projects for the office operations and for the benefit of the communities. He strongly believes that team guidance is a must-have while planning, and

effective communication are required to foster effective teamwork. He and his team's efforts in strengthening international and local linkages paved the way for functional project collaborations that are geared towards socio-economic development. These projects resulted in the upgraded street food vending, as well as the production of globally-competitive food safety experts.

Sustainability is not an issue in Alexander's office since the employees' core competencies are already developed, the technical sustainability of the projects and generation of new accomplishments are guaranteed. After each system has been deployed, the technical support for the project continues. Stipulated in the memoranda of agreements are sustainability clauses involving partner agencies to continue implementing the project even after completion.

Information systems are transferred to the systems adoptors, not only allowing them to revise and customize those systems based on their organization's needs but also requiring them to provide DOST-CALABARZON the source codes which can be used to update the main system and contribute to its full enhancement.

There are also rolled out information systems which allow DOST-CALABARZON to track the system usage after it has been rolled to the adoptor. These are used further to ascertain if the system is used, follow-ups and recommendations are made, and additional support and services are rendered to sustain the system's use.

IT systems development seems like agriculture with its systems of planting, tending and harvesting which Alexander studied decades before.

In the financial aspect, projects are allotted with sufficient funds for operations which are evidenced in the yearly financial plan. If more funds are needed to sustain the projects, the organization can opt to propose it to funding agencies such as PCIEERD, DOST Central Office, PCAARRD, etc. but with additional major deliverables.

The partnerships forged through with project MOAs and MOUs ensure accomplishments' sustainability.

Moreover, the favorable results of the projects have resulted in more projects with partners.

With Alexander at the helm, DOST-CALABARZON has made a commitment for continuous development in science and technology to ensure its competitive advantage beyond its zone. Being the frontliner of S&T innovations in the region, the innovativeness of the DOST-CALABARZON team will continuously facilitate needs-oriented delivery of science and technology services such as technology demonstration and transfer beneficial to the people in and out the CALABARZON.

Persist, Put Passion and Propagate

Alexander's advice to fellow servants and change makers in the public sector is this: *"Every journey to innovation doesn't guarantee you favorable results in a one-time attempt -- it's a long process and failing is part of it. But the best way to effect change is the virtue to rise up and continue the journey amidst all the hindrances. Passion is a strategy. Develop a passion for learning to continually outgrow what makes you motivated to achieve your goals. And never forget to propagate. Make ways to radiate your innovation and benefit the people."*

His idea on leadership traits are close to what he does and possess. As the cycle of innovation becomes their way of life, humanizing their agency's core values has always been his creed to heed the way to desired inclusive development. These include dynamism, teamwork, innovativeness, customer focus, passion for excellence, and leadership. For him, an innovative mind is a must-have for a leader. He must be avant-garde, seek to transform the lives of the people, map networks and build collaborations, and unfold the maximum potentials of his workforce. But beyond all, integrity and humility must always be present in a leader.

A Man of Gratitude

The Director owes a lot of what he is now to his wife, Junie Pamulaklakin Madrigal, who has been his spiritual compass and moral guidance to cautiously journey in his career. Most of all, Junie has always inspired him to live a life above the level of mediocrity.

He still looks up to his father because he has provided him an exemplary attitude towards commitment to service and a balanced family life fortified by the faithfulness and care of his mother. The late Professor Hipolito B. Aycardo, with whom he shared a great part of his public service, was his true friend who always

valued and sponsored his innovative ideas, and even in his last days, has reaffirmed before all DOST regional executives his support for Alexander's directorship after his retirement.

He also acknowledges Dr. Noel G. Mamicpic, his mentor and adviser since his undergraduate days. His humility and compassion always remind Alexander to bring out the humanity in his leadership and management roles.

Some Words from the Man of the Field

"Don't just get a job. Get a life in your job. Work and uphold the development of the community and the country as a whole. Do not stop, dream and be the innovator of communities."

The man has written a well-versed story as he walked a thousand miles soaking his feet on many fields. Through it all, he is reminded of the values of decent labor, integrity, humanity, love of country and his people, and the power of ground rooted dignity. He has sowed the seeds with his mark of service, and he reaps the glory of a fine harvest. Truly, Alexander, the great agriculturist, cultivated the soil for his people to live better lives, and helped them prepare for the seasons ahead.



CELEBRATING THE CES:

45 Days of Convergent Service

A series of approximately 20 thin, parallel, wavy lines in a light yellow-orange color, flowing from the left side towards the right, creating a sense of movement and depth at the bottom of the page.



People

Planet



Prosperity

Peace



Partnership

Built upon a strong sense of camaraderie coupled with a deeper appreciation for nation-building, the Career Executive Service launched a 45-day commitment entitled “Serbisyong CESO, Kalibre 45: Community Passion (ComPassion) Projects” in celebration of its 45th Founding Anniversary, which brought together CESOs and CES Eligibles from various national government agencies, as well as charity organizations and individual volunteers from all walks of life.

Officials spearheaded and engaged in initiatives that were geared towards the 2030 Sustainable Development Goals on People, Planet, Prosperity, Peace, and Partnerships. These meaningful projects were launched across Luzon, Visayas, and Mindanao, proving the adage that “compassion knows no boundaries.”

As you read on, may these ComPassion Projects further ignite the flames of purposeful public service!



Rise Against Hunger

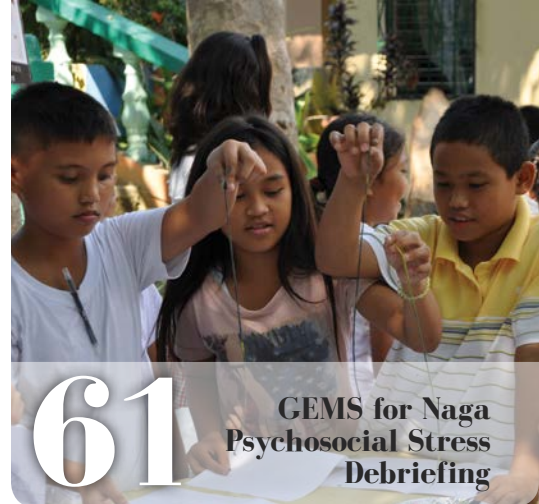
360,000

highly nutritious meal packets were prepared by career officials from different agencies and regions and donated to landslide victims in Itogon, Benguet.

#MealPackagingEvent
#CESBxRiseAgainstHunger
#EndHungerSDGoal2

58 elderlies of Bahay Pag-ibig in San Fernando, Pampanga bonded with members of the Central Luzon Association of Regional Officers in a day of songs, laughter, and genuine joy.

#HaranaSaBahayPagibig
#CLARO
#PromoteWellBeingForAllSDGoal3



61 GEMS for Naga Psychosocial Stress Debriefing

families who survived the Naga, Cebu landslide participated in the Psychosocial Stress Debriefing conducted by DepEd Region 7 and PASS 7 at the Cepoc Central School and Mormon Church Evacuation Centers. The evacuees were also treated to a film showing and participated in relay games and dream catcher making.

#GEMSforNagaPsychosocialDebriefing
#DepEdRegion7xPASS7
#PromoteMentalHealthSDGoal3



Christmas in October for the Kids at PCMC

170

in-patients of the Philippine Childrens' Medical Center received Christmas bags with goodies donated by kind-hearted officials from the Presidential Management Staff, Department of Labor and Employment, Department of Education, Department of Finance, Department of Public Works and Highways, and Department of Environment and Natural Resources

#EarlyChristmasCheersForKids
#PCMCxCESB
#EnsureHealthyLivesSDGoal3

59 displaced families due to the onslaught of Typhoon Ompong in La Trinidad, Benguet received meal packets prepared by career officials during the ComPassion Project kick-off. The Cordillera Administrative Region Executives (CARE) and volunteers from Caritas-Baguios also joined in the meal packet distribution and feeding program.

#MealPacketsDistribution
#CESBxRiseAgainstHunger
#EndHungerSDGoal2



Meal Packet Distribution and Feeding Program

268

women patients of the National Center for Mental Health (NCMH) received personal hygiene kits and participated in a series of games facilitated by Psychology and Social Work students from the Central Colleges of the Philippines.

Celebrating World Mental Health Day



#WorldMentalHealthDay
#InnerWheelClubManilaxNUCESO
#PromoteMentalHealthSDGoal3



Beyond What the Eyes Can See

25 visually impaired school children at the Resources for the Blind, Inc. (RBI) in Cubao, Quezon City were treated

to fun-filled activities such as parlor games, arts and crafts, and giftgiving in a two-hour program organized by LexisNexis and the CESB.

#TreatsForVisuallyImpairedKids
#ResourcesForTheBlindxCESBxLexisNexis
#PromoteWellbeingForAllSDGoal3

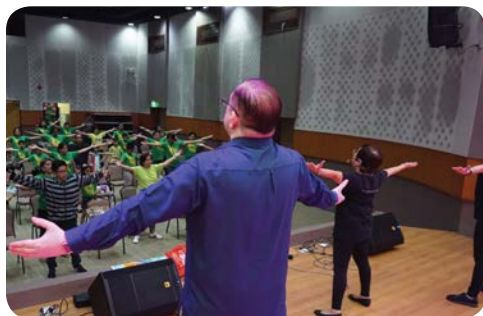
Qi-Gong Exercise

43 kids joined the Qi-Gong exercise to raise awareness for the Attention Deficit Hyperactivity Disorder spearheaded by the Department of Health (DOH) and the Autism Society of the Philippines.

#ADHDAwareness

#ASPxDOH

#PromoteWellBeingAtAllAgesSDGoal3



Learn to Read, Read to Learn



8 elementary schools in Ilocos Sur participated in the Read to Lead Program of SALDIWA Class 38 "Los Generales" to help develop the love of reading among children.

#LearnToReadProgram

#SALDIWA38LosGenerales

#EnsureAccessToEducationSDGoal4

Improvement of Day Care Center



pre-schoolers of **Maporac Day Care Center** had their learning facility renovated which was sponsored by the SALDIWA Batch 11, Class Sitaw. Representatives from TESDA also conducted skills training in Masonry, Shielded Metal Arc Welding, and Electrical Installation Maintenance for the parents of the pre-schoolers.

Project Digital Literacy Training for PDLs



#DigitalLiteracyForPDLs

#DICTRegion10xBJMPRegion10

#FosterInnovationSDGoal9

Persons Deprived of Liberty were part of the Digital Literacy Training Program hosted by the Department of Information and Communications Technology and Bureau of Jail Management and Penology Region.

Making Waves for a SERVICE with a ♥



SALDIWA Class 13, dubbed "Batch Tsunami," organized a quick yet meaningful turnover of supplies, hygiene kits, and goodies for children aged 0-12 residing at the Reception and Study Center for Children (RSSC) in Bago Bantay, Quezon City.

#ServiceWithAHeart

#SALDIWA13Tsunami

#ReducedInequalitiesSDGoal10

Compassionate Achievement of Responsible Enthusiasts

The Department of Education Division of Naga City trained interested Grade 10 students of the Cararayan National High School, as well as some teachers of District VIII to make wallets and bags out of recycled plastic wrappers to inspire and urge the youth to join the advocacy to recycle materials and transforming them into better and more creative products.



