2nd CES Club takes on retirement roadmap

Transitioning to retirement is just as challenging as other milestones in life, such as changing career paths, planning your marriage, providing for your family, or migrating to an unfamiliar place.

The 2nd CES Club for 2017 accordingly offered to 61 senior career executives in attendance the roadmap to retirement with help from Philippine Daily Inquirer Assistant Vice President for Industrial Relations Jesse Francis N. Rebustillo and Government Service Insurance System (GSIS) Manager Noel C. Alvarez on June 30 at the Manhattan Suites Inn, Dumaguete City.

Mr. Alvarez shared and discussed the retirement and other social insurance benefits from GSIS during the afternoon portion of the 2nd CES Club for 2017.

CESB Runs 14th Paglaum Session in Manila

The Career Executive Service Board opens the 14th Session of Paglaum Training Workshop on 27 June at the Bayleaf Hotel, Intramuros. The workshop was participated in by twenty-three (23) delegates from the different government offices, namely: the Presidential Communications Operations Office (PCOO), Overseas Workers’ Welfare Administration, City Government of Manila, Parole and Probation Administration, and the Department of Education. The PCOO heads the workshop delegation as it is deemed critical to raise awareness of media practitioners on mental health and psychosocial support (MHPSS) because they are among the first few people who come in contact with disaster/calamity survivors.

CESB Executive Director Allones encourages the new hope-bearers to use their gifts to be a blessing to others.
Dubbed as “Road to Golden Years: A Pre-retirement Planning Workshop,” CESB Executive Director Maria Anthonette Velasco-Allones, CESO I, in her welcome remarks, mentioned that this was a timely, purposive, and useful topic especially for CESOs and CES Eligibles who are already planning to retire this year.

CESB ED Allones further introduced the first speaker as the epitome of an individual with an extensive exposure in the field of human resource management, who can embrace a different field that challenges his flexibility.

For the first session, Mr. Rebustillo jumpstarted his talk entitled, “Becoming a Credible and Engaged Career Executive,” by focusing on how to mentally and psychologically prepare for retirement. He initially reminded the learners that although being financially prepared is relevant to retiring, there are other key factors that should be addressed, such as the emotional, physical, and psychological realities.

A recent retiree himself, Mr. Rebustillo shared the three phases of transition, namely: the new beginning, the neutral zone, and the ending. He also discussed the “Dimensions of Renewal,” including the mind (to learn), the body (to live), the heart (to love), and the spirit (to leave a legacy).

In connection with legacy, he emphasized that “You have to stay brilliant and shine bright even until your last day in the workplace. This way, you will be respected, remembered, and definitely missed in the office.”

“No change the way you project yourself even when you’ve already retired,” he added. According to him, everyone has to stay positive and confident after retirement because employment is a grace from God, but so is the family, organization, and community.

For the second learning session, CESB ED Allones dubbed Mr. Noel C. Alvarez as “Mr. Congeniality and a very diligent man” for preparing and providing pre-registered participants copies of their respective tentative computation of GSIS retirement benefits.
HR Champions troop to DA for 2017 2nd Quarter HRM Fellowship

Sixty (60) Human Resource (HR) Managers and Career Executive Service (CES) Coordinators gathered inside the halls of the Department of Agriculture (DA)’s new building for the second quarter 2017 HRM Fellowship and Learning Session.

The event is a quarterly gathering of HR champions to be regularly updated on the latest CES policies, programs, and activities of the CESB. It also provides a venue for learning developments and trends in strategic human capital development, equipping them with appropriate skills and competencies necessary to cater to

CESB Runs 14th Paglaum...

In welcoming the workshop participants, CESB Executive Director Allones informed the participants that the objective of the program is to grow the pool of hope-bearers who are ready to bring hope and light in the midst of hopelessness and darkness that persists as the world experiences natural and manmade calamities. She challenged the workshop participants to consciously choose the path of light and be a blessing to others.

