

The Public Manager



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PRRD Appoints 57 Public Managers to CES Ranks

by: Shang Ponferrada

President Rodrigo Roa Duterte recently appointed 57 career officers to Career Executive Service (CES) ranks on 6 February 2020 at the Rizal Hall in Malacañan Palace, Manila.



This batch included 41 original appointments and 16 rank adjustments from 12 agencies, namely: Department of Budget and Management (DBM), Department of Education (DepEd), Department of Environment and Natural Resources (DENR), Department of Health (DOH), Department of Justice (DOJ), Department of Labor and Employment (DOLE), Department of the Interior and Local Government (DILG), Governance Commission for Government Owned or Controlled Corporations (GCG), Department of Science and Technology (DOST), Department of Trade and Industry (DTI), National Economic and Development Authority (NEDA) and Technical Education and Skills Development Authority (TESDA).

Career officers who are appointed to a rank corresponding to their positions are conferred tenure to third level positions. The CES adheres to a rank system that follows the following structure:

- 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)

The list of fully appointed CESOs are:

NAME/POSITION	RANK
DEPARTMENT OF EDUCATION (DEPED)	
EDGARDO VILLAFUERTE ABANIL Assistant Schools Division Superintendent	VI
MINA GRACIA LEGASPI ACOSTA Assistant Schools Division Superintendent	VI
MICHELL LORO ACOYONG Assistant Schools Division Superintendent	VI
GAUDENCIO CASPE ALJIBE JR. Assistant Schools Division Superintendent	VI
FLORENCE ESPANTO ALMADEN Assistant Schools Division Superintendent	VI



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ORIGINAL APPOINTMENT TO CESO RANK

NAME/POSITION	RANK
DEPARTMENT OF EDUCATION (DEPED)	
IRENE SUMEDCA ANGWAY Assistant Schools Division Superintendent	VI
WINNIE EVANGELISTA BATOON Assistant Schools Division Superintendent	VI
VILMA CAMACAM CABRERA Assistant Schools Division Superintendent	VI
RAYMUNDO MANANGAT CANTONJOS Assistant Schools Division Superintendent	VI
DANNY BODAY CORDOVA Assistant Schools Division Superintendent	VI
MARCELITA SOLON DIGNOS Assistant Schools Division Superintendent	VI
LILIBETH TORRENTO ESTOQUE Assistant Schools Division Superintendent	VI
NESTOR CUENTA HERAÑA Assistant Schools Division Superintendent	VI
FELISA GESTA LARANJO Assistant Schools Division Superintendent	VI
JUDELLA RUIZ LAMPAS Assistant Schools Division Superintendent	VI
JAY SANIEL MONTEALTO Assistant Schools Division Superintendent	VI
VIVIAN LUZ SANIDAD PAGATPATAN Assistant Schools Division Superintendent	VI
SHERLITA ARIÑO PALMA Assistant Schools Division Superintendent	VI
ROWENA HALLASGO PARA-ON Assistant Schools Division Superintendent	VI

ORIGINAL APPOINTMENT TO CESO RANK

NAME/POSITION	RANK
ERICSON SABLAY SABACAN Assistant Schools Division Superintendent	VI
GLADYS AMYLAIN DECHAVEZ SALES Assistant Schools Division Superintendent	VI
BENJAMIN DAYAO SAMSON Assistant Schools Division Superintendent	VI
MARILYN BABAGAY SIAO Assistant Schools Division Superintendent	VI
NORDY DEMIT SIAISON JR. Assistant Schools Division Superintendent	VI
REYNANTE ALMODIEL SOLITARIO Assistant Schools Division Superintendent	VI
MARCIANO URSUA SORIANO JR. Assistant Schools Division Superintendent	VI
ESTELA BARRETE SUSVILLA Assistant Schools Division Superintendent	VI
JESNAR DEMS SARIO TORRES Assistant Schools Division Superintendent	VI
ELY SALAZAR UBALDO Assistant Schools Division Superintendent	VI
ALONA CAMILO UY Assistant Schools Division Superintendent	VI
DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES	
RALPH CASAUAY PABLO Acting Director IV	III
DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE)	
ROSEMARIE GONDRANIOS DUQUEZ Director II Philippine Overseas Employment Administration	V

