

FAR FROM THE
ORDINARY
— 2017 —

FAR FROM THE
ORDINARY
— 2017 —

FAR FROM THE ORDINARY

TABLE OF

CONTENTS

- 7 Honor Awards Program
Milestones
- 15 Excerpt from the President’s Speech
Excerpt from the CSC Chairperson’s Speech
- 16 The 2017 Special Committee on Presidential *Lingkod Bayan* and CSC *Pagasa* Awards
- 23 An Overview of the Presidential *Lingkod Bayan* Award
- 24 The 2017 Presidential *Lingkod Bayan* Awardees
- 45 An Overview of the CSC *Pagasa* Award
- 46 The 2017 Civil Service Commission *Pagasa* Awardees
- 68 The 2017 Special Committee on the Outstanding Public Officials and Employees or the *Dangal ng Bayan* Award
- 74 An Overview of Outstanding Public Officials and Employees or the *Dangal ng Bayan* Award
- 76 The 2017 *Dangal ng Bayan* Awardees
- 97 Photo Gallery
- 117 Guidelines on the Search for Outstanding Government Workers

A Brief Background

In accordance with its constitutional mandate to adopt measures to promote morale, efficiency, integrity, responsiveness, and courtesy in the civil service, as well as to strengthen the merit and awards systems, the Civil Service Commission (CSC) administers the Honor Awards Program (HAP). The program seeks to recognize and reward state officials and employees for their outstanding contributions and achievements in the delivery of public service.

MILESTONES

HONOR AWARDS PROGRAM

1959

- The Employee Suggestions and Incentives Awards System (ESIAS) came into existence under Section 27 of Republic Act No. 2260 or the Civil Service Act of 1959 to award public servants for extraordinary acts or services that contributed to the efficiency, economy, and improvement of government operations.





1966

- The ESIAS was implemented and five (5) individuals were cited as outstanding employees in the civil service.

1975

- The Civil Service Commission was reorganized by virtue of Presidential Decree No. 807. Section 33 of P.D. No. 807 set new rules and guidelines of the ESIAS and modified the types of honor awards as follows: Presidential *Lingkod Bayan* and *Silangan Awards*, the Civil Service Commission *Pagasa Award*, and the Agency or *Kapwa Award*.



1988

- President Corazon C. Aquino issued Executive Order No. 334 to institute the Presidential Awards for Outstanding Public Service, namely; the *Lingkod Bayan* Award and *Silangan* Award.

1989

- Republic Act No. 6713, otherwise known as the Code of Conduct and Ethical Standards for Public Officials and Employees, instituted eight (8) norms of conduct for public officials and employees and the conferment of awards to deserving public servants. The Outstanding Public Officials and Employees Award or the *Dangal ng Bayan* Award, is given to a public official or employee who has demonstrated exemplary service and conduct on the basis of his/her observance of the norms of conduct specified in the Act.

Based on the Omnibus Rules and Regulations Implementing Book V of Executive Order No. 292 or the Revised Administrative Code of 1987, the honor awards shall consist of the following categories: Presidential *Lingkod Bayan* Award, the Civil Service Commission *Pagasa* Award, and the Outstanding Public Officials and Employees or the *Dangal ng Bayan* Award.

1992

- Executive Order No. 508 revoked E.O. No. 334 and instituted the *Lingkod Bayan Award* as the Presidential Award for Outstanding Public Service.

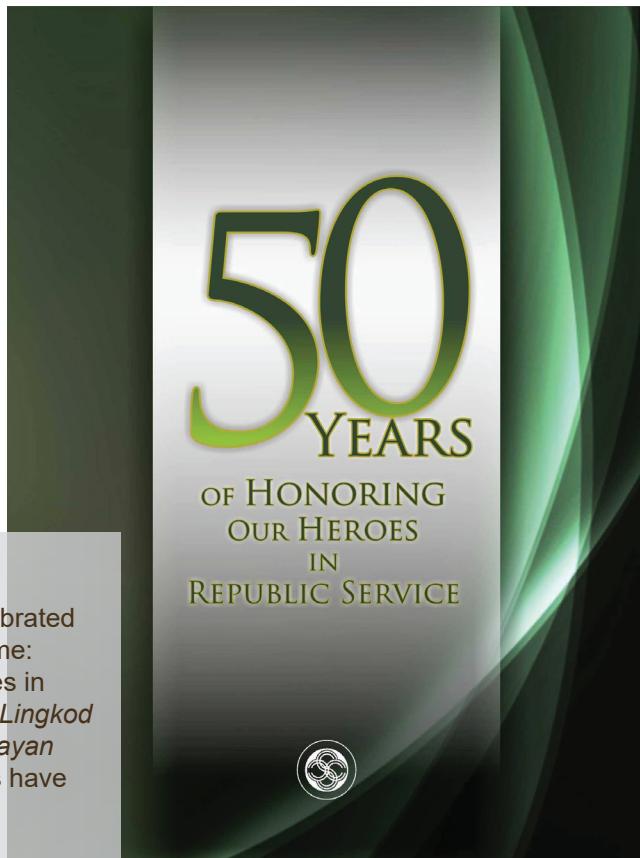


1993

- President Fidel V. Ramos amended Executive Order No. 508 with E.O. No. 77, underscoring the legal basis of the *Lingkod Bayan Award* to be Section 35, Book V of E.O. No. 292, otherwise known as the Administrative Code of 1987.

2009

- The Honor Awards Program celebrated its 50th anniversary with the theme: “50 Years of Honoring Our Heroes in Republic Service”. A total of 343 *Lingkod Bayan* awards, 206 *Dangal ng Bayan* awards, and 214 *Pagasa* awards have been conferred from 1966-2009.





2010

■ On his first year as head of state, President Benigno S. Aquino III conferred the awards. During the rites, he noted that group awardees received a modest cash reward which still had to be divided among themselves. The President right then and there committed not only to augment but to double the monetary reward for the bureaucracy's exemplars.



LINGKOD BAYANI NETWORK FORUM AND FELLOWSHIP

May 28, 2012

THEME: THE FILIPINO SERVANT HERO: SINO ANG LINGKOD BAYANI ?



2012

■ In June 2012, the CSC established the *Lingkod Bayani* Network (LBNet), which serves as the association of the Philippine government's honor awardees. LBNet's primary duty is to serve as a network of support for fellow awardees in their continuing pursuit of excellence, professionalism, and meritocracy in the Philippine bureaucracy.



The late Secretary Jesse M. Robredo of the Department of the Interior and Local Government was the guest of honor during the inauguration of the Lingkod Bayani Network. He was one of the first members of the association and original signatory to the LBNet Manifesto.



2013

■ To address the need to give due recognition to public servants who died while performing their functions, the CSC confers the *Pamanang Lingkod Bayani* (PLBi). The recognition aims to lessen the impact of the loss of these unsung heroes to the families they left behind. CSC Resolution No. 1302553 issued on December 16, 2013, provided PLBi guidelines.



On 28 November 2014, CSC issued Resolution No. 1401700 amending Item II of the Implementing Guidelines of the *Pamanang Lingkod Bayani*. It included employees occupying permanent, elective, contractual, casual, and co-terminous positions as well as civilian or non-uniformed personnel of the Armed Forces of the Philippines as beneficiaries of the program



Lingkod bayani from Mindanao, Visayas, and Luzon are honored during PLBi recognition rites.

Parangal, Iskolarsyip, at Tulong Pinansiyal are the three components of the *Pamanang Lingkod Bayani*. The CSC believes that these are the least the government could give to repay the loyal, honest, and hardworking civil servants who had given the ultimate sacrifice for the nation—their lives.

FROM THE PRESIDENT'S SPEECH

*In his message during the 2017 Awards Rites, **President Rodrigo Roa Duterte** conveyed his heartfelt congratulations to all the awardees, calling them “brilliant and innovative.” He also narrated his life as a civil servant and how he rose from the ranks to becoming the country’s Chief Executive.*

He encouraged his fellow government workers to “do something for this generation”, reiterated his fight against corruption,” adding that he would really like to eliminate graft and corruption in government, and if not, “reduce it to the barest minimum.”

FROM THE CSC CHAIRPERSON'S SPEECH

*In her message, **CSC Chairperson Alicia dela-Rosa Bala** honored the servant heroes who have contributed to national development over the years. “Hindi tatagal ng mahigit sa isang siglo ang serbisyo sibil ng ating bansa kung walang mga lingkod bayaning patuloy na nagsusumikap na itaas ang antas at kalidad ng serbisyo sa mamamayang Filipino sa kani-kanilang kaparaanan. It is but fitting to recognize their efforts in exemplifying integrity and excellence in the service, living in a manner worthy of the claim, public office is a public trust.”*

The 2017 Special Committee on Presidential Lingkod Bayan and CSC Pagasa Awards was tasked to select the 2017 awardees from 171 individual and group nominations received nationwide.

The Committee is composed of the following members:



Chairperson ALICIA dela ROSA-BALA
*Civil Service Commission
Committee Chairperson*

Alicia dela Rosa-Bala is currently the Chairperson of the central human resource agency of the government, the Civil Service Commission (CSC).

