

# The Public Manager



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# PRRD appoints to rank 107 CESOs

**P**resident Rodrigo R. Duterte signed the appointments to Career Executive Service (CES) ranks of 29 career officers last 28 February 2019. Seventy-eight (78) more qualified incumbents of CES positions were appointed to ranks on 25 March 2019, bringing the total number of CESO rank appointments this year to 107.

This year’s batch included 65 original appointments, 38 rank adjustments and 4 promotional appointments from 19 agencies, namely: Department of Agrarian Reform (DAR), Department of Agriculture (DA), Department of Budget and Management (DBM), Department of Education (DepEd), Department of Environment and Natural Resources (DENR), Department of the Interior and Local Government (DILG), Department of Energy (DOE), Department of Finance (DOF), Department of Health (DOH), Department of Labor and Employment (DOLE), Department of Public Works and Highways (DPWH), Department of Science and Technology (DOST), Department of Transportation (DOTr) Department of Social Welfare and Development (DSWD), Department of Trade and Industry (DTI), National Economic and Development Authority (NEDA), Philippine Statistics Authority (PSA), Securities and Exchange Commission (SEC) and Career Executive Service Board (CESB).

Career officers who are appointed to a rank corresponding to their positions are conferred tenure to third level positions and are entitled to a one-step salary adjustment in the salary grade attached to their rank.

The CES adheres to a rank system that follows the following structure:

| CESO Rank | Salary Grade                               |
|-----------|--|
| CESO I    | SG 30 (Undersecretary)                     |
| CESO II   | SG 29 (Assistant Secretary)                |
| CESO III  | SG 28 (Regional/Bureau Director)           |
| CESO IV   | SG 27 (Assistant Regional/Bureau Director) |
| CESO V    | SG 26 (Director II)                        |
| CESO VI   | SG 25 (Director I)                         |

Below is the complete list of the 107 appointees:

## ORIGINAL APPOINTMENT TO CESO RANK

### CAREER EXECUTIVE SERVICE BOARD

- 1 Hiro Villaluna Masuda, CESO IV  
Director III

### DEPARTMENT OF AGRARIAN REFORM

- 1 Ma. Celerina Gallardo Afable, CESO III  
Acting Director IV
- 2 Ramon V. Estanislao III, CESO IV  
Acting Director III

### DEPARTMENT OF AGRICULTURE

- 1 Lucia Atienza Campomanes, CESO IV  
Acting Director III

- 2 Shandy Marfilla Hubilla, CESO IV  
Acting Director III

### DEPARTMENT OF BUDGET AND MANAGEMENT

- 1 Rudylia Corro Parrel, CESO IV  
Acting Director III

### DEPARTMENT OF EDUCATION

- 1 John Arnold Sasi Siena, CESO III  
Acting Director IV
- 2 Concepcion Ferrer Balawag, CESO V  
Schools Division Superintendent
- 3 Donato Dulce Balderas, Jr., CESO V  
Acting Schools Division Superintendent

2  **PRRD appoints to rank...**

- 4 Josephine Lucero Fadul, CESO V  
Schools Division Superintendent
- 5 Manuela Santiago Tolentino, CESO V  
Schools Division Superintendent
- 6 Dexter Ygoña Aguilar, CESO VI  
Acting Assistant Schools Division Superintendent
- 7 Ma. Theresa Velasco Avanzado, CESO VI  
Acting Assistant Schools Division Superintendent
- 8 Maria-Magnolia Fajardo Brioso, CESO VI  
Assistant Schools Division Superintendent
- 9 Lelanie Teves Cabrera, CESO VI  
Acting Assistant Schools Division Superintendent
- 10 Reynante Zipagan Caliguiran, CESO VI  
Assistant Schools Division Superintendent
- 11 Cecille Gonzales Carandang, CESO VI  
Acting Assistant Schools Division Superintendent
- 12 Susan Soreta Collano, CESO VI  
Acting Assistant Schools Division Superintendent
- 13 Merlina Pasion Cruz, CESO VI  
Acting Assistant Schools Division Superintendent
- 14 Silverlina Acop De Jesus, CESO VI  
Acting Assistant Schools Division Superintendent
- 15 Eduardo Constantino Escorpiso Jr., CESO VI  
Assistant Schools Division Superintendent
- 16 Cecille Cañaverl Ferro, CESO VI  
Assistant Schools Division Superintendent
- 17 Nelson Sambajon Morales, Jr., CESO VI  
Acting Assistant Schools Division Superintendent
- 18 Susan De Leon Oribiana, CESO VI  
Assistant Schools Division Superintendent
- 19 Cherry Salarzon Ramos, CESO VI  
Acting Assistant Schools Division Superintendent
- 20 Romulo Biri Rocena, CESO VI  
Acting Assistant Schools Division Superintendent
- 21 Ernesto Francisco Servillon, Jr., CESO VI  
Acting Assistant Schools Division Superintendent
- 22 Meliton Porte Zurbano, CESO VI  
Assistant Schools Division Superintendent

**DEPARTMENT OF ENERGY**

- 1 Patrick Tuazon Aquino, CESO III  
Acting Director IV

**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES**

- 1 Paquito Domingo Melicor Jr., CESO IV  
Acting Director III

- 2 Tirso Payot Parian, CESO IV  
Acting Director III
- 3 Lourdes Calara Wagan, CESO IV  
Acting Director III