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ORIGINAL APPOINTMENT TO CESO RANK

NAME/POSITION **RANK**

DEPARTMENT OF SCIENCE AND TECHNOLOGY

FELIX BLANDO TAMOLANG IV
Acting Director III
Forest Products Research and Development

DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT (DILG)

SALVACION ZURETA BACCAY V
Local Government Operations Officer VIII

VISITACION CUMARAT MARTINEZ V
Local Government Operations Officer VIII

MARY JANE SAN ESTEBAN NACARIO V
Local Government Operations Officer VIII

DEPARTMENT OF TRADE AND INDUSTRY (DTI)

HENRY ONZA CONEL JR. V
Provincial Trade and Industry Officer

AL-ZAMIR ISAHAC LIPAE V
Provincial Trade and Industry Officer

NATIONAL ECONOMIC AND DEVELOPMENT AUTHORITY (NEDA)

ELEAZAR EDANG RICOTE II
Deputy Executive Director V
Public-Private Partnership Center of the Philippines

GOVERNANCE COMMISSION FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS (GCG)

JOHANN CARLOS SULIT BARCENA III
Acting Director IV

TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY (TESDA)

TARHATA SUMAYAN MAPANDI II
Director IV

ADJUSTMENT IN CESO RANK

NAME/POSITION **RANK**
FROM TO

DEPARTMENT OF BUDGET AND MANAGEMENT (DBM)

ACHILLES GERARD CAÑIZARES BRAVO III II
ASSISTANT SECRETARY

TINA ROSE MARIE LUCIO CANDIA II I
UNDERSECRETARY

ROWENA CANDICE MACALI RUIZ III I
Executive Director V
Government Procurement Policy Board
Technical Support Office

DEPARTMENT OF EDUCATION (DEPED)

EVELYN RIVAMONTE FETALVERO V IV
Director III

NELSON CARDENTE LOPEZ VI V
Schools Division Superintendent

CHERRY SALARZON RAMOS VI V
Schools Division Superintendent

CHERRYLOU DE JESUS REPIA VI V
Schools Division Superintendent

MA. LIZA RECAMARA TABILON VI V
Schools Division Superintendent

CATHERINE PONCIANO TALAVERA VI V
Schools Division Superintendent

CARMELA ROJAS TAMAYO VI V
Schools Division Superintendent

MARIE CAROLYN BUDONG VERANO VI V
Schools Division Superintendent

SALDIWA 42 Class *Alab*: Re-igniting Passion for Public Service

by: Kirk V. Alfante

In the book “Man’s Search for Meaning” written in 1946 by renowned psychologist, author, and Holocaust survivor Viktor Frankl, he advocated that everyone must find their sole purpose in life and understand the meaning for one’s existence. Since leaders in government possess influence and wield power to effect change, the general public is entitled to expect from them their dedication to service with the welfare of the underprivileged in mind. The integral question of “why did you choose to be a public servant?” came into the minds of the 37 learners from different government agencies from across the country who attended the 42nd session of the Integrated Salamin-Diwa (SALDIWA) training course held last 3-17 February 2020 in Naga City.

The SALDIWA course is composed of nine (9) modules intended to enrich learners’ understanding and appreciation of the “self” and the values related to leadership. It is specifically designed for senior officials to better know themselves holistically in order to lead their respective organizations more effectively. After assimilating the theories behind understanding individual leadership style, through

the Community Engagement Module (CEM), learners are immersed in a micro-level laboratory site in a rural Barangay setting.

THE JOURNEY OF FINDING PURPOSE OF PUBLIC SERVICE

By living with their foster families for five (5) days, learners were able to research, validate, and evaluate critical government services crucial in leveraging development in the community. They also found a new sense of purpose, gratefulness and passion for serving the public after

“Ang kalidad ng masaya at maayos na buhay ay nakasalalay sa pakikisama at pakikipagkapwatao. Napaka-importante sa isang tao ang makatulong at makapaglingkod at hindi lamang ang tumanggap. Ito ang paraan para tayo mismo ay lumago at umunlad... Salamat sa pagmamahal, pagkukop, at pagpapaalala sa amin kung saan kami galing at kung saan naman kami dapat ngayon tutugon o patutungo.”