Prior to her appointment, she was the Undersecretary for Policy and Plans of the Department of Social Welfare and Development (DSWD) which she has served for the past 39 years. She also served from 2012 to 2015 as Deputy Secretary-General for the ASEAN Socio-Cultural Community Department in Jakarta, Indonesia which covers the sectors of civil service, science and technology, health, women, youth, social welfare and development, disaster management, among others. She was given recognition by ambassadors of member-countries for her contributions to ASEAN at the conclusion of her term.

At the DSWD, Chairperson Bala started as a training officer in 1976 and worked her way up the organizational ladder holding the positions of social welfare specialist, division chief, director, regional director and assistant secretary. In 2004, she was DSWD's First Best Manager Awardee, and in 2012 she was awarded Outstanding Career Executive Service Officer by the Career Executive Service Board.

Chairperson Bala was appointed as the country's first child rights representative to the ASEAN Commission for the Promotion and the Protection of the Rights of Women and Children in 2010. She was also the first elected head of the first session of the Commission on Social Development, United Nations Economic and Social Commission for Asia and Pacific in 2008.

Chairperson Bala received her Master's Degree in Social Work from the University of the Philippines Institute of Social Work and Community Development, and her Bachelor's Degree in Social Work from Centro Escolar University.

JARIUS Y. BONDOC

*Author and Columnist, The Philippine Star
Committee Member*



Jarius Y. Bondoc, a journalist of 39 years, writes two thrice-weekly investigative columns, “Gotcha” for *The Philippine Star* and *Sapol* for *Pilipino Star Ngayon*. He also hosts a weekly radio commentary, *Sapol ni Jarius Bondoc* (Saturdays, 8-10 a.m.) for DWIZ 882 AM.

Bondoc’s columns are noted for deep research and analysis, traits he picked up from anthropology school at the University of the Philippines-Diliman in the ‘70s. Peers and avid readers admire him for his fearless exposés of bureaucratic corruption and inefficiency. Some of these are compiled in his book, *Exposés: Investigative Reporting for Clean Government*.

Among his numerous awards are the Rotary Club of Manila Print Journalist of the Year 1989, and Opinion Writer of the Year 2004; the Volunteers Against Crime and Corruption Crusading Journalist of the Year 2005; and the KBP Golden Dove Award for Best Radio Commentary in 2005. In July 2007, he joined the RCM Journalism Awards Hall of Fame after his third Columnist of the Year trophy. In October 2013, the Metrobank Foundation recognized him as Journalist of the Year (2003-2013).

**ROBERT ERIC A. BORJE**

*Officer-in-Charge, Office of Presidential Protocol
Office of the President
Committee Member*

Robert Eric A. Borje is a career diplomat in the Philippine Foreign Service.

Prior to his detail at the Office of the President, he was Director for Maritime and Ocean Affairs and Director for South Asia. He was Special Assistant to Secretary of Foreign Affairs Alberto G. Romulo.

His foreign assignments include Washington, D.C. and the United Nations in New York.

Before passing the 2002 Foreign Service Officer Examinations, Mr. Borje was with the Mindanao Economic Development Council and was a broadcast journalist prior to government service.

He has a degree in communications from the University of the Immaculate Conception, attended the Netherlands Institute of Foreign Relations Clingendael, and was a Fellow for the Rhodes Academy for Oceans Law and Policy in Greece, the International Institute of Humanitarian Law in Italy and the Asia-Pacific Center for Security Studies in Hawaii.

Mr. Borje was conferred the Order of Lakandula (*Pinuno*) and the Gawad Mabini (*Dakilang Kasugo*) in 2007.

HELEN O. ORANDE

*Executive Director, League of Corporate Foundations
Committee Member*



Helen O. Orande is the Executive Director of the League of Corporate Foundations (LCF), a network of Philippine corporate foundations and corporations that promotes and enhances the strategic practice of corporate social responsibility (CSR) among its members and the larger business community towards sustained national development. She joined the League in April 2012.

Ms. Orande is a member of the board of trustees of the ASEAN CSR Network, based in Singapore, which is a network in ASEAN (2014-present). She is also a member of the board of trustees of International Association for Volunteer Effort-Philippines (2012-present).

She has extensive experience in social development having directed and managed programs and projects on health, education, livelihood, gender and development, youth, women and children, NGO governance, and coalition building. Ms. Orande obtained a Bachelor of Science degree in Social Work from Pamantasan ng Lungsod ng Maynila (PLM) in 1985. She placed 7th in the 1985 national licensure examination for Social Workers. She also received her Diploma (1993) and Master of Arts degree (1997) in Women and Development at the University of the Philippines (UP), Diliman. She has also taken post-graduate units in Psychology at UP Diliman (1999-2002). She completed a short international development program under the Women's Health Project, University of the Witwatersrand in South Africa (2004).



DEBORAH P. SY
Executive Director
SM Foundation Incorporated
Committee Member

Deborah P. Sy is the Executive Director of SM Foundation, Inc., the corporate social responsibility arm of the SM Group of Companies. SM Foundation's programs are focused on education, health, farmers' training, and relief and rehabilitation operations for victims of calamities.

She is a product of the Immaculate Conception Academy for her basic schooling, and the De La Salle University where she obtained her degree in Bachelor of Science major in Business Management.

PRESIDENTIAL
LINGKOD BAYAN
AWARDEES
— 2017 —

2017 PRESIDENTIAL

LINGKOD BAYAN AWARD



On June 19, 1959, the Employee Suggestions and Incentives Awards System (ESIAS) came into existence under Section 27 of Republic Act No. 2260 (An Act to Award and Revise the Laws Relative to Philippine Civil Service). ESIAS grants awards to public servants for their suggestions, inventions and extraordinary feats that result in economy and efficiency of government operation. It also grants awards to government employees who perform extraordinary acts or services beyond public expectations. Awards under RA 2260 were known as Presidential Award, Distinguished Honor Award, Superior Award and the Meritorious Honor Award. RA 2260 granted a total of 129 honor awards covering the period of 1966 until 1975.

On October 6, 1975, the Civil Service Commission (CSC) was reorganized by virtue of Presidential Decree 807 or the Civil Service Decree, which established, among others, a new set of rules, regulations and guidelines on ESIAS. The new law modified the types of honor awards as follows: Presidential or *Lingkod Bayan* and *Silangan* Awards, the Civil Service Commission *Pagasa* Award and the Agency or *Kapwa* Award.

On August 18, 1988, President Corazon C. Aquino issued Executive Order No. 334 to institute the Presidential Awards for Outstanding Public Service. Based on the Omnibus Civil Service Rules and Regulations Implementing Book V of Executive Order 292, the types of honor awards are: the Presidential *Lingkod Bayan* Award and the Civil Service Commission *Pagasa* Award.

In 1992, President Aquino issued Executive Order 508 revoking EO 334. EO 508 instituted the *Lingkod Bayan* Award as the Presidential Award for Outstanding Public Service. Among others, EO 508 increased the incentives and awards to deserving government officials and employees.

President Fidel V. Ramos amended EO 508 in 1993 with Executive Order No. 77, which clarified the legal basis of the conferment of the *Lingkod Bayan* Award.

The Presidential *Lingkod Bayan* awardee receives a gold-gilded medallion, Presidential plaque with citation, cash reward of PHP200,000, and promotion to the next higher position or grant of equivalent salary grade.

JOEL M. ALCARAZ, Ph.D.

Professor V
Isabela State University
Echague, Isabela

*"Ginagawa kong produktibo
ang bawat minuto sa trabaho,
at binibigay ko ang aking
100% dahil gusto kong
maging huwaran sa aking
mga estudyante at mga kapwa
empleado ng gobyerno."*

Agri Innovator

There is much work to be done in improving the country's agricultural productivity toward food self-sufficiency. Thankfully, Dr. Joel M. Alcaraz, a professor from Isabela State University, has made agricultural mechanization his personal mission, believing that it is one of the best ways to support farmers and ensure stable and affordable food supply.

His patented machines provide locally-customized solutions and have been adopted by farmers. For instance, the Crawler Transporter for Deep Mud is used to transport palay from the rice fields to the access roads, especially in deep mud conditions. This machine is cheaper compared to hiring a carabao, which costs around Php3,000 per animal monthly. His Multi-Purpose Cassava Chipper/Forage Chopper reduces the labor requirement in chipping cassava and produces better quality output, making the processed cassava more sellable.

As a professor, Alcaraz spends much time mentoring his Agricultural Engineering students and making them appreciate the

significant impact of their research and innovation to the nation.

His work ethics is marked not only by ingenuity and resourcefulness, but also by diligence and personal sacrifice. Oftentimes, he uses his own tools and spends after-hours to assist his students in machine production. *"Lumaki ako sa bukid. Sanay ako sa hard labor, at alam ko na ang pagse-serbisyo sa gobyerno ay 'di hamak na mas magaan kaysa sa pagtatrabaho sa bukid. Panata ko sa sarili ko noon na 'pag nagkaroon ako ng trabaho, pahahalagahan ko ito at mamahalin,"* Alcaraz said.