A three day workshop, Paglaum aims to build foundational competencies on providing psychosocial first aid and support in post-disaster situations. The workshop title “Paglaum” is a Visayan and Bicolano word for hope that describes the goal of the program which is to rekindle the hope of survivors that will enable them to rebuild their lives. Paglaum training graduates are called ‘hope-bearers’ to affirm their newly acquired calling to give hope to others after having completed the training.

The workshop is facilitated by licensed psychologists Tomas Alejo S. Batalla, Priscilla "Peachy" Gonzalez-Fernando and Alyda Yasmin A. Keh. Now on its third year, the workshop follows a new framework of “Paghilom, Pakikipag-ugnayan, Paglaum Patungo sa Ginhawa”, which focuses on helping hope-bearers achieve personal healing and be better instruments for bringing hope and recovery to others.

In the next three days, workshop participants will be involved in various structured learning exercises and lectures on self-awareness and personal healing, communication and Psychological First Aid (PFA) concepts and application.

14th Paglaum Session in Action: Lectures and workshops await the hope-bearers in the three-day workshop.
their officials in their respective agencies.

In her welcome remarks, CESB Executive Director Maria Anthonette C. Velasco-Allones highlighted the importance of establishing core values in an office. “Defining and adopting values is one of the key critical things that we need to do as organizations.” She ended her message by sharing the four (4) core values of civil service launched by the Civil Service Commission (CSC), namely: Patriotism; Integrity; Excellence; and Spirituality. “Hopefully as HR Managers in the different agencies, we will start with having the consciousness and the awareness to be mindful of these 4 values, and hopefully be creative to think of ways in which we can incorporate instilling them in the different development programs that we have for our human resources,” she concluded.

For the learning session, Professor Alex B. Brillantes, Jr. from the University of the Philippines – National College of Public Administration and Governance (UP-NCPAG), gave a concise yet detailed lecture on Public Sector Values: Reform Imperatives. Professor Brillantes, a renowned academic and practitioner of good governance and fresh from a stint as one of the commissioners of the Commission on Higher Education (CHED), gave emphasis on the importance of values as a key factor in the development, may it be economic, political, social, or environmental, of the country. In fact, he identified values as a major area of reform, beside institution, structures, and processes. Professor Brillantes also stated that the only other thing that should be constant, other than change, is our set of values. He added that government officials, elected or otherwise, “must, at all times, be accountable to the people, serve them with utmost responsibility, integrity, loyalty, and efficiency; act with patriotism and justice, and lead modest lives” because public office is a public trust, according to Article XI, Section 1 of the 1987 Constitution.

During the afternoon session, Executive Director Allones discussed the updates on CES policies and programs, including the classification and declassification of some CES positions in different agencies; institutional and program accreditation of CESB’s training partners and their programs; CESB’s training calendar for the rest of 2017;
Executive Director Allones gave the opening message to the delegates of the 1st NUCESO Mid-Year Conference at the Diamond Hotel, Malate, Manila

ESB Executive Director Allones gave the opening remarks before the one hundred ninety-five (195) delegates from the different National Union of Career Executive Service Officers (NUCESO) Inc. department and regional chapters and other career officials during the 1st NUCESO Mid-Year Conference on May 30, 2017 at the Diamond Hotel, Malate, Manila. The Conference was conducted in celebration of NUCESO’s 10th year of constitution and thus aptly themed as “NUCESO: Sa Gitna ng Pagbabago sa Ika-10 Anibersayo”.

She recounted the history of the merger of two associations of career executives: National Council of Career Executive Officers, Inc. (NCCESO) and the Executive Leaders Program Alumni Association (ELP-AA) in 2006. She also lauded the works of the regional associations as partners of leadership development in their respective regions and sectors. In a reflective note, she cited Mr. Dimnatang M. Radia, President of the Bangsa Moro Executives and Leaders League, Inc. (BELL) who sought the help of CESB to conduct leadership development programs for youth leaders in Mindanao. She also narrated that Mr. Radia was among those present in the Marawi Municipal Capitol at the time of Maute siege to assist local leaders in evacuating affected civilians in the area.