-SALDIWA 42 Learners

seeing and experiencing the stark realities of living in the grass-roots level among the underprivileged. Upon the completion of the immersion module, learners were given the chance to present their findings, recommendations and commitments in a report presentation session to the concerned stakeholders headed by Bula Municipal Mayor Amelita Ibasco,

and other municipal and barangay officials. From their reports, it was deduced that one of the common problems across the different sectors of the community was the peculiar complacency of the residents to their living conditions and the lack of attempts at consulting concerned groups and pursuing feasible solutions. This defeatist attitude and feeling of powerlessness were the main points considered in exploring areas for convergence with other government agencies. The learners presented practicable solutions to the problem

while securing the commitment of the beneficiaries and their active participation in implementing reforms. Despite this apparent outlook, however, the community demonstrates a strong faith in God and His plan. As aptly summarized by Department of Education (DepEd) Undersecretary for Finance-Budget and

Performance Monitoring Annalyn Sevilla, “Collaboration and synergy; consultation and empowerment; leadership that highly considers culture, engagement and participation.” is the type of governance needed for change.

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PERSONAL ENLIGHTENMENT

For Department of Agrarian Reform Legal Affairs Undersecretary Luis Meinrado “Louie” Pañgulayan, the CEM experience “strengthens your commitment to serve. It allows you to validate if government works for the people. The efficacy of our support programs rests on whether such programs reach the last family in the barangay. There is the opportunity to validate firsthand if government is present where it should be.”

For Office of the Civil Defense Director III Edgar Posadas, the CEM was very relevant to third-level officials “to feel and experience firsthand the living conditions of the people whom we have sworn to serve in order to serve them better as public servants from the NGAs and the bureaucracy.”

For DepEd Chief Education Supervisor Rommel Libang, the immersion strengthened his resolve that, “living with the host family is a part of my value clarification to lead and empower the voiceless who are considered the lost, least and the last in the community.” As for the virtue of compassion needed to be coupled with public service, Department of Environment and Natural Resources Provincial Environment and Natural Resources Officer Andres Untal describes it as “Empathy. As managers and policy makers, it helps us internalize the meaning of people's participation and inclusive development in bringing



“Living the life” SALDIWA Learners immerse themselves in the day-to-day activities of the host families in the Community Engagement Module.

about change and development in a community.”

The learners expressed their gratitude to the community and conveyed their collective realization that, *“Ang kalidad ng masaya at maayos na buhay ay nakasalalay sa pakikisama at pakikipagkapwa-tao. Napaka-importante sa isang tao ang makatulong at makapaglingkod at hindi lamang ang tumanggap. Ito ang paraan para tayo mismo ay lumago at umunlad... Salamat sa pagmamahal, pagkukop, at pagpapaalala sa amin kung saan kami galing at kung saan naman kami dapat ngayon tutugon o patutungo.”*

COMMITTED CONTRIBUTIONS

Barely a week after the conclusion of the SALDIWA training program, the

Enterprise Development, Agricultural Productivity and Economic Promotion (EDAPEP) Group followed through with their commitment in providing assistance and guidance in raising awareness regarding essential government services that are available to the farmers in the community.

Headed by DAR Undersecretary Louie Pañgulayan and its members: Ma. Judelyn J. Ramos, DepEd OIC-Assistant Schools Division Superintendent, SDO Zamboanga Del Norte, Danielle Marie S. Rieza-Culangen, Assistant Secretary, Legal Services Group, Department of Finance; Carolina T. Rivera, DepEd Assistant Schools Division Superintendent, Caloocan City, Susana S. Santiago, Chief Economic Development Specialist,

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NEDA Region 3; Winston T. Singun, Provincial Director, DTI Isabela, Region 2; Julieta T. Tadosa, Provincial Director, DTI Quezon, Region 4A; Erleo T. Villaros, DepEd Chief Education Supervisor, SDO Aurora, Region 3; Joel A. Zartiga, DepEd OIC-Assistant Schools Division Superintendent, SDO Ormoc City, the EDAPEP team was able to secure information from the farmers, tillers and farmworkers in Brgy. San Miguel (BSM) that tenurial instability and lack of credit facilities are the challenges confronting the people of BSM. Interventions are coming in the form of several projects of the DAR and Landbank of the Philippines (LBP) that are ongoing at BSM. Other programs and activities that are slated to be implemented this year are:

1. Resolution of Landowners' Protest on CARP coverage

2. Award of Emancipation Patents to Farmer Beneficiaries

3. Organization of Agrarian Reform Beneficiaries Organization (ARBO) which will be the recipient of training and support services. The ARBO will include tenants and farm workers. They are coming up with their own action plan.