"Sa matagal kong pag-aaral sa Japan, namana ko ang ugali nila na ang oras ay mahalaga. Ginagawa kong produktibo ang bawat minuto sa trabaho, at binibigay ko ang aking 100% dahil gusto kong maging huwaran sa aking mga estudyante at mga kapwa empleyado ng gobyerno," he added.

For a nation that needs to raise its agri game, we need more government workers like Alcaraz with a passion for innovation and a heart for genuine service.

ROSE MARY G. AQUINO

Agricultural Center Chief III
Department of Agriculture
Regional Office 2
Iligan City, Isabela

*"Maintain your integrity even
if your co-workers or superiors
choose the opposite path."*



Pride of Isabela

In the middle of the biggest province in Luzon, a woman is making history.

In 2014, agronomist Rose Mary G. Aquino became the first female manager of the Department of Agriculture's Cagayan Valley Research Center (CVRC) in Isabela. Upon taking the helm, she did not rest on her laurels. She and her staff established the first Department of Tourism (DOT)-accredited Agro-Ecotourism Farm (DA Research Category) in the Philippines with quality seal. The site features an edible landscape of organic vegetables and botanical gardens. Tourists not only learn about farming; they can also pick and pay for the crops. The site has generated an income of nearly Php200,000 since 2016.

Aquino was also responsible for developing the *Pinoy Gourmix*, a porridge-like mixture of white corn, *adlay* and rice, malunggay, mungbean, soybean, and yellow ginger turmeric that can be used as relief food for calamity victims or distributed in feeding activities. It is similar to the US Rice Manna Pack but is better as it is made with homegrown crops. The relief food has generated greater profit for local farmers.

The product is being used in outreach programs of the Provincial Government of Isabela, national government agencies, and ABS-CBN. It is now marketed commercially through a license agreement with a private company, which requires an average monthly production of 50,000 packs, equivalent to a monthly gross revenue of Php 1,050,000.00.

Despite the pressures of her job and challenges of working in the public sector, she remains dedicated. "I love serving in the government. My stubborn stay here is my way of fighting the negative perception on public servants," Aquino said.

She shares this advice to young public servants who wish to make a career in government: "Maintain your integrity even if your co-workers or superiors choose the opposite path," she said.

Thanks to Aquino and her team at CVRC, farming is indeed more fun in Isabela Province.

JEOVANNE M. CAGOSCOS

Teacher I

Col. Antonio C. Lanzar Elementary School

Department of Education-Division of Davao del Sur

Digos City, Davao del Sur

*"Ang aking prinsipyo bilang
lingkod bayan ay ang
magtrabaho hindi lang para sa
sarili, kundi para sa iba."*



Jeovanne, the Builder

Televangelist Joel Osteen once said, “People of excellence go the extra mile to do what’s right.”

Jeovanne Cagoscocos never aspired to be great or infamous; he simply does what he thinks is right. A teacher by profession, he does not allow his potential to be boxed by such label. Instead, Cagoscocos works after-hours to alleviate the dire state of education at Col. Antonio C. Lanzar Elementary School, which has long suffered from constantly being battered by extreme weather due to its location along the shoreline.

Convinced that the school’s funding is insufficient for carpentry and repairs, he built classrooms, students’ handwashing area, makeshift principal’s office, and a collapsible steel tent used as shelter during school events. He also built an improvised sea breaker to protect the classrooms from strong waves. His services are not only free; at times he even shells out his own money for purchasing materials.

An old wooden footbridge, located within the school site and which serves as a

shortcut connecting the barangay proper to its *sitios*, posed danger to children and the community. To address this inconvenience, a concrete footbridge was built. The project incurred less costs as Cagoscocos himself made the design and led its construction.

With his talent for the arts, he also lends his time painting murals within the school and designing the stage during events. He does all these while keeping his duties as a teacher during regular work hours.

His work ethics reflects what is in his heart, a genuine desire to uplift the state of others. “*Ang aking prinsipyo bilang lingkod bayan ay ang magtrabaho hindi lang para sa sarili, kundi para sa iba,*” he said. In fact, his hardworking character extends beyond his job, always volunteering to do projects in the community, and in the process, giving other people a chance to earn.

Going the extra mile certainly is the mark of an excellent public servant, one that Jeovanne Cagoscocos undoubtedly personifies.

NERI O. CAMITAN

Senior Research Specialist
National Food Authority
Quezon City



"I believe that glorifying God is the ultimate purpose of life. Recognizing Him through my work leads me to be transparent and honest, to maintain a positive attitude, and to realize that learning is an opportunity to improve my competencies to better serve the public."

Science Trumps Fake News

In 2015, news about the entry of 'fake rice' or rice with plastic additives in the Philippines became a serious national issue. Consumers were not only concerned about the safety of rice in the market; news reports also mentioned of cases wherein some stores took advantage of the scare by accusing their competitors, whose sales suffered as a result. Needless to say, the issue threatened the rice industry.

Neri O. Camitan, a molecular biologist at the National Food Authority's (NFA) Food Development Center (FDC), helped settle the issue by recommending to subject the alleged fake rice samples to DNA test using rice molecular markers to produce conclusive proof on whether there is basis for public alarm or not. The result of the DNA testing showed that the samples were authentic rice, thus the NFA debunked the rumors.

As an offshoot of the case, the FDC worked to establish its own Molecular Biology and Bioinformatics Laboratory, which would serve as NFA's core facility for research, training, and testing to ensure food safety

and security. Camitan has been tapped to spearhead the said laboratory.

He is a man of inspiring character whose excellence springs from the soul. "I believe that glorifying God is the ultimate purpose of life. Recognizing Him through my work leads me to be transparent and honest, to maintain a positive attitude, and to realize that learning is an opportunity to improve my competencies to better serve the public," he said.

At 35 years old, Camitan serves as an inspiration to younger people. He narrated, "Outside of work, I voluntarily teach in the Education Ministry of our Church. I want to help students discover their interest in science and technology so they can contribute to the conservation of the environment and preservation of life."

The civil service is indeed beaming with pride for young government scientists like Camitan who are bent on making a difference.

LUCIA L. LASTIMOZA

Professor II
West Visayas State University
La Paz, Iloilo City

*"Living selflessly and leading
by example is one way by
which a person can show that
he/she is a servant-hero."*



Born to Be Wild

Panay island is well-known for its rich history as well as natural resources. Nestled in the West Visayas State University is the Mari-it Wildlife and Conservation Center, a haven for endemic species from Panay, Negros, Guimaras, Cebu, Ticao, and Masbate. The conservatory specializes in rehabilitating endemic species on the brink of extinction. It boasts of an extensive collection of species in the West Visayas Faunal Region, making it a science hub for scientific research and a haven for environmental protection. The conservatory maintains a two-hectare area for food production, and holds lectures on wildlife conservation for students.

Managing the conservation is Professor II Lucia Lastimoza. Having established the conservatory herself given her expertise in agriculture and forestry, Professor Lastimoza found a good way to apply her knowledge that would have greater impact outside of the classroom. She is passionate and hands-on in running the conservatory's breeding program,

networking with local and international non-government organizations for funding and technical assistance, and overseeing maintenance of the wildlife reserve. Through her determination and hard work, Professor Lastimoza has indeed created an impressive rescue and captive breeding center for threatened species, putting the Philippines in the world map of conservation.

Lastimoza also sees environmental protection as a national issue, very much linked to development and sustainability. "I dream for a Philippine government that is inclusive, caring, and responsive to the needs of the people. I can only speak for the area I am working with and the issues involved," she says. "The environment is a crucial issue because people in areas where environmental issues are rife are living below the poverty line. If the government will strike a balance between inclusive growth and reforestation and protection of the forest, then it has to devise a program to address these twin concerns."

ALLAN L. RELLON

Mayor
City Government of Tagum
Tagum City, Davao del Norte

*"We are what we repeatedly
do. Excellence, then, is not an
act but a habit."*



For the People and by the People

A government that is pro-people and pro-active, that places citizens at the center of the development process. This is the mantra of Mayor Allan L. Rellon as he underscores the critical role of good governance in the delivery of public service and improvement of the socio-economic condition of Tagum City. His development agenda—focused on education, security and livelihood—has earned the stamp of approval of the 300,000 Tagumenyos.

Mayor Rellon initiated viable literacy programs such as the *Palengkeskwelahan* and *Balik Aral sa Selda*. Held at the Tagum Public Market, *Palengkeskwelahan* is a community-based instruction scheme for drop-outs, out-of-school youth and illiterate adults. It has uplifted the morale of the marginalized families at the public market because they are provided with the opportunity to learn while attending to their livelihood. A beneficiary of *Palengkeskwelahan*, who was able to earn a diploma in Computer Education, attests that the program helped her work abroad. Now, she is able to provide for her family and send her siblings to school.

Balik Aral sa Selda (BASE) teaches inmates reading, writing, and arithmetic skills. Two of the inmate-beneficiaries served as the first Instructional Managers (IMs). When they were released, they became full-time IMs hired by the local government unit. From providing basic

education inside the prison, BASE has evolved into proper class sessions in a learning center using modular instructions and radio-based instruction, the first in Davao region. At present, it delivers literacy development services, promotes individual transformation and equips inmates with necessary life skills.