#FromPlasticWrappersTo
WalletsAndBags
#DepEdNagaCity
#ReduceWasteGeneration
SDGoal12

Para kay K (Promotion, Advocacy of Rights and Other Assistance to the Kasambahay)



45 kasambahays of Brgy. Philam Homes, Quezon City were oriented on the kasambahay rights under R.A. 10361 or the Batas Kasambahay and provided with updates on related laws by the Department of Labor and Employment in partnership with the DOLE-Bureau of Workers with Special Concerns, Public Employment Service Office of Quezon City, and Barangay Philam Homes

#PARAkayKasambahay

#DOLExBWSCxPESOQCxPhilamHomes

#DecentWorkForAllSDGoal8

Tree-Growing Activity



1,000 indigenous forest tree seedlings were planted by earth warriors in the Angat Watershed who heeded the call to protect, restore, and preserve the country's natural resources.

#TreeGrowingActivity
#DENRxDENRACEsCESB
#ProtectEnvironmentSDGoal15

2,500

propagules were planted along the Batangas coastline during a massive mangrove rehabilitation activity to protect the coast and help prevent erosion from storm surges.



Rehabilitating Batangas' Natural Wonderland

#MangroveEnrichmentPlanting
#DENRxDENRACEsCESB
#ProtectCoastalAndMarineLifeSDGoal14



Planet, Passion, Participation: 3Ps for Environmental Sustainability

Earth warriors gathered for a tree-growing, coastal clean-up, and bird-watching activities at the region's last coastal frontier.

#ProtectLPPCHEA
#DENRxDENRACEsCESB
#HaltBiodiversityLossSDGoal15

5 heritage trees in the highly urbanized metropolis, namely the Kamagong, Tangisang Bayawak, Narra, Dita, and Antipolo trees, were visited and studied by the participants in an effort to raise awareness on the DENR's efforts to build a greener Metro Manila.

#EcoTourAroundTheMetro
#DENRNCRxCESB
#EnvironmentalAwarenessSDGoal15

Making Green Metro Manila Possible



Ormoc Beach Clean-up

I-Gabay Class 33 members together with Ormoc City's Disaster Risk Reduction and Management officials took upon the challenge to restore the city's beachfront to its previous unspoiled nature by collecting and properly disposing of tons of plastic waste.

#OrmocBeachCleanUp
#GabayClass33xOrmocCDRRMO
#CombatClimateChangeSDGoal13

Urban Greening in the City of Durian and Mangosteen

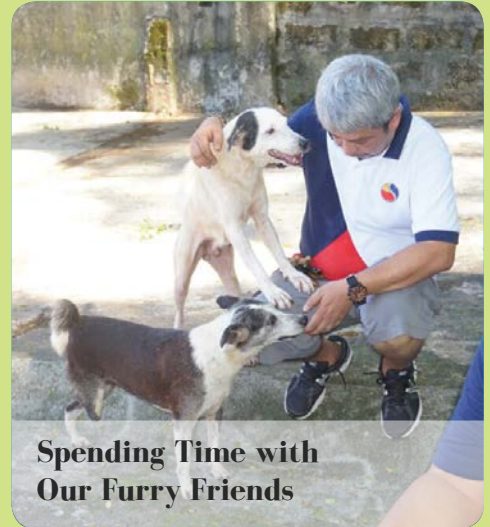


Palmera tree seedlings were planted along the banks of Lasang River in Davao City to help maintain the air quality of the city of durian and mangosteen.

#GreeningActivity
#ARENAXI
#ProtectEnvironmentSDGoal15

500 homeless and abandoned animals including dogs, cats, turtles, chickens, ducks, turkeys, and goats, were given food donations by kind-hearted animal lovers from the CES community.

#ADayWithRescuedAnimals
#LifeOnLandSDGoal15



Saving Energy to Save the Future

166 residents and city hall officials of Taguig attended the Information, Education, and Communication Campaign organized by NUCESO's Energy Sector Chapter, where topics such as the Basic Energy Consumer Rights and Responsibilities were discussed.

#BarangayCapacityBuilding
#NUCESOESC
#AffordableandCleanEnergySDGoal7



Launching of Aquaponics System

20 LRTA officials were treated to a free seminar on the Aquaponics System, which is a sustainable food supply made from scrap materials like old pipes, styro cups, and used glass that can be scaled down to fit small households.

#AquaponicsLaunch
#LRTAxATI
#SustainableDevtSDGoal14



Prutas para sa Kabataan

1,500 seedlings which include
300 fruit-bearing trees,
200 forest trees, and
1,000 forest trees were planted along the watershed area of Makilala, North Cotabato to help combat climate change and contribute to the residents' income.

#PrutasparaSaKabataan
#FruitTreePlanting
#ProtectEnvironmentSDGoal15





From Seafarers to Entrepreneurs:



A **PhP 500,000** cash prize was awarded to Cebu City-based seafarer-entrepreneur Nelson Mejia, Jr. for his Metro Cebu Express business proposal, which was recognized as the “NRCO-ISP Business Plan of the Year 2018” by the National Reintegration Center for OFWs.

**#FilipinoSeafarersDay #NRCO
#DecentWorkForAllSDGoal8**

Bayanihan Repacking for Relief



family food packs were prepared by members of the Association of Regional Executives of National Agencies in Region VII with help from volunteers from the CSC, CHED, DBM, DSWD, DOST, DENR, DOT, DOLE, NEDA, PNP, PSA, and UP Visayas.

**#RepackingForReliefVisayas
#ARENA7
#AchieveFoodSecuritySDGoal2**



GEMS for Naga - Relief Operations



1,756 students and 500 pre-schoolers received brand new educational materials while 48 teachers and non-teaching personnel received financial assistance from generous officials of DepEd Region VII and the Philippine Association of Schools Superintendents as part of the GEMS for Naga run in the province of Cebu.

**#GEMSforNagaReliefDistribution
#DepEdRegion7xPASS7
#EnsureQualityEducationSDGoal4**



Bayanihan Repacking for Relief for Typhoon Ompong Victims



Officials from DSWD, CESB, and the Coast Guard joined hands in preparing and packaging food packs containing six kilos of rice, eight canned goods, and six sachets of coffees for the families that survived the onslaught of Typhoon Ompong in Luzon.

**#RepackingForReliefLuzon #CESB
#AchieveFoodSecuritySDGoal2**

Oplan Biyaheng Ayos



LTO Region IV-A conducted clearing operations on areas near and going to cemeteries, pre-departure inspection of buses, and counter-checking of drivers' and conductors' licenses in compliance with the Oplan Biyaheng Ayos! UNDAS 2018 of the DOTr-LTO and in observance of All Saints' Day.

#OplanBiyahengAyosSaUndas
#LTOCalabarzon
#FosterInnovationSDGoal9



Skills Training on Perfume Making



22 recipients of the Pantawid Pamilyang Pilipino Program (4Ps) in Barangay Macatoc, Oriental Mindoro benefitted from the Skills Training on Perfume Making with Product Costing and Pricing, which was organized by the DTI Oriental Mindoro, through its Negosyo Center Victoria and LGU Victoria.

#SkillsTrainingOnPerfumeMaking
#DTIOrientalMindoro
#DecentWorkForAllSDGoal8



Handog Titulo

45 free residential patents were awarded to the same number of beneficiaries from Makati, Paranaque, Pasig, Pateros, Taguig, and Valenzuela through the Handog Titulo program of the DENR.

#HandogTitulo #DENRNCrxCESB
#EndPovertySDGoal1



Retirement (In)security: Why Financial Literacy Matters

Experts from top financial institutions gave lectures on how to invest, manage, and safe keep retirement bonuses and financial resources before the retiring government employees of ARENA 7 during the Retirement (In)security Program jointly organized by Association of Regional Executives of National Agencies in Region VII and NEDA Region VII.

#FinancialLiteracyForRetirables
#NEDA7xARENA7
#PromoteWellBeingForAllSDGoal3



GEMS for Naga - Candle-Making, Lantern-Making, and Dish Gardening Workshop

32 families who were affected by the landslide were given support and encouragement through various normalization activities through the GEMS for Naga Project organized by the DepEd Division of Naga City. Residents learned how to create masterpieces from scratch in a series of candle-making, dish-gardening, and lantern-making workshops.

**#GEMSforNaga #DepEdRegion7xPASS7
#PromoteProductiveEmploymentSDGoal8**

GEMS for Naga - Normalization Activities Rug and Floorwax Making, Pillow Case Sewing



In the second run of the GEMS for Naga Program, landslide survivors were not only taught to make rugs and sew pillowcases as part of the livelihood programs. They also participated in *poso* making (hanging rice), chiffon cake baking, and *embutido* making. In the spirit of the holiday season, some residents were more keen in learning the basics of making Christmas lanterns.

**#GEMSforNagaLivelihoodTrainingPrograms
#DepEdRegion7xPASS7 #PromoteProductiveEmploymentSDGoal8**



V.I.S.A. Free Project

The BJMP hosted simultaneous activities for visitorless, indigent, sick, and aged PDLs of Makati City Jail, which includes a medical and dental mission, feeding program, gift-giving activity, and a lecture on lactation and breastfeeding for the women residents. The highlight of the event was the mini reunion of PDLs and their families which was sponsored by generous BJMP officials.

**#FreeDayForPersonsDeprivedOfLiberty
#BJMP
#PromoteInclusiveSocietiesSDGoal16**





Food Donations for Detainees
Fairview Police Station5

138 persons deprived of liberty (PDLs) received 25 kilos of rice, 3 kilos of hotdog, and 3 trays of eggs from current and past employees of the CESB.

#FoodDonationsforDetainees #CESB
#AchieveImprovedNutritionSDGoal2

Drugs no more, Health pa more, School pa more



The Inner Wheel Club of Bacoor District 381 and DOH jointly launched an educational campaign on the ill effects of illegal drugs and teenage pregnancy dubbed "Drugs no more, Health pa more, School pa more" for the students of Emilia Ambalada Poblete National High School.

#DrugsNoMoreEducatePaMore #InnerWheelClubBacoorDistrict381
#PromoteWellbeingForAllSDGoal3



Kalinga para sa mga Bilanggo

2,082 PDLs of Lumbia Jail received free medical check-ups, psychiatric examinations, and dental services, as well as minor surgeries from the officials of the Career Executive Officers in Northern Mindanao and DOH. 448 pairs of slippers and 197 yellow shirts were also distributed during the event.

#KalingaParaSaMgaBilanggo
#CEONMxDOH10xBJMP10xCESB
#PromoteInclusiveSocietiesSDGoal16



Oplan: Bantay Kalusugan ng mga IDPs ng Marawi



500

residents including kids, pregnant women, and senior citizens of Marawi City who were affected by the region's six-month siege received free medical consultation and minor surgical operations, treatments and mass vaccinations, vitamins and food supplements, psycho-social first aid, trauma counseling, even therapeutic massages and musical entertainment during the "Oplan: Bantay Kalusugan para sa Mamamayan ng Marawi, Para sa Kapayapaan" Program spearheaded by Dr. Alinader D. Minalang of the Integrated Provincial Health Office of Lanao del Sur.