**DEPARTMENT OF FINANCE**

- 1 Sharon Pornillosa-Almanza, CESO II  
Deputy Treasurer of the Philippines  
Bureau of the Treasury
- 2 Larry Mabalay Barcelo, CESO V  
Acting Director II (Head Revenue Executive Assistant)  
Bureau of the Internal Revenue
- 3 Gerard Lim Chan, CESO I  
Chief Privatization Officer  
Privatization and Management Office

**DEPARTMENT OF HEALTH**

- 1 Cesar Canonizado Cassion, CESO IV  
Acting Director III
- 2 Adriano Petagara Suba-An, CESO IV  
Director III
- 3 Annabelle Pansoy Yumang, CESO IV  
Acting Director III

**DEPARTMENT OF LABOR AND EMPLOYMENT**

- 1 Nathaniel Vergara Lacambra, CESO III  
Director IV
- 2 Exequiel Ronie Aquino Guzman, CESO IV  
Acting Director III

**DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS**

- 1 Eric Armada Ayapana, CESO IV  
Acting Director III
- 2 Cayamombao Dimaampo Dia, CESO IV  
Director III

**DEPARTMENT OF SCIENCE AND TECHNOLOGY**

- 1 Reynaldo Valencia Ebor, CESO III  
Acting Executive Director III  
Philippine Council for Agriculture, Aquatic, and  
Natural Resources and Development
- 2 Dominga Dalagan Mallonga, CESO III  
Acting Director IV
- 3 Julius Caesar Villacorta Sicat, CESO III  
Acting Director IV

### 3 PRRD appoints to rank...

- 4 Edwin Chrisostomo Villar, CESO IV  
Acting Deputy Executive Director III  
Philippine Council for Agriculture, Aquatic, and  
Natural Resources and Development

#### **DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT**

- 1 Anna Liza Fidel Bonagua, CESO III  
Acting Director IV
- 2 Rolyn Quillope Zambales, CESO III  
Acting Director IV
- 3 Valente Pura Bajet, CESO V  
Acting Local Government Operations Officer VIII
- 4 Pablo Loreniana Benitez, Jr., CESO V  
Acting Local Government Operations Officer VIII
- 5 Ray Barbosa Caceres, CESO V  
Acting Local Government Operations Officer VIII
- 6 Belina Terrors Herman, CESO V  
Acting Local Government Operations Officer VIII
- 7 Lailyn Alair Ortiz, CESO V  
Acting Local Government Operations Officer VIII
- 8 Mary Anne Barrera Planas, CESO V  
Acting Local Government Operations Officer VIII
- 9 Sudi Garcia Valencia, CESO V  
Acting Local Government Operations Officer VIII

#### **DEPARTMENT OF TRADE AND INDUSTRY**

- 1 Ceferino Juaminal Rubio, CESO V  
Provincial Trade and Industry Officer

#### **NATIONAL ECONOMIC AND DEVELOPMENT AUTHORITY**

- 1 Thelma Castillo Manuel, CESO III  
Director IV
- 2 Ma. Monica Posadas Pagunsan, CESO III  
Director IV
- 3 Phlorita Agcarao Ridao, CESO IV  
Acting Director III
- 4 Priscilla Respecia Sonido, CESO IV  
Director III

#### **PHILIPPINE STATISTICS AUTHORITY**

- 1 Editha Ramos Orcilla, CESO III  
Assistant National Statistician
- 2 Maqtahar Lipae Manulon, CESO V  
Director II (Regional Director)
- 3 Cynthia Lumberio Perdiz, CESO V  
Acting Director II

#### **SECURITIES AND EXCHANGE COMMISSION**

- 1 Emmanuel Yason Artiza, CESO IV  
General Accountant
- 2 Gerardo Fernando Del Rosario, CESO IV  
Director

#### **ADJUSTMENT IN CESO RANK**

#### **DEPARTMENT OF BUDGET AND MANAGEMENT**

- 1 Lilia Catris Guillermo, CESO I  
Undersecretary

#### **DEPARTMENT OF EDUCATION**

- 1 Alberto Tenebro Escobarte, CESO III  
Director IV
- 2 Marilyn Sumalinog Andales, CESO V  
Schools Division Superintendent
- 3 Augustines Enad Cepe, CESO V  
Schools Division Superintendent
- 4 Leilaini Samson Cunanan, CESO V  
Schools Division Superintendent
- 5 Jonathan Suminlay Dela Peña, CESO V  
Schools Division Superintendent
- 6 Cristito Acero Eco, CESO V  
Schools Division Superintendent
- 7 Gorgonio De Guia Diaz, Jr., CESO V  
Schools Division Superintendent
- 8 Norma Pascua Esteban, CESO V  
Schools Division Superintendent
- 9 Socorro Vargas Dela Rosa, CESO V  
Schools Division Superintendent
- 10 Ma. Luz Medroso De los Reyes, CESO V  
Schools Division Superintendent
- 11 Romelito Guanzon Flores, CESO V  
Schools Division Superintendent
- 12 Salustiano Torrenueva Jimenez, CESO V  
Schools Division Superintendent
- 13 Joel Bagain Lopez, CESO V  
Schools Division Superintendent
- 14 Reynaldo Bautista Mellorida, CESO V  
Schools Division Superintendent
- 15 Maria Luisa Pedrigala Samaniego, CESO V  
Schools Division Superintendent
- 16 Allan Batocael Yap, CESO V  
Schools Division Superintendent