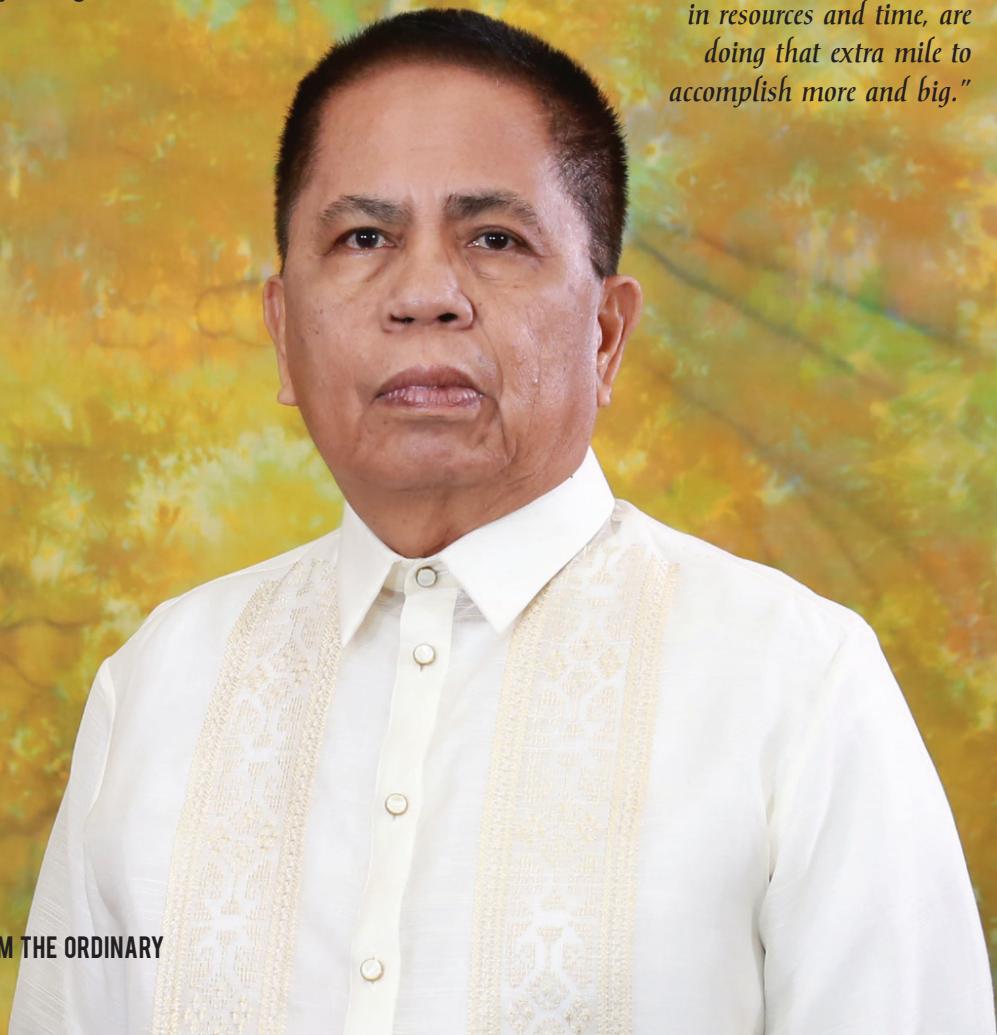
For Mayor Rellon, an indication that Tagum City is winning the war against illegal drugs is when drug dependents avail themselves of opportunities to turn their life around. The *Seryosong Tagumenyos Ayaw Ng Droga* (STAND) rehabilitates and re-introduces drug dependents as productive members of the society. The city government allotted budget intended for the employment, education, and livelihood assistance for STAND graduates. As of 2016, 102 beneficiaries were able to join the *Trabaho, Negosyo at Kabuhayan* Program of the Department of Labor and Employment.

Under his watch, employment services were cascaded to the barangay level, resulting to a 5.5% unemployment rate in the City which is lower than the national average. Because of this strategy, the Public Employment Service Office-Tagum received the Best City PESO Award in the Component City Category and the 2015 Hall of Fame for excellent PESO for three consecutive years.

WESTLY R. ROSARIO, D. FT.

Agricultural Center Chief IV
National Integrated Fisheries Technology Development Center
Bureau of Fisheries and Aquatic Resources Region I
Dagupan City, Pangasinan

"Anybody can be a servant-hero. Servant heroes are government workers who, despite the limitations in resources and time, are doing that extra mile to accomplish more and big."



Good Things Come To Those Who Bait

Being an archipelago, the Philippines has a rich marine life that has drawn explorers, researchers, and adventurers from around the globe. The country has also benefited from the riches of the sea—its many seaside communities have established their livelihood through fishing. It is not surprising that fisheries and aquaculture is a vibrant research area, linking technical expertise with high impact projects that permeates at the grassroots level.

Dr. Westly Rosario is one such researcher. His commitment to excellence in science and aquaculture prompted him to use his research expertise to boost fisheries in Dagupan City and improve the lives of fisherfolk. Under his leadership, BFAR-NIFTDC engaged with developmental research and technical assistance that gave birth to high impact projects. This includes the development of saline tilapia molibicus, a hybrid that is better in taste and more resilient to the effects of global warming. He also initiated the Philippine Bangus Development Program that dramatically expanded the production capabilities of the bangus farming industry.

Under his leadership, hatchery protocols for freshwater prawn, sea cucumber, and seabass were built to help farmers in the Visayas and parts of Mindanao and Luzon benefit from a bountiful harvest and increased income.

Dr. Rosario comes from a family of public servants, and he grew up being influenced by good work ethics and a strong inclination to public service. These helped him prepare for a career in government that is determined, selfless, and passionate. These are values that he wants the younger generation to imbibe as well.

“I want to teach the younger generation how to effectively build passion to their career. I want them to believe and embrace the culture of “expertise” to become effective and successful. They must know how to document their work and write technical papers. They need to persevere and persist in times of challenges. More important is they must be selfless to teach other people in need of their help. Only then can they become successful,” he says.

ERLINDA A. VASQUEZ, Ph.D

Director and Professor VI
Visayas State University
Baybay City, Leyte

"This is not about the award, this is about government service. I just did what a civil servant ought do for the country."



Getting to the Root of the Problem

Root crops serve as food supply for millions of Filipinos, and raw material for a variety of snacks and products. Root crop production involves hectares of land and thousands of farmers who depend on each harvest for their families' sustenance.

It is not surprising that many research and development facilities are dedicated to root crop production and the many industries it has spawned. One of these facilities is Philippine Root Crops Research and Training Center of the Visayas State University (VSU). At its helm is Dr. Erlinda Vasquez, whose outstanding accomplishments throughout her thirty-year career are evident in VSU's four-fold function—instruction, research, extension services, and production.

Dr. Vasquez performs a broad range of services as faculty member, director of the Philippine Root Crops Research and Training Center, and affiliate faculty of the Department of Pest Management. She was not satisfied with taking traditional research routes and producing band aid solutions to problems. Instead, she went to the root of the problem. Her research on insect sex pheromones

as pest control product marked her career as a locally and internationally awarded agricultural scientist. Through her research, she was able to develop approaches in preventing outbreaks, controlling diseases, and stopping infestations. Focusing on the sweet potato weevil, Dr. Vasquez translated her research into the protection and production of quality root crops, contributing greatly to the development of the cassava industry.

Dr. Vasquez describes herself as a goal-oriented, passionate, enthusiastic, and disciplined public servant who has dedicated her career in improving root crop production. She believes that intensive research is key to breakthroughs in agriculture. "The Philippines is still an agricultural country but ironically we are also the biggest importer of many agricultural products," she explains. "My vision for the Philippines is to be a food-sufficient and a competitive exporting country of agricultural produce. As a pest management expert, I can use my field of expertise to increase yield with minimal pesticide inputs by adopting innovative pest control strategies."

Engr. ADORNADO C. VERGARA, Ph.D

Assistant Professor III
College of Engineering
Nueva Vizcaya State University
Bayombong, Nueva Viscaya

"Ang pangarap ko ay maunlad at walang korapsyon na pamahalaan."



An Electrifying Career

Research fulfills its purpose when it is applied to something useful. Engineer Vergara knows this by heart, and he has spent his career as professor and researcher translating theory into usable, high impact technology. He developed a locally available nomograph for sizing a centrifugal pump as turbine (CPAT) for generating electric power, an alternative to the more expensive imported microhydro turbine that rural communities in Nueva Vizcaya cannot afford.

He also introduced biogas technology to communities of livestock raisers. The bio-gester is the most feasible treatment system among other methods because of the benefits such as biogas and sludge as organic fertilizer. If the waste generated from the livestock production is disposed untreated, it will cause environmental problem such as air pollution, water pollution, and outbreak of flies, which may affect the health and sanitation of the people. Because of this, many of the livestock raisers are forced to close their businesses so as to comply with the Philippine Clean Air Act of 1999. Biogas technology effectively addressed this dilemma.