The opening message of ED Allones was followed by the keynote speech of the newly elected Chairperson of the Board of Trustees of the Government Service and former Civil Service Commission (CSC) Chairperson Francisco T. Duque III and a plenary talk by Secretary Jose Ruperto Martin M. Andanar of the Presidential Communications Operations Office.

Highlights of the event include: a plenary session with the incumbent NUCESO President Undersecretary Rosalina L. Bistoyong and former NUCESO presidents, NUCESO Business Meeting and NUCESO Raffle Bonanza.

The NUCESO was registered to the Securities and Exchange Commission on June 6, 2006 and the mid-year conference was conducted just a few days before its 10th year ends. It was
**CES News**

**June 2017**

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### HR Champions troop...

Deadline of nominations to CESB’s recognition programs; and the re-opening of the Online CES Performance Evaluation System (CESPES).

She also discussed briefly some CESB projects in the pipeline, such as the policy requiring a Mandatory Drug Test as a requirement for conferment of CES Eligibility and Appointment to Promotion in Reactivation of CES Rank; Revitalizing the CESO Pool as the Government Executive Resource Pool (GERP) and its guidelines; the Leaders’ Externship for Accountability and Development (LEAD) Program; and the CESB’s comments on the Senate Bill No. 543 (“An Act Strengthening the Career Executive Service”) or CES Bill.

As a parting message, Executive Director Allones reminded the HR gatekeepers of their primary responsibility to preserve the dignity of their vocation. “As the heart of our respective organizations, the quality of people and the culture of the agencies that we have is somehow affected or influenced by our behaviours as managers. If we don’t mind our thoughts, our words, and our actions, we actually invite them to be the values that we live by and work by,” she remarked.

Just before the closing ceremonies of the event, Atty. Marijoy R. Francisco and Mr. Michael F. Laguio of the CESB’s Policy, Planning, and Legal Division - Management Information System (PPLD-MIS) launched the Online Plantilla Management System, a system which aims to facilitate accurate and updated data on the occupancy of CES positions in the national government agencies and its attached bureaus/offices.

The 3rd quarter HRM Fellowship and Learning Session for the year will be hosted by the Parole and Probation Administration (PPA) and is scheduled on 22 September 2017.

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### ED Allones opens the 1st NUCESO...

Established to unify the NCCESO and the ELP-AA. The NCCESO was a federation of the different associations of government executives situated in the different agencies and regions in the country led by its national president, then CESB Executive Director Mary Ann Z. Fernandez Mendoza. Meanwhile, the ELP-AA was an association of alumni of what used to be the residential program of CESB, the Executive Leadership Program (ELP). The ELP-AA was led by former Department of Energy (DOE) Undersecretary Loreta G. Ayson. It was long and arduous process that the initial talks happened as early as 2004 but the final agreement was reached in March 2006. Consequently, National Mapping and Resource Information Administration (NAMRIA) Deputy Administrator Evangeline d/c Cruzado was elected as first NUCESO president.

The 1st NUCESO Mid-Year Conference was conducted back-to-back with the CESB’s Thought Leaders’ Congress, with the theme “Resilient Governance: Leading Strong with a Heart” which was held on 31 May in the same venue.
The Career Executive Service Board (CESB) led by its Executive Director Maria Anthonette Velasco-Allones, CESO I, gladly donated one service vehicle each to Barangay Narvacan, Sto. Tomas, La Union, and Barangay Pandan, Municipality of Cabusao, Camarines Sur, to help better service their citizens.


While, on June 1, 2017, she handed the keys of a crystal blue 2006 Isuzu Crosswind XT to Ms. Purisima A. Ubaldo, Chairperson of the Barangay Council of Pandan.

The donated motor vehicles are fully equipped with car accessories and have undergone regular maintenance. Both vehicles will be used to aid the citizens of the respective barangays more efficiently and effectively.

“Giving is not just about making a donation. It is about making a difference.”