#BantayKalusuganParaSaKapayapaan
#DOHARMM
#GoodHealthSDGoal3



October Christmas Cheers for Children

60 street children from Cebu City received blessings such as hygiene kits, shirts, raincoats, umbrellas, notebooks, lunch boxes, and assorted food packs, among many others, from their *titos* and *titas* from the Association of Regional Executives of National Agencies in Region VII.

#TreatsForVisuallyImpairedKids
#ResourcesForTheBlindxCESBxLexisNexis
#PromoteWellbeingForAllSDGoal3





Bursary Program Launch with Child Safety Seminar & Technical Training for Women

Graduates of the SALDIWA Training Course Class 36 visited their host community in Sapián, Capiz to give back to their families through a day of Child Protection Seminar, Technical Training for Women, and Scholarship program launch.

#BursaryProgram
#SALDIWAClassBilao
#EnsureOpportunitiesForAllSDGoal4



5,000

participants joined the fun run for a cause where proceeds would support the annual medical lab tests of members of the Dagupan City Public Schools Teachers and Employees Association.

#TakboParaSaGuro #DepEdDagupanCity #PromoteWellBeingForAllSDGoal3



Score Your Best on College Entrance Exams: Practical Tips before taking College Admission Tests (San Francisco High School, Quezon City)

300 Grade 12 students of the San Francisco High School in Quezon City learned practical tips on how to best prepare for university or college admission exams.

#SeniorHighPrepForCollege
#EnsureAccessToEducationSDGoal4



Curong Pilipino: Turo Mo, Kinabukasan Ko (La Union)

7,000 teachers and non-teaching personnel throughout La Union were recognized for their tireless efforts and unwavering commitment to hone the young minds of society.

#WorldTeachersDayCeleb
#DepEdLaUnion
#PromoteWellBeingForAllSDGoal3



Together Making Difference: Medical and Dental Mission (Nueva Ecija)

The Rotary Clubs of Manila 101, Valenzuela East, and Southern Pampanga joined hands with the Department of Health for a medical and dental mission for the residents of Barangay Bucot in Aliaga, Nueva Ecija.

#MedicalMission #RotaryClubsOfThePhilippines
#EnsureHealthyLivesSDGoal3

ART ATTACK: Bringing arts and crafts to the pre-schoolers of Brgy. Holy Spirit (Yakap Day Care Center, Quezon City)



80 pre-schoolers of Yakap Day Care Center in Barangay Holy Spirit received brand new arts and craft materials such as coloring books, crayons, as well as toys from their neighbors, their ates and kuyas from the Career Executive Service Board.

#ArtMaterialsForPreschoolers
#CESBxYakapDayCareCenter
#EnsureQualityEducationSDGoal4

69 bags of blood collected from the healthy donors of Paglaum Batch 21 Class Cares, 1st Infantry Battalion of the Philippine Army, and Metro Pagadian Eagles Club will be donated to the less fortunate patients confined at the provincial hospital and medical centers of Zamboanga del Sur.

#DugoMoPaglaumKo
#PaglaumBatch12
#ImprovePublicHealthSDGoal3



Dugo mo, Paglaum ko



Puso sa Mamasapano Maguindanao (Municipality of Mamasapano)

1,000 residents of Mamasapano received brand new school supplies and fresh and canned grocery items in a gift-giving activity organized by CHED Region XII, Association of Higher Education Institutions in Region XII, and the 601st Infantry Brigade of the Philippine Army.

#PusoParaSaMamasapano
#ARDE12xCHED12xAHEIR12xPhilArmy
#PartnershipsForTheGoalsSDGoal17



Project Palung-awen (Brgy. Amguid, Candon, Ilocos Sur)

A free legal clinic was organized for the Agrarian Reform Beneficiaries for land tenurial concerns, a household survey was conducted, and battery-operated emergency radios and boots were distributed during the Project Palung-awen in Barangay Amguid in Candon, Ilocos Sur.

#ProjectPalungAwen #DAROfficials
#PartnershipsForTheGoalsSDGoal17

Project Happiness: Balik PITA (Pita, Bataan)

SALDIWA Training Course Class 15 visited their host community in Barangay Pita to share 10 sacks of rice, instant noodles, and sardines with the residents and their foster families to renew the community's spirit of hope.

#ProjectHappinessBalikPita
#SALDIWA15GrupongAmpalaya
#PartnershipsForTheGoalsSDGoal17



Dugong Alay Dugtong Buhay: Handog Pasasalamat sa mga Gurong Kaagapay (San Jose National High School, Antipolo City)

123 altruists came together during the Dugong Alay, Dugtong Buhay program to donate blood for residents who are in dire need of blood resources.

#DugongAlayNgMgaGurongKaagapay
#DepEdAntipoloXDA DBFxKnightsOfRizal
#ImprovePublicHealthSDGoal3

Gift-Giving (Sangay, Camarines Sur)

100

residents of Barangay Nato in Sangay, Camarines Sur were treated to a free haircut, manicure, and pedicure, while their kids won prizes in parlor games and watched an entertaining magic show, all hosted by the i-LAMP Primero graduates.

#GiftGiving #iLAMPPrimero
#PromoteWellBeingForAllSDGoal3



COMMUNITY PARTICIPATION: Giving Primacy to the Roles of Women as DRRM Champion (Hagonoy, Bulacan)

50 women residents of Hagonoy, Bulacan were part of the capacity-building program that aims to empower women as champions of DRRM.

#WomenAsDRRMChampions #BLGSxDILG
#GenderEqualitySDGoal5



Bicol ComPASSION (Bicol)

24 toddlers of the Reception and Study Center for Children and 26 female teenagers from the Haven for Women and Children were given toys and hygiene kits donated by various national agencies.

#GiftGivingActivity
#REDIRASV
#PromoteWellBeingForAllSDGoal3

Mental Wellness (Brgy. Holy Spirit)

35 Grade 12 students were provided lectures on mental health and wellness, particularly issues on bullying, trauma, stress, anxiety, and depression.

#MentalHealthAndWellness
#NAPCxCESB
#PromoteMentalHealthSDGoal3



Parallel Care for Persons Deprived of Liberty, Persons with Restored Liberty and their Families (Tanay Rizal)

The Parallel Care Program was launched with the aim to provide persons deprived of liberty with services relevant to their rehabilitation and reintegration to the Philippine Society.

#ParallelCareForPDLs #PPAXDSWDxDDBxBJMPxDILG
#PartnershipsForTheGoalsSDGoal17

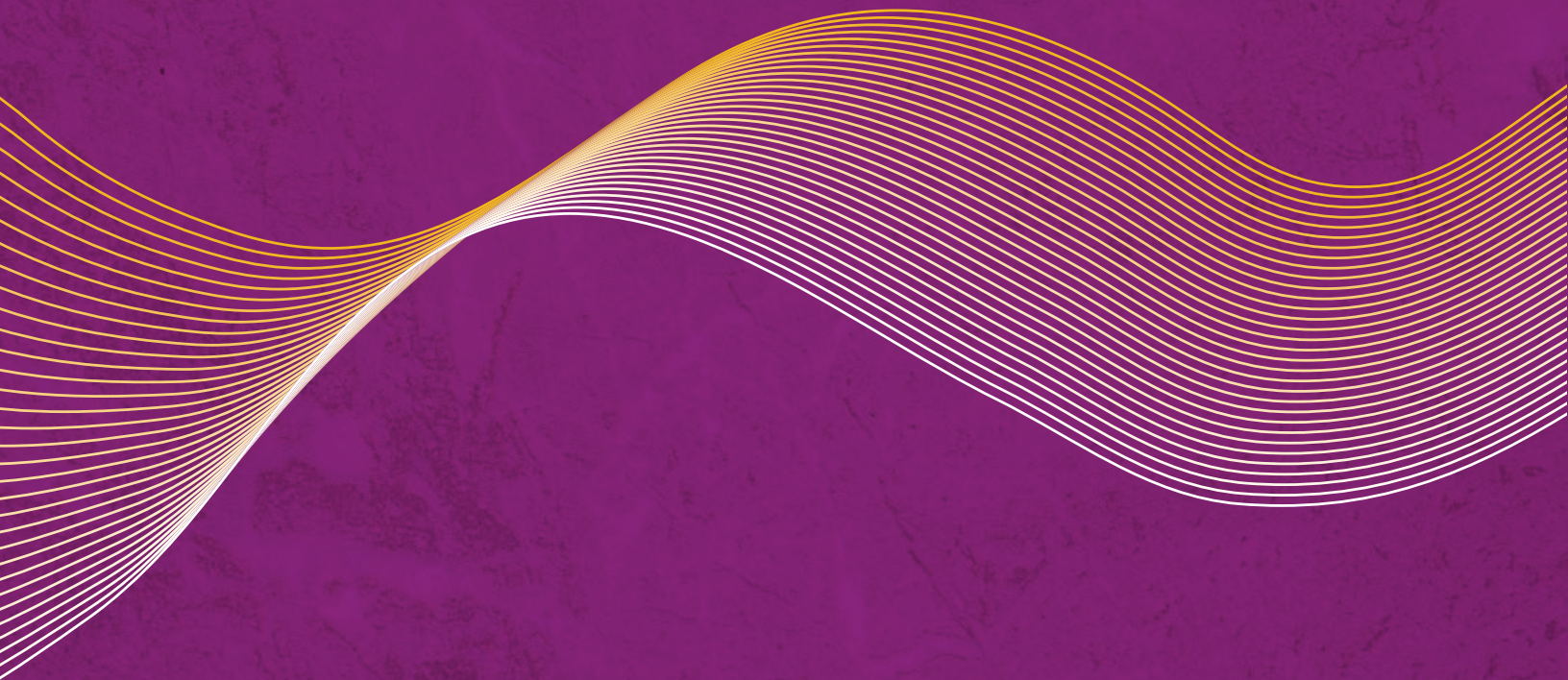
Road Safety Seminar (Tawi Tawi)

2,000 tricycle drivers learned more about the comprehensive Road Safety program while the Students Today, Road User Tomorrow Program was launched in the schools of Bongao, Tawi Tawi in Zamboanga del sur.

#RoadSafetySeminarInTawiTawi #LTOxCESOfficials
#InclusiveEducationSDGoal4



CES News



THE 2018 CES ANNIVERSARY GALA: Celebrating 45 Years of Service

by Elaine Antenor, Kirk Alfante, Chris Calugay, Joy Francisco, Ed Sabalvoro, and Chabi Tuando



Cheers to another 45 years! (Top) The CES Anniversary Gala presenters, CESB Secretariat and dancers of the Halili-Cruz School of Dance all take a graceful bow at the closing program of the CES 45th Anniversary Gala at the PICC Reception Hall last November 10, 2018; (bottom) CESB Governing Board Member Charito R. Elegir (3rd from left) being recognized as an Outstanding Panel Interviewer by other members of the CES Governing Board, as follows: (from left) Chairperson Alicia dela Rosa-Bala, Mr. Rolando L. Metin, Atty. Engelbert C. Caronan, Jr., Mr. Erwin M. Enad and Atty. Ricardo P. Bernabe III

What a fun and festive night to celebrate the 45th year of the Career Executive Service (CES)!