## 4 | PRRD appoints to rank...

### **DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES**

- 1 Sofio Basco Quintana, CESO III  
Director IV

### **DEPARTMENT OF HEALTH**

- 1 Ronald Rivera De Veyra, CESO II  
Deputy Director-General  
Food and Drug Administration

### **DEPARTMENT OF LABOR AND EMPLOYMENT**

- 1 Maria Criselda Rebuldela Sy, CESO II  
Executive Director IV  
National Wages and Productivity Commission
- 2 Sisinio Baura Cano, CESO III  
Director IV

### **DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS**

- 1 Dimas Sales Soguilon, CESO I  
Undersecretary
- 2 Medmier Gangcuangco Malig, CESO III  
Acting Director IV
- 3 Roberto Reyes Bernardo, CESO I  
Undersecretary

### **DEPARTMENT OF SCIENCE AND TECHNOLOGY**

- 1 Brenda L. Nazareth-Manzano, CESO I  
Undersecretary

### **DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT**

- 1 Camilo Glova Gudmalin, CESO I  
Undersecretary
- 2 Rodolfo Musngi Santos, CESO II  
Assistant Secretary
- 3 Vincent Andrew Talplacido Leyson, CESO III  
Director IV

### **DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT**

- 1 Julie Julian Daquioag, CESO III  
Director IV
- 2 Reynaldo Mayor Bungubung, CESO III  
Director IV

- 3 Ariel Odoño Iglesia, CESO IV  
Director III
- 4 Juan Jovian Evangelista Ingeniero, CESO IV  
Director III
- 5 Jonathan Paul Molintas Leusen Jr., CESO III  
Director IV
- 6 Odilon Luis Pasaraba, CESO III  
Director IV
- 7 Araceli Arruejo San Jose, CESO IV  
Director III
- 8 Victoria Hilario Ramos, CESO IV  
Director III
- 9 Karl Caesar Recaido Rimando, CESO IV  
Director III
- 10 Dennis Domingo Villaseñor, CESO IV  
Director III

### **PROMOTIONAL APPOINTMENT TO CESO RANK**

### **DEPARTMENT OF BUDGET AND MANAGEMENT**

- 1 Myrna Santiago Chua, CESO I  
Assistant Secretary

### **DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES**

- 1 Efren Perez Carandang, CESO II  
Deputy Administrator  
National Mapping and Resource Information Authority

### **DEPARTMENT OF SCIENCE AND TECHNOLOGY**

- 1 Rowen Robero Gelonga, CESO II  
Director IV

### **DEPARTMENT OF TRANSPORTATION**

- 1 Eric Lenard Elequin Tabaldo, CESO IV  
Director II (Regional Director)  
Land Transportation Office

## Public Sector HR Managers meet to address the Threats and Opportunities in the Information Age

**Cyber attacks will most likely come from your current employees.**

**You cannot share employee's personal information over the phone.**

**Send documents through email with encryption or password.**

**Be mindful of people you add in your online group or community.**

**There should only be one administrator for your online groups or communities.**

**Use Telegram or Viber for sending secured messages.**

These are just a few of the many best practices and tips shared at the 2019 First Quarter Human Resource (HR) Managers Fellowship Meeting and Learning Series attended by 27 HR Practitioners from 17 government agencies last Wednesday, 20 March 2018 at the Department of Information and Communications Technology (DICT) in Quezon City.

CESB Deputy Executive Director Hiro V. Masuda updated HR Directors, Managers and CES Coordinators on the latest CESB programs, policies, and issuances such as the following:



*CESB Deputy Executive Director Hiro V. Masuda presents the latest relevant CES Program and Policy Updates*

- For the Recognition Programs, both the GAWAD CES Code of Procedure and the Revised Guidelines in the Career Executive Service Very Innovative Person (VIP) and Cost Effective Officer (CEO) Awards include a Group Category;
- For the Newly Accredited Learning Programs, these are: (1) Think on Your Feet by People Ignite Organizational Development and Training, Inc.; (2) Professional Directors Program of Institute for Corporate Directors, Inc. (ICD); (3) Step Essentials of Institute for Corporate Directors, Inc. (ICD); (4) Step Masters of Institute for Corporate Directors, Inc. (ICD) and (5) Corporate Secretary as Corporate Governance Professionals of the Institute for Corporate Directors, Inc. (ICD)

- The Classification as Non-CES Positions of two (2) Director III Positions of the Professional Regulation Commission (PRC);
- Reclassification as Non-CES Positions of Sixteen (16) Director II Positions of the National Conciliation and Mediation Board (NCMB)
- 2019 CESB Calendar of Activities, CES Written Exam Schedule, CES Assessment Center Schedule, and CES Training Calendar.

For the first learning session, Engr. Allan Salim Cabanlong, DICT Assistant Secretary for Cybersecurity and Enabling Technologies and concurrent Executive Director of the Cyber Crime Investigation and Coordination Center, gave a two-part lecture on Cybersecurity in light of the increasing online threats to national security, our national interest, and our economic prosperity. He initially presented the DICT's National Cybersecurity Plan 2022 by briefly discussing the history of cybersecurity in the Philippines, the governance framework, and the national cybersecurity plan.