Research is also about being generous of one's knowledge and expertise. Engineer Vergara demonstrates this by nurturing a culture of sharing. *"Bilang isang guro, ibinabahagi ko lahat ng aking nalalaman sa aking mga estudyante. Lagi ko silang isinasama kapag may extension project ng aming kolehiyo para mas lalo silang matuto at ma-expose sa aktuwal na application ng kanilang napag-aralan sa loob ng silid aralan,"* he said.

Engineer Vergara also strongly believes that success in one's career is brought about by love for the job. *"Dapat mahal in ang trabaho. Nagi-guilty ako kapag alam kong hindi maayos ang resulta ng aking trabaho at labis din ang aking kagalakan kung maayos at na-satisfy ko ang aking mga clients,"* he explains. *"Ang lagi kong hangad ay dapat laging mapayapa ang aming opisina, kaya lagi akong gumagawa ng paraan para maging maayos ang pakikitungo ng bawat isa sa aming opisina, na aming pangalawang tahanan."*

An awarded researcher, Engineer Vergara has truly demonstrated how knowledge empowers community.

MANGO WEEVIL RESEARCH TEAM

Philippine Nuclear Research Institute,
Department of Science and Technology,
Department of Agriculture Region IV A-CALABARZON
and Region IV B-MIMAROPA
Diliman, Quezon City

"We look forward to guiding future generations of researchers, passing onto them not only technical breakthroughs but also the value of respect, hard work, and dedication."



(Louella Rowena J. Lorenzana, Ph.D, and Glenda B. Obra [team leaders], Edison C. Bauzon, Luvimina G. Lanuza, Elvira D. Litan, and Sotero S. Resilva)

Palawan Mangoes for All

A scientific initiative that will benefit more than 2.5 million Filipino mango farmers as well as producers from Southeast Asia was what the Mango Weevil Research Team aimed for when they developed a treatment protocol to fight the dreaded mango pulp weevil (MPW).

MPW is considered an economic and quarantine pest of the Philippine Mango. It eats the mango pulp but leaves the fruit peel clean, making it difficult to differentiate between a damaged and a consumable fruit looking at the peel alone. Because of the pest, the Bureau of Plant Industry has prohibited any movement, transfer, or carrying of mango fruit, plant, or parts out of Palawan.

Since mango production contributes greatly to the economy of the provincial government, the Mango Weevil Research Team composed of researchers from the Philippine Nuclear Research Institute (PNRI), Department of Science and Technology (DOST), and Department of Agriculture (DA) Region IVA-CALABARZON and Region IVB-MIMAROPA was formed. Their mission was to develop a post-harvest quarantine treatment protocol that will allow Palawan mangoes to be consumed and exported outside of the country.

Their persistence and dedication paid off. The team was able to develop the first and only quarantine phytosanitary treatment protocol against MPW. The quarantine treatment involves a dose of radiation lower than United States Department of Agriculture (USDA) recommendation, a treatment approved by USDA-Animal Plant Health Inspection Service, the agency responsible for protecting and promoting

agricultural health, and regulating genetically engineered organisms. The treatment protocol was made possible because a mass rearing method for MPW was put in place, and a protocol for packing and transporting live quarantined pest inside mango fruits from Palawan for irradiation tests at PNRI was established.

Transporting MPW is considered a gargantuan risk. One of the team leaders, Louella Rowena J. Lorenzana, said that “This is the first time that thousands of live quarantined insect pest had to be transported for entomological research. They have to be quarantined and observed in a non-infested area for research purposes.” A breach in the process could result to the transfer and spread of MPW and eventual infestation of mango trees in the entire country.

The result of the team’s hard work is considered a scientific breakthrough as it was the first and only treatment protocol using irradiation specific for MPW. The irradiation process is a pioneering work that would enhance export competitiveness of the Philippine mango. Furthermore, the research study led to the amendment of the Plant Protection and Quarantine Treatment Manual, thus providing researchers an option to mitigate risks associated with pests for fresh mangoes. The amendment provides policy makers, planners and implementers with an alternative for the treatment of quarantine pest such as *S. frigidus*.

Added Lorenzana, “We look forward to guiding future generations of researchers, passing onto them not only technical breakthroughs but also the value of respect, hard work and dedication.”

CIVIL SERVICE
COMMISSION
PAGASA
AWARDEES
—2017—

The Civil Service Commission *Pagasa* Award is given pursuant to Executive Order No. 292 and its Implementing Rules and Regulations, which recognizes superior work performance of public officials and employees, individual or group, for outstanding contributions resulting from an idea or performance that directly benefit more than one department of the government, but not as extensive to merit the Presidential *Lingkod Bayan*.

Incentives include a gold-gilded medallion, a plaque containing the citation and signature of the Chairperson of the Civil Service Commission, and PHP100,000 cash reward.



CORAZON P. ALORO

Education Program Specialist II
Alternative Learning System
Department of Education –
Division of La Carlota
Negros Occidental

“Everything I’ve done were products of my learners’ needs. I have always believed that every individual can do more than the work required of him.”



One Sitio at a Time

Literacy must be inclusive. The government must always aim to engage as many Filipinos as possible into its education program. However, plans or systems may not be always enough to accomplish such a lofty goal. At times, in some situations and places, it would require a genuine heart to bring education closer to those who are least able to participate – paralyzed either by distance or financial difficulties.

Gratefully, the country has someone like Ms. Corazon P. Aloro, an Education Program Specialist II (Alternative Learning System) of DepEd – Division of La Carlota, Negros Occidental.

Aware of the far-flung sitios in La Carlota, she encouraged children in remote communities to attend school. Upon discovering how kids in Sitio Jamindang would walk for 1.5 hours or use a local sled (*karosa*) for an hour to and from Haguimit Elementary School, she decided to not invite them to the school anymore. Instead, with the help of DepEd and the local government unit, she went out of her way to build a makeshift classroom within the community, made out of bamboo and old chairs from the school. The classroom, which started to accommodate Grade 1 students,

eventually became a multi-grade elementary school, catering to Grades 1 to 6 pupils. Ms. Aloro volunteered to teach Grades 1 to 2. Parents were very grateful for her efforts as they began seeing a bright future for their children.

She did the same thing in Sitio Nailab which used to be occupied by the New People's Army. Upon gaining the trust of the families, she mobilized them in putting up a Community Learning/Reading Center. She also initiated the Mobile Library Project in Sitios Batacon, Labinsawan, and Hacienda Llorente; bags of books were delivered right at each family's door-steps.

Ms. Aloro did not only focus on bringing literacy to remote areas. She also addressed poverty besetting communities by establishing linkages with public and private organizations. Said linkages opened employment and entrepreneurship opportunities to both students and parents of La Carlota City.

"Everything I've done were my learners' needs. I have always believed that every individual can do more than the work required of him or her in performing his or her job," Ms. Aloro said.

RIZAL G. CORALES

Supervising Science Research Specialist
Philippine Rice Research Institute
Maligaya, Science City of Muñoz

*"Ang nagganyak sa akin na
manatili sa serbisyo publiko
ay ang kaligayahan kong
makapagsilbi sa ating mga
magsasaka."*



Standing with Farmers

Farming is no easy task; it is a labor intensive vocation. But as long as the economy depends on agriculture, farmers are here to stay — some for the love of farming, others as a means for survival. Society would agree that what makes such a vocation noble is its goal to bring food to each Filipino family's dining table. Japanese farmer and philosopher Masanobu Fukuoka underscores, "The ultimate goal of farming is not the growing of crops, but the cultivation and perfection of human beings."

Rizal G. Corales, a Supervising Science Research Specialist from the Philippine Rice Research Institute, is one of the few public servants who dedicate their knowledge, time, and expertise in helping out Filipino farmers develop their skills so they can experience increase in production and profit, and eventually reap the rewards of their hard work.

Corales introduced to farmers the *Palayamanan* System, an agricultural model he developed which focuses on agri-enterprises that enhance productivity and income of farmers through diversification, intensification, and integration of farming components in agri-enterprises such as crops, livestock, aquaculture, mushroom, and biomass.

The model was tested in Agusan, Bulacan, Pampanga, Nueva Ecija, Aurora, Isabela, and Pangasinan with 627 families of small-scale farmers, covering a total of 221 hectares.

"Napatunayan ng modelo na kaya nitong tugunan ang kasapatan ng pagkain at sustansya ng pamilya, at nagkaroon din sila ng kakayanan na makabili ng kanilang pangunahing pangangailangan," Corales said.

In Region 3, farmers' yield increased from 4.4 tons to 6.8 tons per hectare, amounting to about P85,000/ha. In the Autonomous Region in Muslim Mindanao and Bangsamoro, harvest increased from 0.50 to 1.50 tons/ha. amounting to P5,000/ha.

He also introduced farming systems that ensured food production even during times of calamities. He also helped improve farmers' capital build-up through capital-roll-over scheme.