Members of the CES community, learning partners, sponsors and friends attended the CES 45th Anniversary Gala last 10 November 2018 at the Reception Hall of the Philippine International Convention Center (PICC), Pasay City. The landmark event provided the occasion to renew bonds, reminisce, honor and celebrate four and a half decades of memories, accomplishments, triumphs and inspiration which have infused life, meaning and purpose to the esteemed tradition of the CES.

Inspired by the theme, “*Celebrating the Power of Service*”, the gala served as the highlight of the 45-day commemorative

activities for this milestone year, each of which showcased nationwide, voluntary and multi-sectoral Community Passion (ComPassion) projects, harnessing the strength of the community and the spirit of service driving the CES. Each ComPassion project championed the 2030 Sustainable Development Goals (SDGs) centered on the themes of People, Planet, Prosperity, Peace and Partnerships, and served as a living reminder that membership in the CES is not based on position, authority or title, but on meaningful contributions to inspire innovation, improve lives and to transform organizations and society.

In her opening message, CESB Executive Director Maria Anthonette C. Velasco-Allones expressed her warm and sincere gratitude for the numerous support

extended by individual and institutional partners, making the CES Anniversary Gala possible. Executive Director Velasco-Allones aptly ended her speech by sharing her personal prayer and wish to everyone who graced the occasion, “*Beyond our 45 years, may we be blessed with physical strength, mental fortitude and amazing friendships so that we may continue to serve as we should, to give and not to count the cost, to fight and not to heed the wounds, to toil and not to seek for rest, to labor and ask not for reward, save that of knowing that we do all these following Thy most holy will.*”

The highlights of CES Anniversary Gala included the induction and oath-taking of new eligibles entering the rolls of the CES in 2018; Leadership and Management Proficiency (LAMP) Program graduation



rites; recognition of outstanding individuals, programs and institutional partners; traditional annual tribute to retiring members of the CES; honoring the memory of CES members who have passed on; and the formal announcement of the finalists of this year's Gawad CES Presidential Awards. The ComPassion Projects designed, planned, and executed from 27 September to 10 November 2018 were also featured. A detailed run-through of the event follows.

Offering and Welcome in Song and Dance

Giving life to the message of offering one's self to the call of service, the Doxology was rendered in a song entitled, *"Panalangin sa Pagiging Bukas-Palad"*, by the Philippine Madrigal Singers and interpreted in a spiritually-uplifting performance by youthful dancers from the Halili-Cruz School of Dance (HCSD). To honor the national colors, the Philippine Madrigal Singers and HCSD

dancers jointly performed *"Bayan Ko"*, evoking a sense of patriotism, love for the nation and its freedom. Commission on Higher Education (CHED) Education Supervisor II Cesar A. Adeque IV, lauded the moving performance and the powerful message it carried - love for our country, its ideals and values.

Welcoming the New CES Eligibles

A major part commencing the program was the Oath-Taking and Induction of New CES Eligibles who entered the roster of CES in 2018. CESB Chairperson Alicia dela Rosa-Bala officiated the oath-taking, induction and pinning ceremony of 33 new eligibles who pledged to live by the ideals of the CES and to become exemplary models of integrity, service and excellence. For this year, 11 new CES eligibles also graduated from the LAMP Program.

"Dazzling, enchanting, graceful, breathtaking, stunning..." Some of the many words capturing the elegance, professionalism and class of the dancers and performances of the Halili-Cruz School of Dance during CES Anniversary Gala.

LAMP Program Graduation Ceremony

The occasion also served as a gathering of peers, a reunion of classmates and a celebration of friends as three (3) batches composed of 87 public managers who constituted SALDIWA Classes 36, 37 and 38 and I-GABAY Classes 31, 32 and 33 were conferred as LAMP graduates. The graduates reminisced on the many colorful, hilarious and poignant memories and on the valuable lessons, insights and experiences they shared while undergoing various learning sessions and the Community Engagement Modules (CEMs). Making the evening truly sentimental were module



"...With pride and humility as a member of the CES". CESB Governing Board Chairperson Alicia dela Rosa-Bala leads the new 2018 CES Eligibles in their Pledge during their induction to the CES Community.

resource persons and CEM institutional learning partners who all contributed to a genuinely enriching, meaningful, inspiring and unique LAMP learning journey.

The graduates individually received a plaque and a certificate of completion for finishing the mandatory LAMP Program. *"I feel truly grateful and overwhelmed not because of the venue and the powerful program numbers, but because of the many touching, transformative and inspiring memories which flashed back in my mind when I saw my classmates,"* said Dr. Cynthia L. Ayles, Officer-in-Charge (OIC) of the Office of the Assistant Schools Division Superintendent, Division of Valenzuela City, Department of Education (DepEd), one of the LAMP Program graduates recognized in the Anniversary Gala.

The LAMP graduation was followed by "42nd Street", a lively retro-dance number by the HCSD dancers lauded as *"fabulous, world-class, parang nasa Hollywood, wonderful show, really internationally acclaimed..."*, by Mr. Arnel D. Aro, another LAMP graduate and Officer-in-Charge of the Office of the Assistant Schools Division Superintendent of Cadiz City, DepEd.

Awards and Recognition for Outstanding CESB Partners

The outstanding contributions of various individual and institutional partners were also recognized for serving as *"gems of value and lights of inspiration"* to the CES and its members. Plaques of Recognition were given by Chairperson Alicia dela Rosa-Bala and the other members of

the CES Governing Board honoring the following distinguished partners:

ASSESSORS

Nine (9) highly committed individuals from the CESB's current pool of Assessors were chosen as Outstanding CESB Assessors for their valuable contribution, remarkable commitment and active involvement in supporting the CESB's Assessment Center process. They are: Ms. Imelda C. Abueg, Mr. Alexander M. Arevalo, Ms. Maria Lourdes T. Baua, Ms. Milagros I. Hechanova, Ms. Lourdes Socorro T. Lazo, Ms. Ermarie A. Mondejar, Ms. Edelwina DG. Parungao, Mr. Ariel G. Ronquillo and Ms. Carol M. Yorobe.

VALIDATORS

The Outstanding CESB Validator award was bestowed upon 13 certified CES validators in recognition of their valuable contributions to the CESB's On-the-Job Performance Validation process. This year's Outstanding CESB Validators are: Ms. Teresita G. Arceo, Ms. Ma. Socorro M. Atay, Mr. Proceso T. Domingo, Mr. Ric G. Enriquez, Ms. Rosenda G. Fortunado, Ms. Lourdes Socorro T. Lazo, Ms. Chloe M. Osano, Ms. Edelwina DG. Parungao, Mr. Isidro D. Siriban, Ms. Christianne C. Suguitan, Ms. Josefina G. Tamondong, Mr. Ramir B. Uytico and Ms. Karin Litz P. Zerna.

PANEL INTERVIEWERS

Ten (10) Outstanding Panel Interviewers who were instrumental in the conduct of



What a (LAMP) journey it has been. (Center) Deputy Treasurer Sharon P. Almanza of the Department of Finance receives her plaque for the completion of the LAMP Program from CESB Chairperson Alicia dela Rosa-Bala and Board Member Ricardo P. Bernabe III

the CESB's Panel Interview process were also given due recognition. They are: Mr. Alfredo I. Almendrala, Jr., Ms. Virginia N. Bactad, Ms. Maria Lourdes T. Baua, Ms. Charito R. Elegir, Mr. Elmor D. Juridico, Mr. Antonio D. Kalaw, Jr., Ms. Minda S. Manantan, Ms. Mary Ann Z. F. Mendoza, Mr. Rolando I. Metin and Ms. Edelwina DG. Parungao.

INSTITUTIONAL PARTNER IN THE SPECIAL CONDUCT OF THE ASSESSMENT CENTER

Equally worthy recognition was given to the Resources for the Blind, Inc. (RBI) for its support to the CESB's advocacy to maintain equal opportunity for all CES aspirants, particularly those who are visually impaired, through its provision of technical and technological support services. This paved the way for the Philippines to make a mark in the history of AC in the world as the CESB is the first to customize and adapt its AC processes and tools to enable a visually impaired CES aspirant to hurdle the AC.

AGENCIES WITH THE HIGHEST CES OCCUPANCY RATES

Due recognition was also given to six (6) agencies that purposely promote careerism as a strategy to strengthen the capacity of their agencies in delivering public services. The agencies with the highest CES occupancy rates this year are the: 1) Department of Public Works and Highways (DPWH) with the highest CES occupancy rate at 76.8%); 2) Department of Health (76.2%); 3) Department of Trade and Industry (75.4%); 4) DepEd (72.4%); 5) Department of the Interior and Local Government (72%); and the 6) Department of Environment and Natural

Resources (DENR) with 71.8% CES occupancy rate.

CESPES-COMPLIANT AGENCIES

The DPWH also bagged another institutional award for obtaining 100% compliance with the Career Executive Service Performance Evaluation System (CESPES) requirements for calendar year 2017. The DPWH was joined by the Department of Budget and Management and Bureau of Internal Revenue for likewise having a CESPES Compliance Rate of 100% in 2017.

Pagpupugay at Pasasalamat for CES Retirees

The following retirees were honored in fitting rites during the *Pagpupugay at Pasasalamat*. They were cited for devoting the best and most productive years of their professional lives as public leader- managers and for what they left as legacies of lessons, innovations and achievements which serve as exemplars and sources of inspiration for the CES community. The 16 retirees honored during the gala night are: Ms. Ma. Venice A. Amistoso (for 39 years of service), Mr. Juanito R. Alamar (25 years), Ms. Myrna C. Cabotaje (45 years), Mr. Benito S. Alipio, Jr. (41 years), Ms. Silverlina A. De Jesus (46 years), Mr. Simeon S. Amurao, Jr. (41 years), Ms. Enelita S. Delos Reyes (39 years), Mr. Tomas B. Briñas (40 years), Mr. Morakie P. Domanday (40 years), Mr. Edgardo M. Esperancilla (41 years), Ms. Victoria H. Ramos (43 years), Mr. Reynulfo A. Juan (42 years), Ms. Beatriz G. Torno (20 years), Mr. Martin S. Valera (41 years), Ms. Emmeline I. Verzosa (21 years) and Mr. Antonio D. Kalaw, Jr. (43 years),

who previously served as chairperson of the CES Governing Board.

In Memoriam

The "*In Memoriam*" of the Anniversary Gala was a solemn and moving tribute honoring the memory of members of the CES who have passed on. They were symbolically eulogized by 45 selected men and women members of the CES who lit and offered ceremonial candles in honor of these public servants who have departed but whose invaluable contributions to nation-building and service to the people will forever be remembered.

Soprano Ena Maria Aldecoa honored the departed with a solemn and haunting rendition of Gabriel Fauré's "*Pie Jesu*" (Requiem) sung in Latin and Nadia Boulanger's "*Cantique*" (Song of the Virgin Mary) sung in French, while Mr. Christian Dino on the piano provided for the masterful background melody.