*Asec. Allan S. Cabanlong passionately presenting his brainchild - the DICT's National Cybersecurity Plan 2022.*

6 | **Public Sector HR Managers meet...**



*“From Internet of Things (IoT) to Internet of Everything (IoE). Dr. Emmanuel C. Lallana is showing the enormity and measure of the volume data created by the Internet.*

In the second part, he provided some tips on Cybersecurity for HR Practitioners. He stressed that HR Practitioners: (1) should be aware that they work with some of the most vulnerable data in the organization and that the most likely cyber-attacks will come from current employees; (2) need to actively protect data that come their way; (3) actively engage in cyber-security efforts within the organization; and (4) should be involved in crafting and enforcing agency-wide security policies.

Ms. Ma. Cecilia P. Baldos, Chief Administrative Officer of the Human Resource Management Division from the Department of Energy, praised his lecture as “very relevant and practicable.”

In the second Learning Session, Dr. Emmanuel C. Lallana, President and CEO of IdeaCorp, Inc., discussed the opportunities available for government agencies in using Data Driven Decision-Making, Big Data and Data Ethics. He started his lecture noting the ongoing data revolution brought about by information produced by humans, those shared by interconnected computing devices, i.e., of the Internet of Things (IoT), and of passively collected data from people’s use of digital services or Exhaust Data, call detail records or CDRs from our mobiles, files generated by web browsers, cookies, temporary internet files, actively collected data from sensors (sensing data) such as wearables and satellites, open web content or digital content produced from social media or of Big Data. He then stressed the importance of Data Analytics, of extracting meaning from data collected to draw conclusions and identify patterns using descriptive, diagnostic, predictive and prescriptive analytics.

He, however, cautioned the participants about automated decision-making powered by analytics, due to algorithmic biases and stressed the importance of fairness, accountability and transparency in machine learning. He then encouraged everyone to value the following principles of Data Ethics which must: (1) promote human flourishing; (2) protect individual and collective rights and interests; (3) ensure trade-offs are made transparently, accountably and inclusively; (4) seek out good practices and learn from success and failure; and (5) enhance existing democratic governance.



*Public Sector HR Managers proudly pose with Dr. Boying Lallana of Ideacorp and CESB DED Hiro V. Masuda.*

Adrian L. Morin of the Department of Environment and Natural Resources (DENR) “realized how undervalued our data is.” Brenalyn A. Peji, OIC- HRDS of the Department of Labor and Employment (DOLE) “appreciated the importance of data analytics in decision-making and realized the need for building people’s competencies in analyzing data to aid in policy and decision-making.”

## Gratefulness in Volunteerism

**T**wenty-five (25) government executives signed up in response to a call to increase the pool of hope bearers in the recently concluded Project Paglaum Training Workshop conducted from 19 to 21 March 2019 at the Microtel UP Technohub in Commonwealth Avenue, Quezon City.

Executive Director Maria Anthonette C. Velasco-Allones expressed her gratitude to the participants saying, “On behalf of the CES Board, we would like to express how immensely grateful we are that you have volunteered yourselves to be part of the increasing pool of hope bearers in the bureaucracy and hopefully what you have learned from the workshop is something that you can bring back to your professional milieu.”

Executive Director Allones encouraged the new hope bearers to equip themselves with new competencies for helping and handholding others in times of need for psychosocial support services. She reminded them to be kind to people who may be undergoing difficulties in life. She told them that beyond gratefulness is the challenge to each one of them to keep the fire of service and commitment ablaze. She expressed her expectation for them to be harbingers of hope and not despair to people who experience personal tragedies and problems.

Executive Director Allones emphasized that the workshop always begin with the Module on Healing the Healer because “we cannot draw from an empty cup, so we need to fill ourselves to be more effective in being instruments or vessels of healing for others and within our respective communities.”

She thanked the facilitators led by Coach Tomas Alejo S. Batalla, Ms. Alyda Yasmin A. Keh and Ms. Priscilla Gonzalez-Fernando who are all certified Clinical Psychologists and Child Play Therapists for being reliable and consistent partners of CESB in the conduct of Project Paglaum. Executive Director Allones inspired the hope bearers to find wealth in the spirit of commitment and hope and to enjoy what they’re doing while learning from the course’s session.

Project Paglaum, now on its 22nd session, is a three-day training workshop, aimed at building the competencies of CES officials, government executives and other community leaders in facilitating mental health and psychosocial support (MHPSS) as immediate intervention to survivors of disasters



*Hope-Bearers Batch 22 pose with Executive Director Maria Anthonette C. Velasco-Allones and the Paglaum team composed of Coach Tomas Alejo S. Batalla, Ms. Priscilla Gonzales-Fernando and Ms. Alyda Yasmin A. Keh.*

and calamities. It also intends to institutionalize organizational support mechanism for responding to psychological and mental health concerns in the work place.

The course was presented with lectures, demonstration and experiential learning activities.

The first day of the course taught the learners the value, key elements of and requirements for effective and reliable communication. Coach Tom, as he is fondly called, emphasized the importance of “healing the healers” and facilitated the group therapy session to assess the preparedness of the learners as psychological first-aid (PFA) providers.