-Kathy Calvin
The spirit of teamwork lingered among the Career Executive Service Board (CESB) Secretariat as they conquered challenges as a group and created stronger bonds during the Annual Employee Engagement Program in Puerto del Sol Beach Resort & Hotel Club, Bolinao, Pangasinan, from June 7 to 9, 2017.

This year’s theme entitled “Committed and Engaged Service Beyond Expectation” was inspired by the “Tatak CESO” branding, aptly putting the Secretariat on the spotlight. Facilitated by the Playworks Team Building and Training, the three-day program focused on the significance of building effective working relationships for a strengthened culture of excellence, competence, collaboration, and belongingness amongst the CESB workforce.

“It is my pride that for the past 9 years that I have been with you, our constituents have noticed that the CESB has radically transformed as an organization,” shared ED Allones. She also reminded everyone to continue to be as engaged, energetic, and enthusiastic in breaking down barriers in the bureaucracy as they are in conquering team building activities for the reason that “we are competing in a healthy way with the rest of the bureaucracy.”

The Secretariat was split into 4 groups, namely: Duh! Pilandok Group; Binturong ni Hudas; Nagbabagang Kagwang; and Taklobo Warriors, which are all named after some of the Philippines’ endangered species.

Various activities including the Communication Combat Challenge and 3 Monkeys helped the Secretariat adjust and strategize to communicate effectively with each other despite the differences in their communication styles. On the other hand, games such as Volley Bombs, Save the President, and Filler Up boosted both the participants’ physical and mental stamina.
During the Traffic Jam activity, which was one of the most challenging games, the Secretariat learned to value patience and how to think everything through before making a move.

“We hope that you had fun and learned a lot from our meaningful activities, and that you will bring these learnings with you when you head back to the office,” said Raymond, a Playworks facilitator, in his closing remarks.

During the last day of the program, the Secretariat engaged in a fun cheer-off competition to showcase their witty chants and energetic dance moves. In the end, the Duh! Pilandok Group was declared overall champion of the team building program.

“Natutuwa ako dahil napaka-spirited ng mga tao,” CESB Executive Director Maria Anthonette Velasco-Allones, CESO I, said in her opening message as she expressed her appreciation for the successful conduct of the program.

The CESBies’ laughter resonated throughout the venue during the team building program.
NEW ELIGIBLES

CONFERRED THROUGH
RESOLUTION NO. 1336
APRIL 20, 2017

BARCENA, JOHANN CARLOS S.
Acting Director IV
Governance Commission for GOCCs (GCG)

CAPISTRANO, FRANCIS Y.
Individual Consultant (Knowledge Management)
United Nations Development Program

CRUZ, ROMELA M.
Education Program Supervisor
Department of Education – National Capital Region

DELA VEGA, ANA FE S.
Secretary to the Sangguniang Bayan
Local Government of Trento, Agusan del Sur

FLORES, ELVIRA R.
City Human Resource Development Officer II
City Government of San Juan

RAMOS, HELEN A.
Acting Assistant Schools Division Superintendent
Officer-in-Charge, Office of the Schools Division Superintendent
Department of Education Division of Sta. Rosa City

UBALDO, ELY S.
Education Program Supervisor I
Department of Education Division of Pangasinan II

VILLASEÑOR, VENCIUS V.
Department Manager
Internal Audit Department
Philippine Ports Authority

CONFERRED THROUGH RESOLUTION NO. 1349
JUNE 22, 2017

ACOSTA, MINA GRACIA L.
School Principal III / Officer-in-Charge
Office of the Assistant Schools Division Superintendent
Department of Education

ADEGUE, CESAR IV A.
Education Supervisor II
Commission on Higher Education

BARCELO, LARRY M.
Director II
Legal Service
Bureau of Internal Revenue

BRITON, BONARD D.
Police Superintendent
Philippine National Police

BUEN, FATIMA D.
Acting Assistant Schools Division Superintendent
Department of Education

DIAZ, CHRISTOPHER DR.
Chief Education Supervisor / Officer-in-Charge
Office of the Assistant Schools Division Superintendent
Department of Education