DENR Undersecretary Corazon C. Davis delivered a heart wrenching personal recollection of the sorrowful demise of her husband, Mr. Edilberto Davis, a couple of years ago, the grief she felt and the deep void left by his passing, and the comfort and assurance she felt with the warmth of solidarity and sympathy in remembrance by everyone in attendance.

A fitting tribute to life through the performance of the HCSD dancers entitled, "*Vida*", aptly capped the ceremonial event for the departed CES members by honoring their countless contributions to the service and celebrating the life they lived.



Recognizing and honoring CESB partners and friends. Looking forward to 45 more years of fruitful partnerships! Awardees of the recognition ceremony pose for a photograph with the CES Governing Board



In memory of the departed... (Top left) Ms. Ena Maria Aldecoa offers a solemn and touching tribute in song for the departed members of the CES; (top right) DENR Undersecretary Corazon C. Davis delivers a heartfelt speech setting the context for the symbolic lighting and offering of the candles (bottom)

Presidential Gawad CES Finalists

The Anniversary Gala also provided the occasion to proclaim and recognize the finalists of the Gawad CES Presidential Awards for 2018 whose outstanding achievements, exemplary professionalism and integrity and commitment to excellence and service brought pride to their respective agencies, the CES and the nation. The five (5) finalists who received the Gawad CES Statuette designed by renowned artist and sculptor Mr. Jose Manuel Sicat of the University of the Philippines (UP) are:

Mr. Helbert Antoine A. Achay, a Department Manager of the Development Bank of the Philippines (DBP), who formulated and introduced product and process innovations that resulted in financial inclusivity among suppliers of goods and services for the City Government of Cebu City.

Atty. Edwin I. Dimatatac, the Chief-of-Hospital of the Ospital ng Muntinlupa (OsMun), who formulated and implemented various administrative reforms resulting in substantial increases in the number of indigent patients served by the hospital.

Dr. Rowena Cristina I. Guevara, an Undersecretary at the Department of Science and Technology (DOST) and electrical and electronics engineer by education, who spearheaded the development of PHL-Microsat Program and convened, directed and supported the PHL-Microsat Research Team responsible for launching the Diwata, the country's first microsatellite, among other scientific achievements.

Dr. Sangkula G. Laja, a Provincial Health Officer II of the Integrated Provincial Health Office (IPHO) of the Provincial Government of Tawi-Tawi, who spearheaded the rehabilitation of health facilities in the Province of Tawi-Tawi, transforming them into fully functional, sustainable and people-centered health service delivery facilities despite limited funds and resources, resulting in substantial improvements in people's access to quality health care and in inspiring trust in the government among the people. Dr. Laja also improved the administrative systems and human resource management capabilities of the IPHO, resulting in improved employee morale, camaraderie and overall performance quality in the delivery of public health services in the field areas in Tawi-Tawi.

Dr. Alexander R. Madrigal, CESO III, the Regional Director of DOST

Region IV-A, conceptualized, designed and implemented Information and Communication Technology (ICT)-based strategies to improve the efficiency and effectiveness of DOST regional operations and the disaster risk management, prevention and mitigation capacities of the DOST regional offices, among others.

CES@45: The Power of Service

Lining both sides of the red carpet walkway leading to the Reception Hall was the thematic and commemorative exhibit of the CES@45: The Power of Service. The exhibit chronicled the story of the CES as an institution – from its inception in 1972, dynamic growth from 1973 to 1985 and the two-year “limbo” it underwent from 1986 to 1988, to its subsequent rebirth in the years 1988-1990s and its revitalization in the current times – in pursuit of its mission to hone and institutionalize a corps of public servants who will lead in nation building. The exhibit also featured iconic and rare photographs of milestone events and historic memorabilia covering the illustrious and noble history of the CES. The last segments of the exhibit showcased a vibrant and colorful collage of pictures drawn from the ComPassion Projects that took place nationwide for 45 consecutive days from 27 September to 10 November 2018.

Not only did the exhibit evoke a sense of history, a feeling of sentimental nostalgia and a strong sense of identity among viewers, it also served as a powerful and living reminder of what the CES is, what it stands for, how far it has travelled in history, the future directions it has defined for itself, and the strong message that in spite of all adversities, challenges and the test of time, the CES will always persevere and rise to the challenge.

Keynote Message from Chairperson Alicia dela Rosa-Bala

Culminating the Anniversary Gala's activities was a very inspiring message from CESB Governing Board Chairperson Alicia dela Rosa-Bala. In her closing speech, Chairperson Bala welcomed the new members of the CES community and honored its fallen leaders whose commitment and passion for public service have created a lasting impact on the lives of the people whom they have served. Chairperson Bala also recounted



Honoring the best for their Competence, Excellence and Service (CES). Dr. Sangkula G. Laja (4th from left) of the Integrated Provincial Health Office of Tawi-Tawi, with his wife, receives the Gawad CES Statuette as one of the five (5) finalists of the 2018 Gawad CES Presidential Award from CES Governing Board Members (from left) Atty. Engelbert C. Caronan, Jr., Mr. Rolando L. Metin, Chairperson Alicia dela Rosa-Bala, Ms. Charito R. Elegir, Atty. Erwin M. Enad, Atty. Ricardo P. Bernabe III and CESB Executive Director Ma. Anthonette C. Velasco-Allones

“how in 1973, the CES was envisioned as a cadre of leaders who would serve as catalysts for administrative efficiency and agents of administrative innovation.” She noted that the progress and developments we experience today, which have strengthened our institutions and secured the future of our nation, are all borne from the visions and hard work of the paragons of the CES community.

In closing, Chairperson Bala reminded everyone that the *“CES journey does not end tonight”*. As leaders of the

country, the members of the CES must not only be receptive to change, but must exemplify courage, promote the nation’s vision and interest, cultivate an innovative spirit and uphold standards of excellence in responding to the challenges beyond our horizons. Chairperson Bala ended her speech with the statement, *“May the flame of government service keep burning in our hearts as we continue to innovate for the Filipinos and a globally competitive Philippines. Mabuhay ang CES!”*

A Look Ahead to Another 45 Years

The glowing success of the 45th CES Anniversary Gala illuminated every corner of the PICC Reception Hall and forever lingered in the memories of all who attended this milestone event. Summing up the feelings and impressions of the attendees were glowing comments which sparked in the din of the crowd, as follows:

“Naglevel-up talaga! Magayon (which means ‘beautiful’ in the Bikolano language)! This is the night of all nights - I can never forget the Anniversary Gala! You are setting a level that sets a benchmark for everyone. It enhances the perception the CESB community deserves... an improved level of aspiring for the higher things in life. It sets the model the CES community can emulate. It not only enhanced the perception of the public managers, it totally inspired them to reach for the best,” remarked Mr. Jesse Francis Rebutillo, a CESB learning partner and former president of the People Management Association of the Philippines (PMAP).

“This event is greatly inspiring for me because CESB not only validated and recognized the efforts and contributions of its partners, but also honored the best among them. Thank you for organizing this event! My grandest salute to the CES Board for another great milestone in its history! With confidence, we now embrace the future, together with fellow CESOs and eligibles. Congratulations!” exclaimed Ms. Leah Apao, LAMP graduate and Education Program Supervisor from the DepEd, Region VII.



Mabuhay ang CES! Civil Service Commission and CESB Governing Board Chairperson Alicia dela Rosa-Bala delivering the closing keynote message



A trip down memory lane, a vision of the future. Exhibit panels lining the red carpet retell the rich history of the CES for 45 years as an institution and as a way of life

4th Quarter HRM Fellowship: Celebrating the Hero and Heart of the Organization

by Kirk Matthew V. Alfante



Participants pose for a wacky group photo in their celebration of this year's 4th and final HR Managers Fellowship Meeting.

Forty (40) Human Resource (HR) Managers gathered last 13 December to conduct the last installment of the quarterly fellowship session at the Social Hall A of the Department of Environment and Natural Resources – Environmental Management Bureau. The last fellowship meeting for the year also provided an avenue for participants to engage in a modest but meaningful gift exchange in consonance with the season's theme of giving.

Career Executive Service Board (CESB) Officer-in-Charge (OIC) Deputy Executive Director Atty. Giselle G. Durana opened the session with a speech that included her heartfelt gratitude for the very strong support of the HR Managers throughout the year. She stressed the importance of the virtue of being "proactive" in the HR department in any organization saying, *"hindi lang dapat may salita, mayroon din gawa."*



Discover your personal quest for wholeness. Chairperson Emeritus of the Carl Jung Circle Center Rose Marie Yenka gives a brief introduction on Jungian Psychology and facilitates the "Hero's Journey" workshop.

Chairperson Emeritus of the Carl Jung Circle Center Rose Marie Yenka led the first plenary session with a presentation entitled, *"Discovering our Psyche."* She first described the map of the soul by Carl Jung, followed by the island analogy of the psyche where the unconscious is divided into two parts, namely, the personal consciousness and the collective consciousness. Ms. Yenka then made participants describe their *"Hero's Journey"* timeline in their years of government service starting from each one's calling, adventure, and return.

Atty. Durana presented the second plenary learning session on *"CES Policy Updates"* where CES policies regarding the Rank Appointment Process, Accreditation of Learning Programs, CES Performance Evaluation System, and new classifications of positions in the CES — all under Board Review, were discussed. She also disseminated CESB's calendar of activities for 2019 to keep HR Managers abreast of important dates relative to their responsibilities in the accomplishment of CESPES ratings, quarterly HR fellowship meetings, and dates of important CES events.



Develop your "Executive Presence." Top HR Consultant Mr. Jesse Francis Rebutillo urges participants to reinvent themselves and become better People Managers.



Former President of the People Management Association of the Philippines (PMAP) and current HR Consultant to various government agencies Jesse Francis Rebutillo's module entitled, *"Work-Life Integration"* principally emphasized the need to maintain a healthy marriage between personal and work life. He also accentuated the importance of reinventing HR Managers, starting by changing the collective term to *"People Managers"* to further highlight the human aspect of the profession as being the *"heart"* of any organization. Mr. Rebutillo defines People Management as *"the task of primarily taking care of the organization's human capital."* In addition, he taught participants about *"Executive Presence"* where one's temperament and disposition should first and foremost exude that of a distinguishable manager.



'Tis the season of gift giving! Participants exchange gifts to celebrate the yuletide season.

The success of this year's last fellowship meeting brought about an empowered batch of HR Managers who know their worth as being both a hero and heart in their respective organizations. According to Bureau of Internal Revenue Personnel Division Chief Ms. Cecilia Felipe, *"the topics in the learning sessions helped me further discover myself to make me handle management courses better. I now feel more equipped to make amendments in our course design to make our objectives more relevant and responsive to current innovations in the HR industry."*

I-GABAY XXXIII concludes in the City of Beautiful People, Producing 31 Good Governance Servant-Leaders



The I-Gabay XXXIII graduates pose for a photograph with their panel of reactors from the city government of Ormoc.