Coming from a family of farmers, Rizal Corales carries with him a strong passion to serve the nation's farmers with his competence in agricultural research. He said, *"Ang nagganyak sa akin na manatili sa serbisyo publiko ay ang dahil sa kaligayahan kong makapagsilbi sa ating mga magsasaka."*

JONNA D. DALAGUIT

Lieutenant Colonel
Camp Evangelista Station Hospital
4th Infantry Division – Philippine Army
Armed Forces of the Philippines
Cagayan de Oro City City

"If I chose the path of a civilian doctor, I may have acquired more income than what I get from the military service. But I chose to become a full-time military doctor because what I value the most is the opportunity to serve the people and the country."



Saving Soldiers

“ If I had chosen the path of a civilian doctor, I may have acquired more income than what I get from the military service. But I chose to become a full time military doctor because what I value the most is the opportunity to serve the people and the country.”

These were the words of Lt. Col. Jonna D. Dalaguit of Camp Edilberto Station Hospital, 4th Infantry Division, Armed Forces of the Philippines, in Cagayan de Oro.

Lt. Col. Dalaguit is one of the Philippines' courageous public servants, serving the country by attending to the medical needs of her fellow military officers. As a military doctor, Dalaguit initiated various innovations to improve delivery of health emergency services to combatants.

These include a 24/7 health emergency response mechanism called CALL to Health Expert. Under Project CALL (Call and Live Longer), all contact numbers of health experts are given to soldiers so they can have direct access to advice on health conditions or management of casualties during combat operations, 24/7. The Project helped save lives of combat troops during the Marawi Crisis.

She also effectively mobilized the camp hospital's human resource and treatment facilities to better cater to the health needs of the

military. These various initiatives had eventually reduced the cost of soldiers' hospitalization.

Major Dalaguit also equipped combat medics, especially those who are not medical practitioners, with the Casualty Management Evacuation Training (CMET). CMET became a specialty course for combat medics, and is now institutionalized as one of the specialization courses for medical service enlisted personnel and for medical service officers of the AFP.

Dalaguit has a strong passion for health service for Filipinos. In an interview, she said, “I represent the many health care providers out there in the field. I want to strengthen and enhance the Filipinos' access to health services, especially to health education and preventive medicine. I am a living witness to the lack of public health workers in far flung areas. I have climbed mountains, ridden a horse, crossed a river, and walked for many hours under the heat of the sun just to reach out and give services to the less privileged—the things we do in the military outreach program. It pains me to see future generations who cannot avail of health care services due to lack of health care providers.”

In her own ways, Lt. Col. Dalaguit strives hard to be part of the solution to her own burden. She continuously serves as inspiration to her fellow military officers, and to other public servants.

MARY ANN GRACE B. DULAY

Master Teacher I
Manaoag National High School
Department of Education-
Division of Pangasinan
Manaoag, Pangasinan

"A servant-hero should always think outside the box. He should not be afraid to introduce new ideas that could help others. Others might not be open to these changes, but a strong public servant should not stop even when faced with barriers along the way."



Teacher Innovative

Many students do not find Science, Math, and Technology subjects appealing. Most of the time, these subjects demand more effort from the student. Greater though is the effort of the teacher who has to make these subjects interesting and relevant.

Fortunate are the students of a diligent teacher who does not back off from this challenge. And these include the students of Master Teacher I Mary Ann Grace B. Dulay.

Teacher Grace uses her creativity and innovativeness in developing various teaching strategies that are proven effective in boosting students' academic performance in Manaoag National High School (MNHS).

She developed and implemented creative learning materials in Science and Technology to improve Grade 7 and Grade 10 students' achievement, attitude, and motivation. As a result, she reversed the lowering Mean Percentage Score of MNHS' Grade 7 students in the National Achievement Test in the previous years. The Score upped from 60.24% in SY 2012 to 72.31% in SY 2013, then to 74.59% in 2014.

Due to the intervention's success, other high school science teachers in the Municipality of Manaoag also adopted Ms. Dulay's materials.

She also paid special attention to the needs of one of her Science students who is visually impaired.

Aware of her student's special needs, she invested time and energy in research work, and developed special teaching instruments for students with visual disability.

Ms. Dulay does not only offer her skills in improving students' performance, but also that of teachers. Among her most recent initiatives is the Project INNOVATE (Introduce New and Notable Outcome through Varied Applications and Techniques in Education) to help promote professional growth and development among her co-teachers. By conducting Learning Action Cell session every Friday, she helped her co-teachers in the preparation, implementation, and completion of their Action Research, Innovative Work Plan, Strategic Intervention Material, Learning Module, and Instructional Materials.

Aside from teaching, Ms. Dulay engages the community in promoting care for the environment through Project HOME (Harmony of Man and Environment) which consists of workshops on waste segregation, tree planting activities, and clean-up drive operations.

When asked how she would describe a servant-hero (*lingkod bayani*), Ms. Dulay said, "A servant-hero should always think outside the box. He should not be afraid to introduce new ideas that could help others. Others might not be open to these changes, but a strong public servant should not stop even when faced with barriers along the way."

RAFAEL I. ISAGUNDE

Water Maintenance Man A
Plaridel Water District
Plaridel, Bulacan

*“Nais kong maging
halimbawa na ang isang
ordinaryong empleyado ay
maaaring maging huwaran
sa kapwa kasamahan sa
hanapbuhay.”*



From Ordinary to Great

Great ideas may not only come from top management; rank-and-file employees too have the capability to contribute as they do the groundwork and are familiar with actual situations in the field. One such person is Rafael Isagunde, Water Maintenance Man in Plaridel Water District (PLAWD). His regular post did not hinder him from contributing greatly to the agency's operations.

"Kahit maliit ang pagtingin ng iba sa mga blue collar worker tulad ko, nakasalalay din sa mga manggagawa ang ikakatagumpay ng pag-angat ng serbisyo ng ahensiya na maghatid ng ligtas at malinis na tubig sa pamayanan. Nais kong maging halimbawa na ang isang ordinaryong empleyado ay maaaring maging huwaran sa kapwa kasamahan sa hanapbuhay," he said.

Consistently thinking of ways on how to improve the water district's operations, he proposed in-house implementation of infrastructure projects instead of subcontracting the projects. This initiative proved successful as PLAWD was able to save more than PHP5 million in operational costs.

As part of the initiative, he suggested a "pakyaw" system where residents of barangays are employed to work on the

non-technical services of the infrastructure projects. He trained laborers on basic plumbing, concrete demolition, excavation, backfill, compaction, and concrete restoration. The adoption of pakyaw system among residents of the community eventually included suspects in the government's "Tokhang" anti-drug drive. Under "Oplan: Tokyaw", suspects were not only provided employment but also an opportunity for reform and renewal.

Aside from his responsibilities in the agency, he zealously shares his expertise in plumbing to various groups including tricycle drivers, firemen, teachers, out-of-school youth, and persons with disabilities (PWD), without additional compensation. With more people becoming knowledgeable on the basics of plumbing, water wastage was prevented and the water district's non-revenue water reduced.

While Mr. Isagunde considers himself as a simple plumber, he clearly manifests that a *lingkod bayani* does not have to possess high educational attainment and position. All that is needed are passion, commitment, and dedication to deliver extraordinary public service.

SANGKULA G. LAJA, M.D.

Provincial Health Officer II
Integrated Provincial Health Office Compound
Department of Health-ARMM
Bongao, Tawi-tawi

“Being a public servant is my commitment and duty to Allah and my country. I chose to be with my fellow Moros to serve them with sincerity, passion, dedication, and unconditional commitment.”



A Hero of the Poor

Situated in the southernmost part of the Philippines, Tawi-Tawi is one of the poorest and underdeveloped provinces in the country. Basic health services are inaccessible and expensive. The poor are dying of simple and curable diseases because they cannot afford the services or the health facility is too far from where they live. These problems have plagued the mind of Dr. Sangkula Laja, a Muslim physician working for the government. Being a compassionate individual who believes that serving the poor means serving Allah (God), Dr. Laja dedicated his life to transforming the health services of the province into a people-centered health system.

He began this mission by reaching out to the underprivileged residents of far-flung communities in the province to conduct medical and surgical missions. He sailed from one island to another, braved rough seas, together with health workers and volunteers, to help the people in need of medical attention and health education. He spearheaded a malaria control program to spread awareness and prevent incidence,

effectively reducing the number of malaria cases in the province.

With a vision and mission of providing quality, affordable and accessible healthcare to all people of Tawi-Tawi, especially to the poor, he rehabilitated substandard hospitals such as Tuan Ligaddung Lipae Memorial Hospital and Datu Halun Sakilan Memorial Hospital (DHSMH), as well as health centers. He improved administration and human resource management, service delivery, equipment, and overall physical condition. Through his leadership, the health indicators of the provinces have drastically improved.

When asked why he chose to stay in Tawi-Tawi instead of taking lucrative offers abroad, he said, "It is my desire to help the sick and save them from their suffering. Serving our people is a joy for me which money cannot buy. I chose to be with my fellow Moros to serve them with sincerity, passion, dedication, and unconditional commitment. Being a public servant is my commitment and duty to Allah and my country."