4. Entry of Landbank's Accessible Funds For Delivery to Agrarian Reform Beneficiaries or AFFORD-ARBs Program in Bgy. San Miguel. A Lending Desk will be established at the barangay hall to provide credit facilities to the unbanked sector.

EDAPEP (informal group name: "San Mig Lite") concluded their report and recommendations with a quote from Atticus Finch in Harper Lee's, "To Kill A



"Tagumpay ng aking lipi" SALDIWA learners sing their rendition of the Lea Salonga hit, "Tagumpay nating lahat" together with the municipal and barangay officials while holding hands raised high.

Mockingbird" which says, "You never really understand a person until you consider things from his point of view ... until you climb into his skin and walk around in it." The study has been carefully deliberated upon after the group has "climbed under the skin of the fine people of Barangay San Miguel in the Municipality of Bula in Camarines Sur" ... and "walked around in it." This was how the authors of this study spent five days of their lives in San Miguel living with the people of the Barangay not only as guests but as members of the foster families. Hence, the immersion was not only skin-deep. It reached the very heart and soul of the people.

"Meaning" and "Purpose" are fleeting as people often develop a routine for finishing obligations and responsibilities. The desensitization to the harsh and miserable realities of poverty is relentless because of the growing divide between the full and the starving — ultimately insulating us from the truth and devoiding people from developing any empathy. The class name "Alab" is a great identifier of what the learners were able to transform into with the full realization that the life lessons they have imbibed and assimilated both in the classroom setting and in the immersion ignited their passion for serving the public and paved the way for each one's understanding of the "Why" they went on to being public officials. 🌐



"Ang kabataan ay ang pag-asa ng Bayan, sila din ang magbibigay solusyon sa maraming problema ng Bayan." - As recognized in the report of the Education and Human Resources Group after their interaction with the children of Catasan Elementary School

Department of Education Region XI Management Team Signs on to be Hopebearers

by: Lucre Mae H. Villaluna



The Department of Education Region XI is blazing a trail in being the first group to equip its regional management team with the skill to extend psychological first aid in the aftermath of disasters. Under the leadership of Officer-in-Charge, Office of the Regional Director Dr. Evelyn Fetalvero, CESO V and Officer-in-Charge, Office of the Assistant Regional Director Dr. Maria Ines Asuncion, CESO V, the Department of Education Region XI is planting seeds of hope ready to bloom

when challenging seasons come.

Project Paglaum Session 26 scheduled February 26-28, 2020 is poised to have twenty eight (28) Hopebearers by the end of the workshop course held at the National Educators Academy of the Philippines (NEAP) in Davao City. The Department of Education Region XI eagerly partnered with the Career Executive Service Board to equip its management committee with a valuable life skill. The group is joined by the Office of Civil Defense Regional Director Liza Mazo in this special session. "I am honoured to be part of this noteworthy training," reveals Ms. Mazo.

"Disasters, like the earthquake that hit Davao last year, are a reality that we have to deal with and prepare for especially because schools often become evacuation centers," said CESB Director III Marcy Cosare-Ballesteros in her opening message.

She further cited that this is a Strategic Project Paglaum batch. As a cohesive group from the same Region composed of Schools Division Superintendents, Assistant Schools Division Superintendents, Assistant Regional director, Division Chiefs, together with the Regional Director has the potential to come up with a double action plan for cascading a very important life skill to the teaching and non-teaching personnel of DepEd who can also pass on the skills to the students. With strong management support, this Paglaum batch can potentially institutionalize a psychosocial support system in Region XI.

When former CESB Executive Director Maria

Anthoette Velasco-Allones instituted Project Paglaum in the wake of Typhoon Yolanda in 2013, it was in response to the needs of fellow government employees in Tacloban who were providing services to the affected communities and who themselves experienced the ordeal. There was a need to reach out to them and help them process and cope with the situation.