The second day was a mix of lecture and experiential learning exercises for the participants. Ms. Keh discussed the PFA framework and engaged the learners in various role playing and situational simulation exercises demonstrating how to apply the appropriate PFA techniques and approaches to affected survivors of severely traumatic incidents with the guidance and assistance of the three facilitators.

The excited learners also had lots of fun and light moments in the learning session on the last day of the program. They were overwhelmed with assorted toys scattered around the room. They were given time to play during the session as a technique for delivering PFA to children and special populations, considering different sensitivities, reactions to stressful events and sometimes dysfunctions in fully expressing emotions.

The session ended with the preparation, refinement and installation of action plans and inter-organizational linkages for better coordination among hope bearers. 🌐



# NorWin: Atty. Noreen a Woman with Innovative Niche

The CES community hails one of its members, Atty. Noreen Benadette S. San Luis-Lutey, Regional Director of Land Transportation Office – Bicol, as she was acclaimed as one of 2019 Outstanding Women in Law Enforcement and National Security of the Philippines!

The recognition was bestowed upon Regional Director San-Luis Lutey for [literally] paving the way to road safety earning her numerous awards and recognition affirming her relentless effort and political will in putting forward holistic advocacies that support lifesaving programs and policies on road safety.

Below is the article originally published by the Philippine Information Agency:

## LTO Bicol Chief: An epitome of “BicolanangOragon”

By Ana-Liza S. Macatangay  
Published on March 19, 2019

NAGA CITY, March 19 (PIA) - The urban dictionary coined the word “oragon” for somebody who is “feisty, determined, principled, fighter, unafraid of consequences, and one who stands up for his principles” – traits that perfectly describe the only Bicolana and non-uniformed government officer who made it to the prestigious list of the Ten Outstanding Women in Law Enforcement and Security of the Philippines (OWLENS) -- Land Transportation Office (LTO) Bicol Regional Director Noreen Bernadette San Luis-Lutey.



She was joined by PSupt. Olivia A Sagaysay of the Manila Police District, Captain Jovita G Buclat of the Army Mechanized Brigade, from the Army Field Artillery Battalion, Captain Jennylyn S Tamacay; 2 from the 15th Strike Wing Phil. Airforce - MAJ Nancy R Dacanay and MAJ Gemilyn A Mendoza; MAJ Maria Ghirly A Solis of the 250th Presidential Airlift Wing Phil. Air Force, Phil. Coast Guard Commander Perlita P Cinco; Sr. Police Officer II Sonia A Corpuz of the Phil. National Police Maritime Group and Metropolitan Manila Development Authority Traffic Aide Rowena DT Capistrano.

### ROAD SAFETY ADVOCATE

As a registered nurse, San Luis-Lutey knows how precious human life is – and she knows that the road can snap and shut the life of a person in split seconds or in just a snap of a finger. Her father, the former Chief Executive of Pili, the capital town of Camarines Sur, lost his life -- in a car accident.

She believes that bringing her advocacy for road safety in the confines of the classrooms to start educating the youth about the dangers of ignorance regarding traffic rules and road discipline, would mean less lives being taken away from their loved ones.

She wants the youth to be responsible road users so that the values instilled in them carries over for when they become motorists in the future.

In 2014, San Luis-Lutey introduced Students Today, Road Users Tomorrow or the STRUT Program primarily to instill road safety consciousness among the youth of the region as well as to educate them about land transportation laws and regulations.

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## 9 **NorWin: Atty. Noreen a Woman with Innovative Niche**

After gaining strong support from its stakeholders, the STRUT program was formally integrated in the K-12 Curriculum on Nov. 6, 2017, this time with the full backing from the Department of Education (DepEd).

The success of this pioneering program for road safety which reflects the effective implementation of LTO's mandates, earned another feather in San Luis-Lutey's cap. In the same year that STRUT landed in the K12 curriculum, she received the Presidential Lingkod Bayan Regional Winner Award during the 2017 Search for Outstanding Government Employee given by the Civil Service Commission (CSC).

Even before the OWLENS and the CSC awards were bestowed to San Luis-Lutey, she was already crafting her own niche in hatching endeavors that will give LTO's clients more satisfaction and convenience. She was instrumental in the establishment of five (5) LTO District Offices with CSC ARTA Ratings of Excellent in the year 2015 - Iriga LTO District Office, Legazpi LTO District Office, Ragay LTO District Office, Naga LTO District and Ligao LTO District Office.

She was able to establish two (2) additional Regional District Offices of LTO in the municipalities of Irosin, Sorsogon and Tigaon, Camarines Sur and one LTO Extension Office at Pamplona, Camarines Sur, basically to decongest other district offices that often exceed regular office hours just to meet the demands of the clients. The newly established LTO Offices are aimed at serving more clients in more conducive spaces for their comfort and convenience.

LTO E-Patrol (LTO Mobile Office), which was dormant for almost ten (10) years was re-instituted by RD San Luis-Lutey to reach clients leaving in the regional outskirts, an effort not just to decongest the district offices, but to bring the government service right in the doorstep of every Bicolano.