JULITO S. SALADAN

Agricultural Technologist
City Government of Kidapawan
North Cotabato

*"I envision a government that
advocates and implements strict
food sovereignty and one that is
pro-nature."*



Solid Waste Management Champion

Sixty-five percent (65%) of the total solid waste generated from all communities in Kidapawan City is biodegradable. Out of that, only 50% can be absorbed by the city's Material Recovery Facility (MRF) due to lack of manpower. Faced by this problem, the then MRF composting officer in-charge, Mr. Julito Saladan, challenged himself by thinking of an effective way to lessen the city's biodegradable waste to help the municipality with its solid waste management.

As an agriculturist, he invented and developed "ANC Dormitel", a simple vermin composting device that processes biodegradable wastes into organic fertilizer and soil conditioner, with the aid of African night crawler earthworm. The device is made of recycled plastic drum with three (3) compartments— a catchment basin and two composting chambers. The end products may be used in vegetable and plant gardening.

It is only until he was employed as an Agricultural Technologist in the Office of the City Agriculturist that he was able to mass-produce the device to test adaptability and efficiency. He was granted a financial

assistance from the Department of Agriculture Region 12 to produce 40 units for actual testing in selected households in Kidapawan City. In 2015, additional assistance was given, allowing him to produce 250 units to be distributed in urban communities located in Kidapawan, Tacurong, Koronadal, General Santos, and Cotabato City. To ensure proper and effective management and maintenance of the device, he created a manual and conducted seminars to the recipients of the device.

Through the development of ANC Dormitel, he encouraged and influenced communities to segregate and recycle kitchen waste, which contributed in lessening solid waste disposal in the region. As a positive effect, methane gas generated from biodegradable wastes has been reduced, ultimately mitigating the impact of climate change.

When asked about his dream for the Philippines from an agricultural standpoint, he said, "I envision a government that advocates and implements strict food sovereignty and one that is pro-nature."

RICHARD A. TAMBIO

Teacher III
Juan C. Laya Central School
SPED Center
Department of Education-
Division of Pangasinan
San Manuel, Pangasinan

"Nananatili ako sa serbisyo publiko sapagkat alam ko na sa pamamagitan ng aking trabaho ay mababago ko ang buhay at pananaw ng mga batang may kapansanan—na sila ay kasapi at mahalagang sangkap ng lipunan."



A Teacher with a Big Heart

An only son to a farmer and a housewife, the life of Teacher Richard Tambio and his four siblings has never been easy. Instead of questioning his difficult position, he persevered and won battles life threw at him. His toughest battle was obtaining a decent education. To make ends meet and to support his college education, he took on part-time jobs as sales staff in restaurants and retail stores. His experiences taught him to be diligent, resilient, and determined.

Knowing the value of education, he pursued a degree in the said field and focused on teaching children with special needs and with disabilities (CSN/CWDs).

With dedication and commitment to his profession, he was instrumental in making Juan C. Laya Central School a DepEd-approved SPED center. He personally searched for CSN/CWDs in different barangays in San Manuel who can attend the SPED classes in the school, resulting to increased enrolment. He helped underprivileged pupils buy school supplies, even shelling out his own money.

With a strong desire to help, he went out of his way and created a “School-Home-Community Outreach Program” where he teaches CSN/CWDs who cannot afford to go to school and who have difficulty travelling because of their disabilities. He traversed rough roads and crossed rivers with his trusty tricycle just to reach far-flung communities where the children live. He conducted an “Early Intervention Program” where he teaches basic skills like writing, drawing, and eating to CWDs under five years old. He also coordinated with the Municipal Social Welfare Development to provide financial and medical assistance to the indigent CWDs.

He proudly narrates, *“Hindi bali nang mainitan ng araw basta’t madalaw lang ang mga batang nangangailangan ng sapat na kalinga at pag-asa upang kanilang mairaos ang buhay na ipinagkaloob ng Maykapal sa kanila. Hindi rin alintana ang layo ng lugar basta lamang sila’y mapuntahan upang maturuan. Dahil sa aking adbokasiya na mapabago ang takbo ng kanilang buhay, kailangang magsaripisyo nang bukal sa kalooban at lapatan ng pagmamahal.”*

COMVAL iRICE Team

Department of Science and Technology
Regional Office XI
Bajada, Davao City

"It is when we hear parents and their children tell us how grateful they are to the project that every discomfort and pain we felt, and the sacrifices we made are definitely worth it."



(Imelda A. Agdeppa, Ph.D, Kenneth D. Barroga, Marcela C. Saises, Dr. Anthony C. Sales [team leader], and Jayvee Tyron L. Uy)

Bayanihan Para sa Kalusugan

Children with iron-deficiency anemia (IDA) show poor scholastic performance due to their inability to comprehend; most get sick due to a weak immune system. Adults with the same condition have low productivity because they easily get tired; incidence of IDA in pregnant women could result to maternal death.

Poverty is a contributing factor to IDA incidence among Filipinos across population groups. Among the most vulnerable are children, pregnant women and lactating mothers. This situation is particularly true in Compostela Valley. Malnutrition among children caused by IDA has been a recurring problem especially after the onslaught of typhoon Pablo in 2012.

Given the persistent concern, the rice fortification program was conceptualized and implemented through the collaboration of the Department of Science and Technology Regional Office No. XI, DOST-Food Nutrition Research Institute (FNRI), and the Provincial Government of Compostela Valley. These government agencies did not stop at rice fortification as means to address IDA. They worked hard to make the iron-fortified rice available, affordable, and accessible to all Comvaleños. They engaged other government agencies and social enterprises to ensure that regular consultations address sustainability challenges.

The ComVal iRice Team cited the holistic approach used to implement the project. Aside from

engaging leaders at the grassroots, they also focused on combining inter-sectoral commitments in research and development, participatory governance, and sustainable development to solve the perennial nutritional problems particularly anemia.

The program started in 2013. To ascertain the efficacy of the iron-fortified rice, DOST and FNRI conducted a validation study from July to December through a feeding program provided to pre-identified anemic school children for 120 days through the *Bayanihan para sa Kalusugan: Kusina ng Kalinga* Program. This strategy proved to be effective in increasing the hemoglobin levels of the school children. Significant improvements were observed in the nutritional status of 825 identified wasted and severely wasted children. The results showed that 43.83% of undernourished children have been classified as normal in terms of nutritional status.

Summing up how they felt about their achievement, the members expressed, “We rode on *habal-habal* to reach remote areas so we could transfer the iron rice premix and rice iron fortification formula. We worked away from our families to conduct needs assessment, site evaluations, technology transfer and trainings. It is when we hear parents and their children tell us how grateful they are to the project that every discomfort and pain we felt, and the sacrifices we made are definitely worth it.”

**Men and Women of the Visayas
Consortium for Agriculture, Aquatic,
and Resources Program (VICAARP)**

Visayas State University
Baybay City, Leyte

*"We are proud that our efforts
empowered farmers and provided
them with additional means
to sustain themselves and their
families."*



*(Dr. Lucia M. Borines, Dr. Othello B. Capuno [team leaders], Dr. Francisco T. Dayap,
Hazel Grace T. Taganas, and Marlon M. Tambis)*

Sweet, Sweet Victory

The combined results of several people working together is often much more effective than could be that of an individual scientist working alone. This adage from American physicist John Bardeen could very well illustrate what the members of the Visayas Consortium for Agriculture, Aquatic and Resources Program (ViCAARP) went through.

ViCAARP is a group of agencies and institutions undertaking research and development in agriculture and natural resources in Eastern Visayas. The member-agencies are the Department of Agriculture-Regional Office No. 8, Visayas State University (VSU), National Economic and Development Authority, Department of Science and Technology-Philippine Council for Agriculture, Aquatic, and Natural Resources Research and Development (DOST-PCAARRD), Agricultural Training Institute (ATI), and local government units. Also part of the group are stakeholders such as farmers and fisherfolk.

Since it was established, ViCAARP has been the driving force in the delivery of research and development services, technology transfer, and agricultural training to farmers in the region. The team credits the strategic alliance and support of members for research, development and extension. "We tapped the respective mandates of member-agencies, leading to the

effective management and development of fruits and crops," said team leader Dr. Othello Capuno.

One notable accomplishment of the group was the development of jackfruit as a high-value food product, particularly the EVIARC Sweet - a high-yielding, sweet and thick-pulped variety. The variety was named after the Eastern Visayas Integrated Agricultural Research Center which spearheaded and funded the research.

One beneficiary of the mass planting of EVIARC Sweet is Job Abuyabar who attended free seminars on jackfruit production. He was guided on the establishment of good practices in jackfruit farming, leading to the identification of his farm as a model learning site for jackfruit growers. The technology shared by ViCAARP to Abuyabar has been transferred, adopted, and practiced by other jackfruit farmers. Over time, they were able to penetrate the developed markets in Tacloban and sold their jackfruit at a profitable farm gate price of P35.00 per kilo. "We are proud that our initiatives led to increased income for growers and empowered farmers as they were provided with additional means to sustain themselves and their families," said Dr. Capuno.