We are all leaders, not just in our professional capacity but also in our homes and community, and it is expected of us to give hope to others, shares Dr. Fetalvero. The skill of giving psychological first aid then becomes a necessary tool for us to learn. For starters in Paglaum, we are learning that it is crucial to know how to tend to ourselves first in order to take better care of others.

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(Left) Project Paglaum Session XXVI learners go through play activity as part of the Psychological First Aid (PFA) training with special populations.

(Bottom) Future Hopebearers immersed in a group activity of crafting an action plan to implement PFA in the event of a disaster.



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Healing the Self

Graduates of Project Paglaum are called Hopebearers and the first checkpoint for future Hopebearers is to assess the self and learn how to heal from a past hurt or trauma. After you heal yourself, you are able to help others heal from a negative event such as experiencing a disaster. Licensed psychologist Tomas Batalla encouraged the participants to expand the power of the mind. “Know that you can influence your feelings, emotions and behaviour,” says Coach Tom. “Your feelings do not have the power over you,” he reminded them.

“It is not easy for leaders to reveal their soft spots but the soft spots make you relatable and is a way for others to connect with you”, observes Ms. Ines Asuncion. Project Paglaum is close to her heart, being one of the first graduates of the program who conducted the PFA in Tacloban City after Typhoon Yolanda. “If the leaders become comfortable with opening up and go back to their respective offices with a spark of inspiration and that spark lights up the hope in others, then it is a mission accomplished”, she added. 🌐



A new group of Hopebearers are in bloom in Davao Region. The graduates of Project Paglaum Session XXVI during the closing ceremony with (seated) resource person Ms. Peachy Gonzalez-Fernando (third from right). Dr. Maria Ines Asuncion, CESO V, Officer-in-Charge, Office of the Assistant Regional Director, Department of Education Region XI. CESB Officer-in-Charge, Office of the Executive Director Hiro V. Masuda, CESO IV, resource persons Coach Tom Batalla and Ms. Ayla Keh.

Forty-Two HR Managers meet for **LOVE** of HR and OD

by: Ed P. Sabalvoro

Valentine's Day in the Philippines is a celebration that excites and captures the attention of ordinary Filipinos including Human Resource Managers in the public sector. Though not necessarily in a romantic relationship, they are inspired to share the love through great service. They think of creative ways to further enhance a supportive work environment for senior public managers and employees.

HR Managers in government unlike couples on their first date who try to get to know each other on Valentine's Day, have discovered things they share together. They design and execute good HR programs that develop human capital, improve productivity and strengthen the public service delivery.

Forty-two (42) Human Resource Managers and executives from 28

government agencies congregated on February 14, 2020 for this year's first Human Resource Managers Fellowship and Learning Session at the Multi Purpose Room of the Department of Public Works and Highways in Port Area, Manila.

Undersecretary Ardeliza R. Medenilla, CESO I, welcomed the participants and proudly shared her lessons and experiences on how the DPWH has been transformed through the work and contributions of their officers who are members of the CES Community. She narrated how she rose from the ranks to become an Undersecretary and how DPWH transformed into a multi-awarded agency of the government that promotes excellence and encourages leadership and professional development of its officials and employees.

CESB Officer-In-Charge, Office of the Executive Director Hiro V. Masuda introduced Ms. Maria Marcy C.

Ballesteros, who has just been appointed as Director III of the Career Executive Board. He proceeded to walk the participants through the latest CES policies and issuances, including the classification and declassification of CES positions in various government agencies. He also announced the 2020 calendar of CES activities and lifelong learning programs, including the schedules of the CES Written Examination (WE) and Assessment Center (AC), as well as the rating period schedule of the CES Performance Evaluation System (CESPES) for each agency.

CESB OIC-Office of the Executive Director Hiro V. Masuda, CESO IV, then facilitated a lecture-workshop on Optimizing Intervention through HR (Human Resource) and OD (Organizational Development) with "The Use of Self as Self Instrument." After the learning session, each participant was given a rose in appreciation of our partnership on this Happy Hearts Day.