RD San Luis-Lutey called the attention of the district chiefs to better improve the facilities and amenities of the office in order to better serve the office clientele when she was granted with a Php 39M budget for the improvement of waiting areas, providing more comfort for visiting customers especially those with physical limitations.

Her stand on road safety was imminent in the implementation of RA 10054 - an act mandating all motorcycle riders to wear standard protective motor helmets while driving. LTO Bicol has attained the highest number of

apprehension for violators under her stewardship.

She was one of the members who drafted and pushed for the implementation of the IRR on RA 10586, known as "Anti - Drunk and Drugged Driving Act" of 2013. The establishment and implementation of this law ensures the safety of all road users as a tool to keep them away from drunk and drugged related road crashes and accidents.

In time for the women's month, San Luis-Lutey launched another first - a program coined "BRIGADA KALSADA - STRUT Road Safety Champions."


The search for teachers as Road Safety Champions, which was conceptualized in partnership with the Department of Education Region 5 (DepED R5) aims to honor teachers and encourage more road safety educators.

Indeed, the road to safety might be long and tiring, but San Luis-Lutey will not fold her wings and will continue to spread her advocacy to ensure that our loved ones are safe on the road and will go home to their families -- safe and sound. (LSMacatangay-PIAV/Camarines Sur)

## 1st Quarter CES WE Registered 145 Examinees

The first quarter CES Written Examination (CES WE), administered by the Career Executive Service Board (CESB) last March 3, 2019, has registered a total of one hundred forty-five (145) examinees from various government and private agencies. This was held simultaneously in three testing centers, namely: University of the Philippines, Quezon City, University of Cebu, Cebu City and San Pedro College, Davao City.

Ninety-four (94) or 64.83% out of the total number of examinees represent those who took the exam in Quezon City and 27 examinees or 18.62% in Davao City and 24 examinees or 16.55% in Cebu City.

Result of the March 3 Nationwide CES WE (list of passers) will be announced through the CESB website ([www.cesboard.gov.ph](http://www.cesboard.gov.ph)) not later than the first week of May 2019. Notice of ratings will also be sent to individual examinees via e-mail or regular mail. 

## SALDIWA 39: Embracing the Human Side of Leadership

In the 1990's book entitled, *A Force for Change: How Leadership Differs from Management* by renowned Professor Emeritus of Leadership at Harvard Business School and best-selling author John Kotter, he stated that leadership involves the process of "motivating and inspiring" and that a leader should "appeal to very basic, but often untapped human needs, values and emotions." As leadership plays a critical role in an organization's long-term success, and innovation has become a strategic necessity in today's organizational environment, there is an increasing need for third-level executives to introspect on their own perspective of change, and to motivate others to buy-in on the idea of uniting disparate departments and ultimately meet development goals.

In line with this apparent need for a more profound sense of the "self", twenty-three (23) third level government officials embarked on a quest to revisit their own brand of leadership style in the 39th installment of the Salamin-Diwa ng Paglilingkod (SALDIWA) Training Course under the Career Executive Service Board's (CESB) Leadership and Management Proficiency (LAMP) Program for Career Executive Service Officers (CESOs) and Career Executive Service (CES) eligibles.

The course, comprised of eight (8) modules aimed at participants' achieving a deeper understanding of the self, is specifically designed for senior officials to better know themselves holistically in order to lead their respective organizations better. Equally important to studying the theories behind examining one's personal leadership style is the Community Engagement Module (CEM) where theories are tested against the harsh realities of the living conditions of underprivileged community sectors in the micro-setting of the barangay level.

After this brief but very meaningful immersion experience in the lives of people who have less in life, the learners were given a chance to present their experiences, findings, and recommendations in front of a panel of government officials and leaders from the barangay, municipal, and national levels. From their collective reflections, the class ultimately found out that poverty is a result of people not being brave enough to dream of a better life. Complacency and a defeatist attitude kill any hope for meaningful action which drives a community towards wanting, striving, and dreaming of having more in life. In retrospect, learners related this situation to their own organizations where specifically this feeling of contentment and indifference among their personnel is what is ultimately hindering personal growth.

According to Maricris E. Calipjo-Cabural, Deputy Executive Director at the Juvenile Justice and Welfare Council, "the program enabled me to reflect on my own values, my prejudice and judgments, and my beliefs that affect how I perform as a leader-manager in my agency. Further, my major take-away from the program is the affirmation of the 'why' I'm doing public service, particularly working on child protection and welfare." As for Raymundo M. Cantonjos, Acting Assistant Schools Division Superintendent for the Department of Education Schools Division Office of Masbate, "seeing and feeling for myself their challenges, pains, sufferings and poverty made me stronger in my work philosophy and principle that those who have less in life shall be given more services and protection by the law. It reminded me to always stay on the ground and that efficient,



*Learners engage in different activities that stimulate better understanding and affirmation of themselves during the various modules of SALDIWA 39.*

effective and genuine public service should be made accessible to our people."