ESPIRITU, ROSE ANN S.
Assistant Director
Securities and Exchange Commission

GAYOLA, SHERYLL T.
Education Program Supervisor
Department of Education Division of Malabon City

SIAO, MARILYN B.
Chief Education Supervisor / Officer-in-Charge,
Office of the Assistant Schools Division Superintendent
Department of Education

SICAT, JULIUS CAESAR V.
Director IV (Regional Director)
Department of Science and Technology Regional Office III
CES Governing Board approves Policy Amendment on CES WE admission requirement

The CES Governing Board in response to numerous requests to relax the admission requirements for the Career Executive Service Written Examination (CES WE), has finally approved CESB Resolution Number 1354 (Revised Policy on the Admission Requirements of the Career Executive Service Written Examination), in its June 22, 2017 meeting.

The new policy now allows applicants coming from the government sector whose positions are below Salary Grade 24 but performing managerial and supervisory functions as well as having adequate managerial experiences to be admitted in the CES WE. The policy, however, provides that the minimum Salary Grade to be admitted in the examination shall be limited to those who are incumbents of a Salary Grade 18 position or its equivalent and actually performing adequate managerial and supervisory functions and experience as provided for by Sections, 2.1.2 and 2.2.1 of CESB Resolution Number 791, as amended (Revised Integrated Rules on the Grant of Career Executive Service Eligibility).

The Board recognizes that one of the biggest challenge in the public sector is sustaining innovation and programs in the face of changing administrations, politics and priorities and that these applicants although occupying positions below Salary Grade 24 play a critical and vital role in their respective departments and agencies. Thus, in opening and widening the selection for the potential members of the CES, it will create a reservoir of talents fit for key positions in various departments and agencies, which may have an impact on the development of the entire CES as well as the whole bureaucracy.

CESB declassifies 91 CES positions anew

A total of 96 managerial and executive positions in various government owned and controlled corporations (GOCCs) covered by GOCC Governance Act of 2011 (RA 10149) were declassified as CES positions by the CES Governing Board in its June 22 meeting.

The chief executive officer or highest ranking officer position in 91 GOCCs, government instrumentalities with corporate powers (GCIPs)/government corporate entities (GCEs), and government financial institutions (GFIs), including their subsidiaries, was declassified as a CES position pursuant to RA 10149. The afore-cited law specifies that the chief executive officer or highest ranking officer provided in the respective charters of the GOCCs shall be elected by the members of the Board from among its rank.

Previously, the Board has issued CESB Resolution No. 945 dated 14 June 2011 laying the positions excluded from the coverage of the CES and taking into consideration the decision of the Supreme Court to limit the scope of the CES to managerial and executive positions requiring Presidential appointments. Among the exclusions are those managerial and executive positions which have fixed term of office as provided for in the charter of the agency or as specified by law.

Certified copies of CESB Resolution Nos. 1352 and 1355 classifying the above-mentioned positions as non-CES positions in the PCGG and GOCCs covered by RA 10149, respectively, can be accessed online from the CESB website, www.cesboard.gov.ph, for guidance of all concerned agencies.
Revised Rules on the Grant of Step Increment/s for Officials covered by CESPES

The Career Executive Service (CES) Governing Board, through CESB Resolution No. 1353 dated 22 June 2017, approved the Rules on the Grant of Step Increments Due to Meritorious Service for those covered by the Career Executive Service Performance Evaluation System (CESPES), to make it more systematic, coherent, and responsive.

The Board has resolved to adopt the following rules:

1. **SCOPE AND COVERAGE (Per CESB Circular No. 1 Series of 2017)**

This policy applies to those covered by the CESPES, namely, incumbents of CES positions, i.e., CESOs, CES Eligibles, and non-CES Eligibles who are appointed to CES positions or designated in acting capacity or as officer-in-charge of a CES position.