The Career Executive Service Board gathers public sector Human Resource (HR) managers and officials the quarterly Fellowship Meeting and Learning Session to share and discuss the latest updates on CES policies and programs and provide contemporary trends on HR management.

The next fellowship meeting and learning session will be held on 28 May 2020. 🌐



Love is in the Air. HR Managers from the public sector proudly show their hearts and roses too.

Leaders are Readers : A ComPASSION Project

by: Maylene M. Minimo

Career Executive Service Officers (CESOs) take on the various leadership roles in attending to mission-critical functions of government agencies. Known for their quality work, they focus on giving 'life' to others, providing inner strength to groups and communities. They take advantage of people's trust, time, and energy to improve the total well-being of the community. They believe that they can help uplift people's lives so they do their work efficiently and effectively as leaders and managers. They continuously improve through individual learning, by dedicating specific number of hours for reading books on management, leadership, organizations, among others. They believe that their being leaders and managers is a calling, a vocation to serve people better, specially the poor, deprived, un-served members of the community.

CESOs are grateful for the call to serve and lead. But this task is easier said than done. Because, apart from being preoccupied with service delivery to cover more clients, attending to various concerns, resolving issues among



Thank you. A new world will open up as these children learn to read books



Starting them young. A member of Los Generales reads aloud while holding a picture book to children

members of the community, they also initiate new solutions, create innovations to serve the public better. So how do they enable themselves for these great tasks? They spend time reading good quality books and enable others by sharing this passion for reading to others.

This is the mission that members of SALDIWA Class 38 – **Los Generales** - took to encourage children to be readers so they can be leaders of their communities in the future. Headed by Dr. Gerardo S. Manzo, the members vowed to continue and improve on their existing **Read to Lead** ComPASSION Project. This is a continuing endeavour initiated in 2018 by Lyndon Lee Suy, the founding President of SALDIWA Class 38 and a former DOH Assistant Secretary.

Together with the Department of Education's **Bawat Bata Bumabasa (3Bs) Initiative** through the Schools Division of Zambales' **Reading to the Roots** Program, the members of Los Generales decided to **read and give** to members of the Indigenous Peoples (IPs) of Zambales. They partnered with two (2) IP schools in Botolan, Kainomayan Integrated School and Buen Elementary School. They brought reading materials, hygiene kits, school supplies, slippers or "tsinelas," and Jollibee meals to Aeta learners on 29 November 2019.

The members of SALDIWA Class 38 promised to keep the **flame of giving** burning. Giving to **Read to Lead** is now a way of life for the members... a life-giving legacy which is a true mark of being part of **Los Generales!**

CESB Family Welcomes its New Director III

by: Giselle Luna

The Career Executive Service Board (CESB) family formally welcomed Ms. Maria Marcy Cosare-Ballesteros during the CESB's General Assembly last 19 February 2020. She was recently appointed as Director III of the CESB.

Officer-in-Charge of the Office of the Executive Director, Mr. Hiro V. Masuda, CESO IV, congratulated Director Ballesteros as the new member of the CESB family. OIC Masuda said that Director Ballesteros will be able to contribute to the betterment of the office given the leadership and management skills she has acquired from her 31 years of government service in the Department of Agrarian Reform (DAR) and the National Economic and Development Authority (NEDA).

Touched with the courtesy and warm acceptance of the CESBies, Director Ballesteros shared during the gathering that she has always admired the people working behind the agency as she could see the teamwork among the personnel in the events that she had participated and the efficiency in responding to clients that she considers them her dream team and said "I have found my happy place". She added that the CESB people are "HP, HP" which means highly performing and highly



CSC and CES Governing Board Chairperson Alicia Dela Rosa- Bala, CESO I, administers the oath to Director III Maria Marcy Cosare- Ballesteros. (bottom) Director Maria Marcy Cosare- Ballesteros is warmly welcomed by Officer-in-Charge, Office of the Executive Director, Hiro V. Masuda, CESO IV and the CES Governing Board.

professional much to the delight of the employees.

A long-time supporter of the CES Board Secretariat, Director Ballesteros attends all its training programs and other related activities. She further adds that she will be another helping hand to support them in sustaining the gains, to share and collaborate in programs and projects for the benefit of the CES community.