As stated by CESB Executive Director Maria Anthonette C. Velasco-Allones in her module on Self-Mastery as Leadership Foundation, our VUCAD (Volatile, Uncertain, Complex, Ambiguous, and Disruptive) world necessitates leaders to always be adaptive and resilient — traits which can only be achieved by having a meaningful and profound understanding of one's self. Stressing the participants' deeper sense of understanding of themselves and the strengths and weaknesses of each one's leadership brand, CESB Deputy Executive Director Hiro V. Masuda closed the program with the assertion that, as leaders, we should "be the order we want in our organization." 🌐



## NEW ELIGIBLE

CONFERRED THROUGH RESOLUTION NO. 1453

MARCH 28, 2019

**ABELLANOSA, HARBY O.**

Nurse VII  
Talisay District Hospital

**AQUINO, IMELDA L.**

Local Government Operations Officer (LGOO) VI  
Department of Interior and Local Government

**BACOLCOL, TERESITO C.**

Associate Scientist  
Department of Science and Technology  
Philippine Institute of Volcanology and Seismology

**BERGADO, SUNDY N.**

Business Development Manager  
Manila Water Company, Inc. (MWCI)

**KINAWAG, JEENA G.**

Chief Administrative Officer  
Philippine Drug Enforcement Agency (PDEA)

**MABUTI, NELIA M.**

School Principal III  
Department of Education  
Division of Cauayan City

**MEDINA, MYRNA D.P.**

Director III  
National Police Commission (NAPOLCOM)

**ORCEO, REYNANTE B.**

Former Undersecretary  
Department of Justice

## Revised CESPES Guidelines and Tools issued to effect in 2019 CESPES Rating

The Career Executive Service Board promulgated the new guidelines and tools on the Career Executive Service Performance Evaluation System (CESPES) through CESB Resolution No. 1445 dated 25 January 2019 to strengthen its mechanism for performance accountability. The revised forms and guidelines shall be used for rating the 2019 performance year.

The new guidelines revised pertinent provisions of the Enhanced CESPES to make it fully aligned with Program Expenditure Classification (PREXC) – being the framework for improving performance accountability in the public service. The revised guidelines also provide for tools to facilitate accurate measurement of the official's individual contribution to the achievements of the organizational/unit accomplishments.

### **CESPES' New Features**

The new CESPES retained the Semestral Rating Period but allows annual Rating Period for justifiable reasons. In addition, it also introduced the Peer Rating System to have a more comprehensive view of the official's managerial

competence. The most significant changes however are in the design of the Ratee Information Sheet (RIS) and the Performance Contract and Review Form (PCRF).

The RIS is a form used to identify the official's superior and subordinate raters. With the new guidelines, the RIS shall also be used to gather other information, such as the function of the official's position and office.

The PCRF has a new feature that allows officials to select program outcome/output indicators from a list of the agency's PREXC indicators. Officials shall also enumerate their performance outputs that contribute to the program and other intervening and innovating accomplishments.

Meanwhile, Memorandum Circular No. 1 s. 2019 was issued to inform agencies that the period for the accomplishment of ratings for the two semesters of CY 2018 Online CESPES commenced on 11 March 2019 and must be completed on or before 26 April 2019. The prescribed forms and guidelines under CESB Resolution No. 1136 shall remain in effect for Performance Year 2018. The detailed schedule is as follows:

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## Online CESPES Evaluation Schedule For January - June & July - December 2018

| EVALUATION SCHEDULE | AGENCY | ATTACHED BUREAUS  |
|---------------------|--------|---|
| 2019<br>MARCH 11-31 | DAR    |   |
| MARCH 11-31         | DA     | ATI, BAR, BAFS, BAI, BFAR, BPI, BSWM, NDA, NMIS, NTA, PCAF, PHILFIDA, PHILMEC |
| MARCH 11-31         | DBM    | GPPB-PSO  |
| MARCH 11-31         | DEPED  | NBDB  |
| MARCH 11-31         | DOE    | NEA   |
| MARCH 11-31         | DENR   | EMB, ERDB, FMB, LLDA, LMB, MBCO, MGB, NAMRIA, NWRB                            |
| MARCH 11-31         | DOF    | BOC, BIR, BLGF, BTr, IC, NTRC PMO, SEC  |
| MARCH 11-31         | DOH    | FDA, NNC, PCMC, RITM  |
| MARCH 11-31         | DILG   | LGA, NAPOLCOM   |
| MARCH 11-31         | DOJ    | BPP, LRA, NBI, PPA-DOJ  |

| EVALUATION SCHEDULE | AGENCY                  | ATTACHED BUREAUS  |
|---------------------|-------------------------|---|
| MARCH 11-31         | DOLE                    | ECC, ILS, NCMB, NWPC, OSHC, OWWA, POEA  |
| APRIL 1-26          | DND                     | GA, OCD, PVAO, VMMC   |
| APRIL 1-26          | DPWH                    |   |
| APRIL 1-26          | DOST                    | ASTI, FNRI, FPRDI, ITDI, MIRDC, PAGASA, PCAARD, PCAMRD, PCHRD, PCIEERD, PHILVOCS, PNRI, PTRI, STII, CEI, TAPI |
| APRIL 1-26          | DSWD                    |   |
| APRIL 1-26          | DTI                     | BOI, CITEM, CITC, CIAP, DCP, IPO, NDC, PTTC   |
| APRIL 1-26          | DOT                     | IA, NPDC  |
| APRIL 1-26          | DOTr                    | CAB, LTRFB, LTO, LRTA, OTS, TRB   |
| APRIL 1-26          | DICT                    | NTC   |
| APRIL 1-26          | NEDA                    | PSA, PNVSCA, PPPC   |
| APRIL 1-26          | OP                      | CESB, CHED, DDB, GCG, MDA, NLP, NCCA, NIA, NSC, PCW, PDEA, PMS, PCGG, HLURB, NHCP                             |
| APRIL 1-26          | Office of CabSec & PCOO | NAPC, NCIP, NCMF, TESDA & BBS, BCS, NPO   |

## 2019 Gawad CES now accepts Team Nomination

**T**he CESB formally announced the opening of the nomination for the 2019 Gawad CES during the Inaugural Session of the 2019 Leadership Conclave at the Grand Ballroom of the Diamond Hotel on 7 February 2019.