Governance is defined as “the process of decision-making and the process by which decisions are implemented (or not implemented).” As society is run by these decisions, it is imperative that we mold the values and principles of those who make them, namely, our leaders in the bureaucracy. It is for this specific reason that learners of the 33rd installment of the Career Executive Service Board’s (CESB) Integrated Gabay ng Paglilingkod Training Course (I-Gabay) immersed themselves in classroom-style learning and participated in the Community Engagement Module (CEM) where they were exposed to Local Government best practices for them to imbibe and possibly adopt in their own agencies—all for the ultimate goal of pursuing excellence in public governance for their constituents.

Leading the charge in educating learners about better public governance was the CESB’s very own Executive Director, Maria Anthonette C. Velasco-Allones and her modules on “Philippine Governance and Strategic Public Management”, which focused on clarifying the context between government and governance, and “Institutionalizing Strategic Human Resource Management for Public Managers”, which focused on developing further the Human Resource functions of government agencies to improve the attainment of organic agency-mandated objectives.

Information and Communication Technology (ICT) expert Mr. Alexander M. Arevalo delivered a strong module on “Governance, Leadership and Technology in the Selfie Generation” where he furnished learners with skills on how to incorporate the newest developments in technology to governmental operations to maximize efficiency and deliver better, faster public service.

The newly-added module on “Data Privacy” facilitated by Atty. Rachel P. Folloasco tackled the intricacies of the Implementing Rules and Regulations of Republic Act 10173 or the “Data Privacy Act of 2012”. Learners were made aware that as Personal Information Controllers (PICs) under the law, they are obligated by law to employ organizational, technical, and



Meet the session moderators! Top row from left: Atty. Maria Anthonette C. Velasco-Allones, ICT Expert Alexander M. Arevalo, Atty. Rachel P. Folloasco. Middle row: Atty. Dennis S. Santiago, Dir. Carmencita P. Mahinay, Dir. Lita E. Diez, Secretary-General Orlando S. Mercado. Bottom row: Dir. Eleazar E. Ricote, Atty. Ariel G. Ronquillo, Dr. Edna E.A. Co.

physical measures to protect collected personal data.

The interactive module on *“Understanding Public Finance and Procurement Laws, Rules, and Systems”* lectured by Atty. Dennis Santiago concentrated on the principles, challenges, and planning strategies involved under Republic Act 9184 or the *“Government Procurement Reform Act.”*

Department of Budget and Management (DBM) Director Carmencita P. Mahinay imparted the three (3) guiding principles of budgeting and utilizing public funds:

1. Spending within means, 2. Spending on the right priorities, and 3. Spending with maximum results in the 6th module of the training course entitled, *“Budget 101: Public Finance, Policies, Systems, and Laws for Public Managers.”*

The subsequent module on *“Strengthening Fiscal Accountability among Public Officials: Essential Philippine Audit Laws, Rules, and Practices”* facilitated by the Commission on Audit’s Regional Director Lita E. Diez, simplified the general outline of the audit process, and clarified the meaning and implications of different audit actions.

Deputy Executive Director of the Public-Private Partnership (PPP) Center of the Philippines, Mr. Eleazar E. Ricote’s module on *“Public-Private Partnership”* elucidated the key role of PPPs in the 4th point of the Duterte Administration’s Socioeconomic Agenda to accelerate annual infrastructure spending to account for more than 7% of the country’s GDP by 2022 – all in accordance to the national long-term vision entitled, *“Ambisyon Natin 2040.”*

The very spirited discussion on *“Appreciating the Public Policy Process”* by former Senator and now Secretary-General of the Eastern Regional Organization for Public Administration (EROPA) Mr. Orlando S. Mercado conveyed the important message that advocating for, and lobbying a public policy is never a smooth-sailing process. Government leaders should realize that public policy is not only a product of the choices made by the government, but also a crossroad where both government and other sectors meet. More importantly, the policy initiator must be competent



Project RICHARD stakeholders proffer their insights on the group presentations: (L-R) Councilor Vincent L. Rama, Engr. Jesus D. Bagares, and SDS Manuel P. Albano.

enough to harmonize conflicting interests or stakes and work to satisfy its stakeholders.

The penultimate session on the *“Philippine Administrative Justice System: Concepts and Cases”* was managed by Assistant Commissioner of the Civil Service Commission Atty. Ariel G. Ronquillo. The session provided the realistic framework of implementation of the Administrative Justice System anchored on a plethora of legal bases and precedents, but ultimately on the premise that *“Public office is a public trust”* in our representative form of government where every officer accepts office pursuant to the provisions of law and holds office in trust for the people.

The CEM half of the I-Gabay training program began with the introductory module on *“Framework of Best Practices/ Innovations in Local Governance: The Gawad Galing Pook Awards Program”* facilitated by Dr. Edna E.A. Co, Director at UP CIFAL Philippines and Associate Fellow at the United Nations Institute for Training and Research. In her presentation, she used the Dimanayat Micro-Hydro Power Project in the Municipality of San Luis, Aurora as the prime example of a novel multi-stakeholder project that illustrates the result of innovative and excellent local governance. In the 33rd installment of the I-Gabay CEM, the learners were split into two (2) groups and were made to research on Ormoc City’s Project RICHARD – Revitalizing and Indigenizing Curriculum through Heightening, Advancing, and Re-engineering for Development, a

unique and innovative style of education that incorporates rich cultural heritage in teaching and values-formation of the children. As the saying goes, *“the taller the tree, the deeper the roots”*, bringing Ormocanon Culture into the classroom will make way for higher learning outcomes.

In attendance on the day of outcome presentation were Ormoc city officials Councilor Vincent L. Rama, Schools Division Superintendent of Ormoc City Manuel P. Albano, Engr. Jesus Jeremy D. Bagares, City Director of the Department of the Interior and Local Government, and Ms. Ruth M. Tan, Planning Officer II of the City Planning Office. Every city official in attendance gave their commitment to the sustainability and continued support for Project RICHARD, as what is important according to SDS Albano is *“not the award or recognition it might receive, but the effect it will have on the people.”*

In closing the program, CESB OIC-Director III Atty. Giselle G. Durana differentiated survivors from winners over adversity in that the former are associated with passivity and helplessness while the latter are stronger in weathering any storm because of their proactiveness and adaptability. Atty. Durana sent out the powerful message that *“As leaders, we should change the mindset of our people into being those of winners over adversity by strengthening the sense of identity and pride as a people.”*

CESB concludes its 2018 Year End Performance Review in the Melting Pot of Central Luzon

by Kirk Matthew V. Alfante



2019 READY! (Fourth from left) CESB Executive Director Maria Anthonette C. Velasco-Allones poses for a photo with the CESB technical staff to cap the 2.5 days of year-end workshop.

In line with its Quality Management System (QMS) Policy of continually improving work outputs and exceeding client requirements, the Career Executive Service Board (CESB) conducted its 2018 Performance Review last December 03-05, 2018 at the Green Canyon Eco Art Resort in Bamban, Tarlac.

Twenty (20) technical staff representing the different divisions/delivery units of the agency participated in this corporate activity headed by its Executive Director Maria Anthonette C. Velasco-Allones. Ms. Lucre Mae H. Villaluna, Senior Personnel Specialist of the Professional Development Division (PDD), led the opening prayer which included an intercession for all women and children who have suffered some form of abuse in solidarity with the Philippine Commission on Women's (PCW's) 2018 campaign to end Violence Against Women (VAW) from November 25, 2018 to December 12, 2018.

During the first plenary session, Chief Planning Officer-Designate and Policy, Planning and Legal Division (PPLD) Supervising Personnel Specialist Romil F. Tuando apprised all delivery units of the agency apprised of their performance accomplishments, critical areas for improvement, and budget utilization as of November 30, 2018.



(Top) PDD Senior Personnel Specialist Lucre Mae H. Villaluna leads everyone in prayer to end violence against women while (bottom) PPLD Supervising Personnel Specialist and Chief Planning Officer-Designate Romil F. Tuando enumerates the activities for the 2018 Performance Review.

Mr. Tuando also facilitated the second plenary session entitled, "*Streamlining and Process Improvement Towards Good Governance*", which echoed the rationale of Administrative Order No. 25 Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems (AO 25 IATF) Memorandum Circular (MC) No. 2018-1 dated May 28, 2018 (Guidelines on the Grant of the Performance-Based Bonus (PBB) for

Fiscal Year (FY) 2018). Said MC aims for a more citizen-centric public service to quickly respond and yield meaningful results in streamlining processes, working more efficiently, and providing high quality and genuine public service that Filipinos deserve without delay and bureaucratic red tape.

Finance and Administrative Division Chief Jocelyn P. Lachica gave a brief presentation on the Guidelines on the Conduct of Early Procurement for FY 2019 National Expenditure Program (NEP), which is one of the general administrative and support services requirements for the grant of the FY 2018 PBB. The different delivery unit representatives present were advised on the percentile obligation to be procured early based on their respective division budget allocations and is consistent with the Department of Budget and Management (DBM) Circular Letter No. 2018-12 dated November 21, 2018.

CESB Executive Director Maria Anthonette C. Velasco-Allones led the workshop on "*Vision Mapping and Crafting of the 2019 Calendar of Activities*". Executive Director Allones opened the session by sharing the definition of a vision statement of best-selling author and award winning business and management thought leader John P.



(Left) CESB Executive Director Maria Anthonette C. Velasco-Allones shares what makes for an effective vision statement during the “Vision Mapping” workshop; (Right) CESB personnel make use of Real Deal© cards to envision core values they want the CESB secretariat to imbibe in the future.



Kotter as “a picture of the future with some implicit or explicit commentary on why people should strive to create that future.”

Executive Director Allones likewise shared the following eight (8) essential characteristics of an effective vision statement to guide everyone in crafting their proposed vision for the CESB Secretariat:

1. Imaginable;
2. Desirable;
3. Feasible;
4. Realistic;
5. Flexible;
6. Communicable;
7. Dynamic; and
8. Focused.

Subsequently, the CES calendar of activities for 2019 was also finalized to inform clients and stakeholders in advance of the schedule of the CESB’s professional development programs, CESPES rating period, four-stage CES eligibility examination, among others. The CESB workforce were also treated to lifestyle activities that promote good health and wellbeing, highlighted by

Zumba, Yogalates, and Aqua Zumba sessions facilitated by fitness guru Eleonor A. Sanchez. These exercise sessions provided the avenue for the CESB staff to jumpstart their journey towards healthier, fuller lives.

The success of CESB’s 2018 Performance Review brought about a reinvigorated corps of dedicated personnel, all the more

wiser from their introspection of learning points, and more equipped and eager to face the challenges of the coming year. Executive Director Allones closed the corporate event by challenging everyone to exceed performance targets, renew progressive personal commitments, and improve service delivery to surpass expectations towards a fruitful and more prolific year ahead.



We like to move it, move it! CESB Secretariat join fitness instructor Eleonor A. Sanchez in Aqua Zumba (Top) and Yogalates (Bottom) sessions.