Director Ballesteros has accumulated years of experience with DAR as Division Chief at the Project Development and Management Service of DAR Central Office, as Provincial

Agrarian Reform Officer I from the DAR Region III and as Chief of Staff of the Undersecretaries for Support Services and Field Operations Office. She graduated with a Bachelor of Arts in Economics and Master in Business Administration degrees from the University of the Philippines, Diliman and Ateneo de Manila University, respectively. She also earned her Post-Graduate Diploma in Development Management from the Development Academy of the Philippines under the National Government Career Executive Service Development Program. 🌐



NEW ELIGIBLES
 CONFERRED THROUGH RESOLUTION NO. 1521
 JANUARY 23, 2020

ALEGRADO, JULIUS P.
 Attorney V
 Presidential Management Staff

BENITEZ, ROGELIO T.
 Municipal Administrator
 Municipality of Alicia, Province of Isabela

BUBAN, ANGELOU V.
 School Principal I
 Department of Education – Division of Sorsogon

DE LA CRUZ, DULCENEAH LYRA F.
 Planning Officer IV
 Department of Social Welfare and Development

ENCARNACION, ANGEL B.
 Agricultural Center Chief II
 Bureau of Fish and Aquatic Resources

GAYRAMA, GILBERT L.
 Chief Education Supervisor
 Department of Education

LUPANGO-TAMAYO, SHEARA L.
 Securities Counsel III
 Securities and Exchange Commission

SEPARIS, GLENN B.
 Accountant III
 Department of Education

ZARTIGA, ELOISA R.
 Education Program Supervisor
 Department of Education

**UPCOMING
EVENTS**



March 7 & 8 **Assessment Center
CESB Office**

March 22 **CES Written Examination
Manila, Cebu, Davao & Camarines Sur**

March 23 **Gabay 37
to April 3** **Mindanao**

March 28 & 29 **Assessment Center
CESB Office**

April 2 **Q2 CES Club
Cagayan de Oro City**

April 13-15 **Project Paglaum**

April 22-25 **Visayas
Wellness Camp
Siquijor**

April 25 & 26 **Assessment Center
CESB Office**

April 26-29 **Wellness Camp
Batanes**

May 16 & 17 **Assessment Center
CESB Office**

May 20-21 **Public Leaders Summit
Cebu City**

Call For Nominations to the 2020 GAWAD CES is on

by: Gina F. Sapang

The CES announces the opening of the nomination period for the 2020 Presidential Gawad Career Executive Service (CES) Award.

This is open to all Career Executive Service Officers (CESOs) and Third-Level Eligibles (CEOE/CSEE/CESE) occupying positions requiring performance of executive, leadership and/or managerial functions and have manifested exemplary performance and unquestionable integrity.

The award aims to recognize individuals or groups/teams with a maximum of ten (10) members from the CES Community for their exemplary performance and significant contributions, particularly in the areas of innovation, information and communication technology, social services, administrative reforms and public policy.

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

GAWAD CES honorees receive a plaque with the Presidential seal, a trophy and prize money amounting to Php100,000.00.

*For queries, please e-mail us at gawad_ces@yahoo.com
Contact No.: 89514981 locals 110,111 or 126*

Downloadable Nomination Forms and guidelines are available in the CESB website. Interested parties may call the Performance Management and Assistance Division (PMAD) at 89514981 locals 110 and 111 or 83661941.

Deadline for nomination is on 31 May 2020. 

4 | List of New CESOs

ADJUSTMENT IN CESO RANK

NAME/POSITION	RANK FROM	TO
LEONARDO DEL ROSARIO ZAPANTA Schools Division Superintendent	VI	V
DEPARTMENT OF HEALTH (DOH)		
NESTOR FERNANDO SANTIAGO, JR. Assistant Secretary	III	II
DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT (DILG)		
MARIA CALPIZA JAUCULAN SARDUA Director III	V	IV

ADJUSTMENT IN CESO RANK

NAME/POSITION	RANK FROM	TO
DEPARTMENT OF JUSTICE (DOJ)		
LUCY NENETTE DELA VEGA ROJAS Director II Parole and Probation Administration	VI	V
DEPARTMENT OF TRADE AND INDUSTRY		
ERMELINDA PUDADERA POLLENTES Director III	V	IV

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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