2. **GRANT OF STEP INCREMENT/S DUE TO MERITORIOUS SERVICE**

The maximum number of employees that may be granted step increment/s due to meritorious performance in any given year shall be limited to five percent (5%) of all incumbent officials and employees in an agency. The following performance ratings requirements shall apply:

- Two (2) step increments due to meritorious performance may be granted to a qualified incumbent of a CES position who has obtained an “Outstanding” CESPES rating within a calendar year;
- One (1) step increment due to meritorious performance may be granted to a qualified incumbent of a CES position who has obtained a “Very Satisfactory” CESPES rating within a calendar year;

3. **SUPPLETORY APPLICATION**

The provisions of Civil Service Commission and Department of Budget and Management (CSC-DBM) Joint Circular No. 1, Series of 2012 shall apply suppletorily on matters not expressly provided herein.

Certified copies of CESB Resolution No. 1353 can be accessed online from the CESB website, www.cesboard.gov.ph, for guidance of all concerned agencies.

2nd CES Club...

In his talk, Mr. Alvarez tackled various reforms in GSIS, such as the granted Pensioners Emergency Loan (PEL), insured pension loan, restored survivorship pension, and the increased funeral benefit, among many others.

The participants were enthused over the topics discussed, posing queries to Mr. Alvarez, which he eagerly answered and clarified. “Natuwawa po ako at nakapagpresent at bahagi ako ng mga impormasyon na kailangan ninyo... lalo na sa retirement benefits (I’m glad that I have shared valuable information with you, especially about retirement benefits),” he remarked.

He concluded his talk by encouraging the participants to visit any GSIS branch nearest them and request for an update on their personal accounts.

Overall, the learners were highly satisfied with the session, collectively agreeing that the objectives of the CES Club were met. Department of Agrarian Reform (DAR) Director Ma. Celerina Afable said, “We hope that there is a phase 2 for Mr. Rebustillo’s learning session. We also really appreciate Mr. Alvarez’s efforts to generate the individual computation of our retirement benefits.”

Bureau of Internal Revenue (BIR) Director Aynie Mandajoyan-Dizon likewise commended the session and furthered that she was “looking forward to attend CESB’s other lectures in the future!”
The second Nationwide CES Written Examination for 2017, which was simultaneously conducted in Quezon City and Cebu City on June 4, 2017, has registered a total of one hundred seventy (170) officials from public and private agencies.

One hundred thirty four (134) out of 170 or 78.82 percent officials took the exam in Quezon City testing center and 36 or 21.18 percent in Cebu City.

Results of the June 4 Nationwide CES WE (list of passers) will be announced through the CESB website (www.cesboard.gov.ph) not later than the first week of August 2017. Notice of ratings will also be sent to individual examinees via e-mail or regular mail.

From left to right: University of the Philippines-Q.C. and University of Cebu-Cebu City.
Come and share with us how you have been wowed by CESOs 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 Career Executive Service Board and the entire CES Community mourn the passing of Ms. Marissu Gerardino Bugante, CES Eligible, who was the Vice President of the Social Security System (SSS). She sadly passed away at the age of 57 on May 29, 2017 due to an illness.

“Susie,” as she was lovingly called by her family and friends, was born on December 12, 1959 in Iloilo City. She was a graduate of AB Broadcast Communication from the University of the Philippines Diliman (UPD) in 1980. She also took up Basic Management Program in the Asian Institute of Management (AIM) Makati in 1997 and earned 30 units on her Masters in Communication in UPD from 1983 to 1986.

Susie started working at SSS on August 1989 as an assistant manager of the then Public Affairs Department. In 1995, she was cited by the Soroptimist Club of Zamboanga City as the Most Outstanding Woman of the Year in recognition of her service in the agency.

She considered the “SSS Infoline” or the SSS information kiosk project as one of her most outstanding accomplishments. The project, which she had helped conceptualize, consists of strategically located information kiosks that are able to dispense online information about a member’s contribution and the status of his/her benefit and loan applications.

With more than 28 years of government service, Susie not only leaves with us her legacy of hard work and determination for steadily rising up the corporate ladder, but also fond memories of her friendship with people in and out of the CES community.

Let us join hands in prayer for solace in this hour of grief.