New NUCESO National President and Executive Vice-President Elected



CES Governing Board Member Evangeline C. Cruzado administered the oath of office of newly elected NUCESO President Maximo C. Aljibe and Executive Vice President Enrique A. Tayag during the 2nd day of the 17th Annual CES Conference in SMX Convention Center, Davao City. ARNEL B. GARCIA/PHOTO

Commission on Higher Education (CHED) Regional Office XII Director IV Maximo C. Aljibe, CESO III and Department of Health (DOH) Director IV Enrique A. Tayag, CESO III were elected as the National Union of Career Executive Service Officers, Inc. (NUCESO) National President and Executive Vice-President, respectively, in the election conducted during the NUCESO General Assembly on 14 November 2018 in the 17th Annual Career Executive Service Conference held at the SMX Convention Center, Davao City.

Pursuant to the NUCESO Amended By-Laws, the National President and Executive Vice President shall be elected at large every two years during the NUCESO's annual meeting; as such, the newly elected officers shall hold office for two years.



CHED Regional Director Maximo C. Aljibe was sworn into office as NUCESO President by CESB and CSC Chairperson Alicia dela Rosa-Bala with the members of the CES Governing Board witnessing the ceremony.

During the CES Governing Board Meeting on 29 November, Director Aljibe took his oath of office as NUCESO President before CES Governing Chairperson Alicia Dela Rosa-Bala witnessed by the members of the CES Governing Board. As newly elected President, Director Aljibe expressed elation that his presidency started with this warm gesture from the Board. He committed to forge a closer collaboration with the Board and Secretariat, as he believes that the NUCESO Governing Board can only do so much if the CESB, the Secretariat and the CES Community will be there to support them.



CEO-NM elects new set of officers

The Career Executive Officers – Northern Mindanao (CEO-NM) introduced its new set of Board of Trustees during its Performance Review and Fellowship for CY 2018 at the Pearlmont Hotel, Limketkai Drive, Lapasan, Cagayan de Oro City on 07 September 2018.

The newly elected officers are as follows: Dr. Adriano P. Suba-an, Director III, Center for Health Development-Region 10 (CHD-10); Jeremias C. Gupit, Regional Director, Commission on Population (POPCOM); Roxana H. Hojas, Director III, Department of Agriculture (DA); Felisa N. Orongan, Regional Director, Maritime Industry Authority (MARINA); Rosa H. Lacanglacang, Regional Director, Department of Justice – Parole and Probation Administration (DOJ-PPA); Leonor C. Mabagal, Regional Director, Overseas Workers Welfare Administration (OWWA); and Charlene R. Magdurulang, Assistant Regional Director, Philippine Drug Enforcement Agency (PDEA). The 7 Board of Trustees selected amongst themselves the new set of officers of CEO-NM. They are Dr. Suba-an (President), Dir. Gupit (Vice-President), ARD Hojas (Treasurer), and Dir. Orongan (Secretary).

The officers pledged to sustain the best practices of the organization and to further strengthen the collaboration between and among the CEO-NM members and other partner stakeholders.

Apart from the election, the event included an energizing zumba exercise which was followed by the provision of medical services to the participants that included medical consultations and blood chemistry determination.

40.07% pass SEPTEMBER 2 CES WE Vigan City Mayor Tops Exam

One hundred nine (109) out of two hundred seventy-two (272) examinees or 40.07% passed the Nationwide CES Written Examination (CES WE), the first examination stage for CES Eligibility. The exam was held last September 02, 2018 simultaneously in three testing centers, i.e., University of the Philippines (Quezon City), University of Cebu (Cebu City) and Department of Public Works (Davao City).

Compared with the two previous batches of the Nationwide CES WE for 2018, the passing rate varies, as follows:

CES WE Batch	Passing Rate
March 4, 2018	44.08%
June 3, 2018	48.83%
September 2, 2018	40.07%

Out of one hundred nine (109) passers, seventy-six (76) or 69.72% took the exam in Quezon City testing center, sixteen (16) or 14.68% in Cebu City and seventeen (17) or 15.60% in Davao City.

The top ten (10) passers came from the Quezon City testing center and they are as follows:

1. Medina, Juan Carlo S. (90.96%)
City Mayor/LGU-Vigan City, Ilocos Sur
2. Perez, Diane May M. (89.92%)
Planning Officer V/Office of the Solicitor General
3. Geronimo, Maria Clarisa U. (88.94%)
Officer I/GSIS
4. Santos, Erwin John F. (88.76%)
Principal I/DepEd-Tibagan National High School (Bulacan)
5. Quodala-Formoso, Joanne Janice Q. (87.83%)
City Administrator I/LGU-Vigan City, Ilocos Sur
6. Jugo, Maria Robelyn Anne A. (87.61%)
Bank Executive Officer I/DBP
7. Jarabe, Maria Lourdes T. (87.33%)
Undersecretary/DSWD
8. Herrera, Elmer, Jr. M. (87.31%)
Financial & Management Officer II/RITM
9. De Guia, Anne Rose R. (86.51%)
Attorney III/DepEd-Bulacan
10. Cruz, Carmenez B. (86.51%)
Internal Auditor V/PPA

The complete list of September 02, 2018 CES WE passers may be viewed at the CESB website.

All successful CES WE examinees may call the Eligibility and Rank Appointment Division (ERAD) at telephone number 9514981 to 85 loc. 100 or 832 for the schedule and other details of the Assessment Center (AC), the second examination stage for CES eligibility.

TOP THREE PASSERS

The top three passers are first time CES WE examinees and they are as follows:



Juan Carlo S. Medina, who obtained the highest rating of 90.96%, is currently the City Mayor of Vigan, Ilocos Sur, where he also served as City

Councilor for three (3) years from July 1, 2013 to June 30, 2016. He graduated with a degree in BS Business Administration Major in Human Resource Development Management in 2016. His fields of specialization/expertise include Culture, Finance, Information Technology/MIS, Local Government Administration, Policy Administration/Management, Social Services, Telecommunications, Transportation, Urban Development and Project Management.



Diane May M. Perez, who obtained the second highest rating of 89.92%, presently works at the Office of the Solicitor General

as Planning Officer V. Prior to this, she worked at the Public Private Partnership Center for almost two (2) years from March 17, 2014 to January 5, 2016 as Project Development Officer V. She graduated with a degree in BS Industrial Engineering, ranked 8 out of 78 at the University of the Philippines-Diliman in 2003. In 2009, she finished her MS Industrial Engineering and Master in Business Administration in 2013 (as Dean's Honor List), both in the same university. Her fields of specialization/expertise include Planning, Policy Administration/Management and Project Management.



Maria Clarisa D.U. Geronimo, who obtained the third highest rating of 88.94%, occupies the Officer I (Executive Assistant IV) position

at the Office of the Vice President for Visayas, Government Service Insurance System. She graduated with a degree in AB Psychology, Cum Laude at the University of the Philippines-Diliman in 1999 and Master of Industrial Relations in 2005, School of Labor and Industrial Relations, same university. Her fields of specialization/expertise include Social Insurance and Human Resources.

Two on-the-job trainees concluded their training at the CESB

by Jane Florie Mora



CES Governing Board Chairperson Alicia dela Rosa-Bala and Executive Director Maria Anthonette C. Velasco-Allones awarded the Certificate of Completion of two students from STEPS for having successfully completed their on-the-job training.

From August to November 2018, the CESB Office was home to two on-the-job trainees under the “*Transition to Work*” program of the Services Towards Employment, Productivity and Self-Sufficiency (STEPS).

On November 29, the on-the-job training (OJT) of Manuel Luis Antonio and Isaiiah Chua concluded with an awarding ceremony. The Chairperson of the Civil Service Commission and the CES Governing Board, Honorable Alicia dela Rosa-Bala, and CESB Executive Director Maria Anthonette C. Velasco-Allones were present to award their Certificate of Completion. Additionally, they also received compensation, an organizer, an idea book, and other tokens from the CESB.

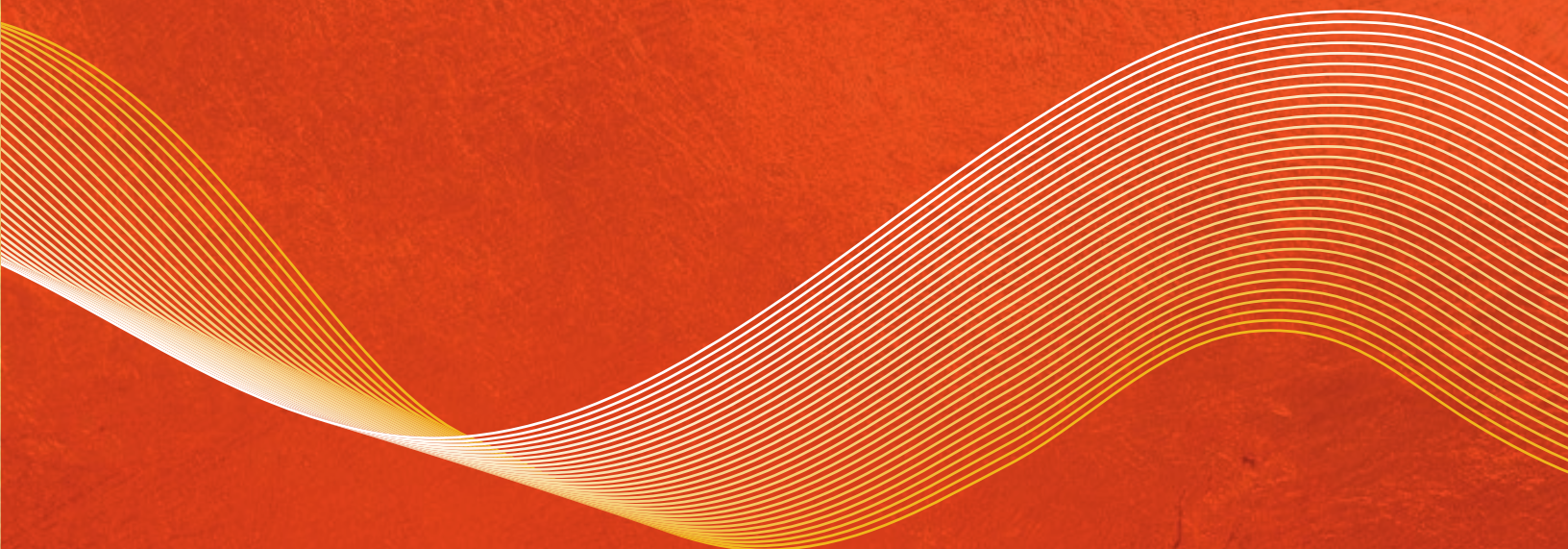
After the awarding, the CESB held a short program for the OJT graduates. ED Velasco-Allones opened the program with a meaningful message to the CESB staff and the graduates. “Having seen them in CESB,” ED Velasco-Allones expressed her confidence “that wherever they decide to work, they will be an asset to their organization.” ED Velasco-Allones also told them that should they decide to work for the government, they will be a big help to the citizens, explaining that “we are the means by which our President is able to reach the regular citizens.” The Executive Director ended the speech by congratulating the two graduates and encouraging them to remain good citizens.