Launched in 2008 as a Presidential Award, the Gawad CES expands its nomination platform in its 11th year with the opening of the award for group nomination. With the issuance of CESB Resolution No. 1440, Career Executive Service Officers (CESOs) and Third-Level Eligibles (CEOE/CSEE/CESE) may now be nominated as individual or a team with a maximum of ten (10) members. Apart from being a CESO or third level eligible, nominees must be an incumbent of a position requiring performance of executive, leadership and/or managerial functions and has manifested exemplary performance and unquestionable integrity.

Individuals and government agencies, national and regional associations of the career executive officers, and non-government/civil society organizations, through their heads of offices are invited to nominate qualified individuals/teams to the award.

GAWAD CES honorees receive a plaque with the Presidential Seal, a trophy and prize money amounting to PhP100,000.00. Downloadable Nomination Forms and guidelines are available in the CESB website. Interested parties may call the Performance Management and Assistance Division (PMAD) at 9514981 locals 110 and 111 or 3661941. Deadline for nomination is on 31 May 2019. 🌐

C A R E E R   E X E C U T I V E   S E R V I C E



CALL FOR NOMINATIONS TO THE  
**Gawad CES**  
PRESIDENTIAL AWARD

Open to all **CESOs** and **Third Level Eligibles** occupying executive and managerial positions in the third level, who may either be nominated as an **individual** or as a **group/team** with a maximum of ten (10) members who contributed to a common project outcome/output.

**Innovative Service • Inspiring Leadership**

*For more information, visit [www.cesboard.gov.ph](http://www.cesboard.gov.ph).  
For queries, please e-mail us at [gawad\\_ces@yahoo.com](mailto:gawad_ces@yahoo.com)  
Contact No.: (02)9514981 locals 110,111 or 126*

**Nomination deadline: May 31, 2019**

CAREER EXECUTIVE SERVICE BOARD  
No. 3 Marcelino St., Holy Spirit Drive, Isidora Hills, Quezon City 1127 Philippines

*No. 3 Marcelino St., Holy Spirit Drive, Isidora Hills, Quezon City 1127 Philippines*



# 2019 CESB Calendar of Activities



| PROGRAM  | DATE                 | VENUE               |
|--|----------------------|---------------------|
| Gabay ng Paglilingkod XXXIV                    | April 1-12           | General Santos City |
| Wellness Camp XX                               | April 23-26          | Siquijor            |
| Assessment Center                              | April 27<br>April 28 | CESB Office         |
| Wellness Camp XXI                              | April 27-30          | Batanes             |
| Q2 CES Club                                    | May 10               | Manila              |
| Assessment Center                              | May 25<br>May 26     | CESB Office         |
| CES Leadership Summit                          | May 29-31            | Cebu                |
| CES Written Examination                        | June 2               | Manila, Cebu, Davao |
| SALDIWA XL                                     | June 3-18            | Pagadian City       |
| Q2 HRM Fellowship Meeting and Learning Session | June 10              | BIR Quezon City     |
| 2nd Leadership Conclave                        | June 21              | Cagayan de Oro City |
| Assessment Center                              | June 22<br>June 23   | CES Office          |

**CES Written Examination  
2019 Schedule**

| DATE OF EXAM | DEADLINE OF FILING | VENUE               |
|--------------|--------------------|---------------------|
| June 2       | May 3              | Manila, Cebu, Davao |
| September 1  | August 2           | Manila, Cebu, Davao |
| December 1   | October 31         | Manila, Cebu, Davao |

# THE E-PUBLIC MANAGER

Come and share with us how you have been wowed by CEOs and Third Level Eligibles who make a difference in the lives of their stakeholders through their innovation and cost-effective measures. Nominate them in CESB's search for the Career Executive Service Very Innovative Person (CES VIP) and Career Executive Service Outstanding Cost-Effective Officer (OS CEO) awards.

For inquiries, you may call the Performance Management and Assistance Division at Tel. Nos. 366.1941 & 9514981 local 111 & 126.



## The CES CEO Cost-Effective Officer Award

## The CES VIP Very Innovative Person Award

## The CES VIP & CEO Group Award

This category seeks to recognize the strategic leadership qualities of the CEOs and Third level Eligibles whose decisions or actions create desired level of performance that leads to the *maximum utilization of resources* resulting in increased agency savings.

This category seeks to recognize CEOs and Third level eligibles who initiated a novel policy or program that improved operational processes or methods and have assisted in meeting organizational sustainability and/or wellness.

This category seeks to recognize the excellent performance of a group consisting of at least three members to a maximum of ten members that has made substantial contributions to a particular project, goal or organization performance and resulted in achieving and/or exceeding set targets.

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