The graduates equally offered their own message of gratitude to the CESB. They expressed their sincere gratitude to the CESB Staff who, according to them, are like their family. They also gave a simple presentation for the CESB by singing the Christmas Song, Jingle Bell Rock, an OPM hit, Buko by Jireh Lim, and a Chinese-Filipino rendition of the song, The Moon Represents My Heart.

The program ended with a salu-salo with the CESB Staff and a short message of gratitude from their teacher, Mr. Emmanuel Legaspi, who diligently shepherded the students every Wednesday and Thursday until they completed their training. According to Mr. Legaspi, the teachers “from STEPS have not only taught them but also learned from them.” He hoped that the CESB, too, learned something from their students.

All about CES:

Career Experience Service



A Full-Fledged Journey

by Roland M. Fronda, Ed. D.

The SALDIWA-CEM journey is undeniably the most humbling leadership training that I have experienced and have participated in as a leader. As I have said before, *“the experience will be forever etched in my heart and it will surely serve as my guiding light and inspiration to become a better and more committed servant-leader and public servant.”*

It was in October of 2016, when I was given the privilege to join as one of the forty-three (43) CES Eligibles in the Integrated Leadership and Management Proficiency (I-LAMP) Program of the Career Executive Service Board. We were the pioneering batch of the Community Engagement Module (CEM) that combined SALDIWA and GABAY program in the Villa Caceres Hotel in Naga City, Camarines Sur, that served as our second home-away-from-home on September 28 to October 22, 2016. *“I-LAMP Primero,”* as we have coined our class batch’s name, have endured and survived that long and tedious 24-straight-day journey, leaving behind our loved ones and the comfort of our homes notwithstanding the predicaments of the others of their plight in their respective offices.

Career Executive Service Officers (CESOs) in the Department of Education (DepEd), where I serve as Officer-in-Charge in the Office of the Assistant Schools Division Superintendent, have shared with me that their SALDIWA journey have gotten them into deep self-introspection, self-discovery, and self-awareness. True enough, it was the SALDIWA component of the I-LAMP Program that made me realize that there is a singular compelling reason what it takes to be confirmed as CES Eligible. That before the most awaited CESO rank could be appended at the end of my name, I have to truthfully earn it and to completely understand its significance - that it is neither just a sheer rank, title, nor accolade I can brag about. It indeed means: *“selfless service.”*



I must admit that I felt grounded when I was hosted by Nanay Emerlina and Tatay Severino Carcer at Sitio Lapurisema, Barangay Nato, Sagnay, Camarines Sur, together with their five children and two grandchildren. I felt safe and secured when Nanay and Tatay Carcer somehow allowed me to feel like I am one of their long-lost sons, although they still have three other grown-up children not living with them anymore since they have families and works of their own in Naga City, Goa, and in Quezon City. These siblings cannot help but decide to leave Barangay Nato due to the fact that the opportunity for them to live a decent life is far-fetched. My short and quick stay and our nightly endless sharing of personal family background and origin seemingly have woven our connection as friends and instant relatives. Until today, our constant communication did not cease even after the I-LAMP journey. To me, it is an experience that no amount of money can buy. I never sensed any signs of hesitations and apprehensions from them. They have opened their doorstep for a stranger like me to stay and live with them for days without necessarily expecting anything in return.

The Community Engagement Module, also known as the immersion component of the I-LAMP, is a solid revelation that there is so much work to be accomplished as a government official. These marginalized and neglected families like that of the Carcer’s await attention and care from all of us to extend help and assistance to alleviate their living condition. We, as government leaders, can only do so much to say the least.

Changing their circumstances may seem impossible for us to promptly act for their sake; however, our expression of profound concern and empathy coupled with deep commitment to undertake collective and cohesive action can propel their confidence that they can make a difference in their lives and the lives of their children’s children as well.

I was inspired by the nostalgic melody of my favorite song entitled *“Hanggang Langit”* composed by Professor Joel Navarro which I have sung during our last day and send-off program at the church, that goes:

*“Naging hangarin ko ang minsa’y marinig,
kahit sabihin pang bingi ang daigdig
Wala na nga bang dahilan kung bakit ba
mayroong tinig, abot langit.
Puti’t itim pala ang kulay ng mundo,
pikitmata pa rin ang lakad ng tao
Nagbabakasakaling marating niya’y
Paraiso.*

*Koro:
Dinggin mo ang aking himig at yakapin mo
ng palad at bisig mahigpit
Singwagas nitong awit ibabangon ka,
abutin man ng magdamag ang iyong luha
Maglaho man ang iyong pintig sa lumikha,
ihahatid hanggang langit ng musika at ako.*

*Minsan nalaman ko, ako’y nag-iisa,
kadalasan pala tayo’y kanya kanya
At ang haligi ng tindig ko’y mahina, tulad
ng sa’yo, masdan mo
Sadyang busilak ang liwanag sa dilim,
bawat dapithapon may bukas na angkin
Waring hamog at bahagharing may
pangako at lihim*

Koro:

*Dinggin mo ang aking himig at yakapin
mo ng palad at bisig mahigpit
Singwagas nitong awit ibabangon ka,
abutin man ng magdamag ang iyong luha
Maglaho man ang iyong pintig sa
lumikha, ihahatid hanggang langit ng
musika at ako”.*

The lines of the song will serve as a constant reminder that I have a mission to fulfill embodied in the CES Pledge of Commitment. Wanting to be heard does not mean wanting to be the center of attention. It is wanting to have the chance to serve and make an impact of change through sincere and genuine leadership. *“I shall bring change where this is needed, expertise where this is missing, and leadership where this is wanting.”* Wanting to be a leader is wanting to understand the context within which the community is situated into, be it in the workplace or in the organization. Wanting to lead is tantamount to wanting to serve. I am prepared to grasp the essence of service, that is, service with a heart. The DepEd Vision shares that engagement of the heart in serving the Department. *“We dream of Filipinos who passionately love their country...”* Passion. Love. Dedication.

These are all important aspects of the heart. *“Knowledge will pass away...but there are three things that will last: faith, hope, and love...Love never fails...” (1 Cor. 13:8-13)*

I wish and pray that I could live up to the expectations of the people I am working with and will work with in the future through genuine leadership and service. I wish and pray that I could hold on to the relationship I have had with the family I interacted with in my immersion program so that I will always be reminded to be a well-grounded, prudent, and discerning person and leader.

It is a daunting role. It is never easy. With the guidance of the principles and aspirations of the Career Executive Service, the loving support of my family, and the encouragement from my colleagues, I will never fail in my mission as a leader. I know God will allow good things to happen so that I can serve better and make a difference. The Bible says, *“many are called, but few are chosen”*, I am humbled that God has chosen me to serve, love and help our fellow. The community engagement



taught me to recognize the dynamism and culture of our people. It was not just an immersion but a life-changing experience only few people get to experience. This community engagement opportunity has given me the moral metamorphosis to become not just a leader, but a humane, committed and GOD-fearing public servant.

The fledging has just began.

BARANGAY PINIT:

My Home away from Home

by Edgardo P. Sabalvoro

Bring it on!” I said to my PDD teammates, Luz, Chris, and Paul, when they joked that they will give me the most difficult place to stay for 5-day Community Engagement Module (CEM).

Deep inside, I told myself, *“Nah, can anything top my various immersion experiences from my not-so-distant past.”* I have lived in Tondo as a student for three years and passing through the railways in Divisoria through Herbosa and Pritil was my regular route. I also experienced staying in picket lines or houses of workers on weekends for almost a year in Novaliches. I stayed too with a host-family in Barangay Buhangin in Talim Island for two weeks. I also stayed for a few weeks in the rural town of Negros where digging foxholes and hiding among tall grasses and taking a bath and washing clothes in a flowing river were part of my morning regimen. There were other experiences like staying on weekends with the youth encounter team at the foot



of Mount Isarog, or mixing cement in a parish or painting a school building in Sayangan, Mountain Province or during my Novitiate years crossing rivers and hills in Quirino, Ilocos Sur. So, this is a walk in the park. And so I thought.

A unique immersion experience

But my five-day experience with my host family in Barangay Pinit was different. It wasn't about the difficult life or of poverty but more about acceptance and moving on. The experience is not about a public health issue, or a policy issue that would require a program from a relevant public organization to respond to or resolve. It was not about blaming government for this or that. It is not about the 4Ps but is more personal, philosophical and existential, too. As you haven't known yet, my foster parents came from two failed marriages and decided to live as a couple. That's what the neighbors know about them. The relationship gifted them with a bubbly son. My foster dad had three children from his previous marriage. While my foster mom had none. The stories shared were not about hardships in life but about failed or broken relationships that I can relate with. No judgements. Told them that am in the same boat as them but I have still to find the right one. Or the right one has still to find me. They laughed when they heard my story. I am just like them. I, too, have dreams like them. I didn't force my story to be accepted but I think that's how they accepted me. Still, I avoid talking about what the religion has to say about this or that. I was extra careful not to judge their partnership but learned how they cope proactively.

A familiar home

There were two teenagers in the house. One is still in high school while the other works as a temporary farmworker to help in the expenses. They all look familiar. I think I have met my foster parents before. They are familiar faces because maybe I was once a resident of Pili town, just a few kilometers from the lab site. Our house has a cemented floor and a small comfort room. We don't have running water system but a water pump



is available 24/7 but is located at about 20 meters far. I volunteered to collect water daily to fill up the water container inside the CR and to wash the dishes every after meal. I attempted to feed the pigs, pigeons, goose, chicken, too, but slowly declined because I don't have the knowledge on how the family feed them- the right mix of feeds and others.

The only difficulty

There were plenty of red ants on my bed. I would sometimes wake up in the evening for 5 days because of the bites on my neck, arms and legs. It was difficult to sleep. Since it is a matrimonial bed that was lent to me, I cannot complain. Aside from the cool weather, my other consolation is that my host family has electricity, a small television set, a CR, cemented floors. I am better off than the rest of my Saldiwa classmates.

Looking Back

Unlike previous immersion experiences during my younger days, this time there was no blaming government for this or for that policy; there are no social debates or railroaded discussions, because I am now from the government. Government is doing something for them.

My foster family would not want this opportunity given them, already a sustainable program of raising their children responsibly, go to waste. They don't want to waste this opportunity

so my host family would control the expenses and make sure that their boy attends the local high school daily or he will end up as a farm laborer.

Just like the kind of immersion we had, there are levels of learning that we encounter -some physical, some emotional, and some existential. The responses vary too. Many sectors tech us about issues but families teach us how to live and survive. They teach us how to keep relationships strong and to survive.

The CEM served as a reminder on the personal level that the challenge of eradicating hunger and poverty and promoting sustainable development should be our ultimate goal of all of us in the career service while serving in government, even if we are in the first, second and third levels.

Overall, the CEM experience in Barangay Pinit was positive. I am happy with the existential learnings and the rather minor difficulties encountered. I am glad that Chris assigned me to this host family. I ended up learning more than I thought I would be able to in five days. Considering my vast experiences on immersions and my various adventures, I would not have realized these learnings and lessons if I have never gone to Brgy. Pinit and have been accepted by my foster family. It gave us the tests first and the lessons later. It makes sense.

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