PSAU Alternative Low Input Agriculture System (ALIAS) Center's Initiatives to Promote Organic Production Systems

Pampanga State Agricultural University
Magalang, Pampanga

*"We have provided a training and
research haven for students, hobbyists,
entrepreneurs, and for various farmer's
cooperatives who want to venture into
the healthier option."*



*(Angelina C. De Jesus; Norman G. De Jesus, Ph.D [team leader]; Warlina M. Guzman;
Regina D. Loria; Emmanuel C. Pangilinan; Elena B. Pineda; Rafael R. Rafael;
Filomena K. Reyes, Ph.D; Ernesto D. Supan, Ph.D; and Estrella C. Zabala, Ph.D)*

Back to Basics

Until recently, “organic” produce was not given much importance. Crops grew, animals were raised, and people ate them. With the advent of chemical fertilizers also came imbalance in the nutrient composition of the soil, reducing its productivity. Artificially and genetically modified food products, referred to as Franken-food, were also introduced, which eventually led to long-term health conditions such as obesity.

With the intent of giving consumers a healthier option, the Alternative Low Input Agriculture System (ALIAS) Center of the Pampanga State University came up with an organic low-input farming system that leads to immediate application, higher yield, and use of cost-reducing technologies.

ALIAS introduced a symbiotic and systematized environment known as Package of Technology (POT). The system is symbiotic given the beneficial interaction between species and organisms creating a balance in their ecosystem. For instance, POT promotes the use of bio-fertilizers and plant-based pesticides in managing pests and diseases in vegetables and fruit crops. The production of bio-fertilizers showcases the potential of plant extracts such as kakawate, marigold and microbial inoculants in the prevention of diseases and protection of plants against pests.

There is also the lotus-tilapia integration in frequently flooded areas which is beneficial to both species. The lotus gets its nutrients from tilapia excretion. The process recycles nutrients in the pond. In turn, lotus plants filter polluted water, balancing healthy and toxic gas for the tilapia to thrive.

Other POT introduced to farmers were the native chicken-coffee plant integration, organic mulberry tea production, organic food and non-food processing and product development for added value. Beneficiaries were taught how to make ice cream from dragon fruit and sweet potato, bake mulberry cakes and bread, infuse lemon grass and mulberry as tea, brew wine from tamarind, honey, adlai grains, bugnay, and produce banana chips. The new products led to increased income, diversified farm products, new market opportunities, and introduction/transfer of cost-effective technology.

“We welcome those who would like to venture into organic farming. It is a training and research haven for students, hobbyists, entrepreneurs, and for various farmer’s cooperatives who want to venture into the healthier option,” said team leader Norman de Jesus.

The 2017 Special Committee on the Dangal ng Bayan award was tasked to select the 2017 awardees from 43 nominations received nationwide.

The Committee is composed of the following members:



Commissioner ROBERT S. MARTINEZ

Civil Service Commission
Committee Co-Chairperson

Atty. Robert S. Martinez was appointed by the President as Commissioner in July 2012, having both the legal qualifications and competence on human resource, and a solid foundation from his 23-year track in government service.

He took his Bachelor of Arts degree Major in Economics at the University of Santo Tomas and graduated in 1981. Shortly then, he went to Ateneo De Manila University School of Law and finished Bachelor of Laws in 1985. On the same year, he took and passed the BAR exams and became a lawyer at the young age of twenty-five.

After passing the Bar, he went to private practice of law. He entered government service working as Legal Officer and Assistant Corporate Secretary at the Center for International Trade Expositions and Missions (CITEM) – the official export trade promotion agency of the Philippine government.

Commissioner Martinez joined Subic Bay Metropolitan Authority (SBMA), a government corporation, as Deputy Administrator for Administration. This was the post he held prior to his appointment as CSC Commissioner. As Director in the DTI and Deputy Administrator for Administration in the SBMA, Commissioner Martinez directly supervised, among other divisions/departments of said agencies, the Personnel Division and the HR Department, respectively.

As CSC aims to secure an effective role being the constitutionally mandated HR institution of the government, and as it strives to obtain its vision of becoming Asia’s leading center of excellence in strategic human resource and organization development in 2030, Commissioner Martinez is one with the CSC and the entire civil service in treading carefully the path of transition to a culture of transformation and change.

Tanodbayan **CONCHITA CARPIO-MORALES**
Office of the Ombudsman
Committee Co-Chairperson



Upon her retirement as Associate Justice of the Supreme Court of the Republic of the Philippines, Justice Carpio Morales was appointed Ombudsman of the Republic of the Philippines in late July 2011. Her appointment was announced by President Benigno S. Aquino III during his second State of the Nation Address in July 2011, making her the fifth Ombudsman since the Office of the Ombudsman became operational in May 1998.

Ombudsman Carpio-Morales holds the distinction of being the first woman magistrate to administer the oath of office of a Philippine President.

The University of the Philippines conferred on her the degree of Doctor of Laws, *honoris causa*, during the commencement exercises of the UP College of Law for the graduating class of 2016. The Ombudsman also received the degree of Doctor of Laws (*honoris causa*), in September 2013 from the University of the East, and another degree (*honoris causa*) – Public Administration from the Ateneo de Naga in March 2017.

In August 2016, Ombudsman Carpio-Morales was included as one of the elite laureate of the Ramon Magsaysay Awards, the only Filipino awardee for 2016. The award comes as a distinction for “restoring faith in the rule of law.”



Chairperson MICHAEL G. AGUINALDO
Commission on Audit
Committee Member

Micheal G. Aguinaldo was appointed to head the Philippine Supreme Audit Institution on March 24, 2015. He is currently the External Auditor of the World Health Organization, the Food and Agricultural Organization and the International Labour Organization of the United Nations.

Chairperson Aguinaldo envisions a Commission that not only guards public resources but also empowers and enables government agencies to perform their mandates efficiently and effectively. He has continued the Citizen Participatory Audit program and advocates the use of technology in audit such as Geo Tagging, among other reforms he has spearheaded at the Commission.

Prior to his COA appointment, Chairperson Aguinaldo was the Deputy Executive Secretary for Legal Affairs of the Office the President. He has been with the Romulo Mabanta Buenaventura Sayoc & de los Angeles law firm for 17 years. He also worked at the De Borja Medialdea Ata Bello Guevara and Serapio law office and is a faculty member of the Ateneo de Manila University School of Law.

Chairperson Aguinaldo obtained his law degree from the Ateneo in 1992. He also holds a Special Degree in International Economic Law obtained from the University of Michigan in Ann Arbor, Michigan in 1997. He placed 7th in the 1992 Philippine Bar Examinations.

RIZALINAN. JUSTOL

*Deputy Executive Secretary for Finance and Administration
Office of the President of the Philippines
Committee Member*



Before joining the Office of the President as Deputy Executive Secretary for Finance and Administration on June 30, 2016, Rizalina N. Justol retired as City Accountant of the City Government of Davao for 21 years of service. She was Head of its Accounting Office since March 1, 1996.

She started her government career as Accounting Clerk and Bookkeeper, then rose from the ranks as a Certified Public Accountant working with the Commission on Audit (COA) from April 16, 1985. Prior to her joining the LGU – Davao City, she held the position of COA State Auditor II. Her combined work experience of 42 years in the Government, both Local and National, makes her an undefeatable and undeniable expert in the field of public administration.

She earned her Master's Degree in Public Administration in October 2011 and she pursued a Doctorate Degree in Public Administration at the Southwestern University, Cebu City in October 2013.



Undersecretary MARAH VICTORIA S. QUEROL
*Office of the Executive Secretary
Office of the President of the Philippines
Committee Member*

Undersecretary Querol was appointed on July 2016 at the Office of the Executive Secretary. Before her current post, she served under the Office of the President as Assistant Secretary from February to June 2016 and Director IV from August 2015 to February 2016 and November 2010 to August 2013. She was an associate at the Ortega, Bacorro, Odulio, Calma, and Carbonnel Law Office from 2013 to 2015, and at the Marcos, Ochoa, Serapio, and Tan Law Office in 2010. She also served as technical assistant at the Department of Environment and Natural Resources and Home Development Mutual Fund in the early 2000s.

Undersecretary Querol received her Juris Doctor from the Ateneo de Manila University School of Law in 2009. She has a Master in Business Administration from the Ateneo de Manila University Graduate School of Business and a Bachelor of Science in Economics from the University of the Philippines Diliman.

2017

DANGAL NG BAYAN AWARD



On February 20, 1989, Republic Act No. 6713, otherwise known as the “Code of Conduct and Ethical Standards for Public Officials and Employees”, became a landmark legislation as it instituted eight (8) norms of conduct for public servants. The law prescribes to all public officials and employees the norms of conduct that they shall adhere to at all times in the performance of duty. These norms are: (1) commitment to public interest; (2) professionalism; (3) justness and sincerity; (4) political neutrality; (5) responsiveness to the public; (6) nationalism and patriotism; (7) commitment to democracy; and (8) simple living.

R.A. 6713 also establishes a system of annual incentives and rewards to motivate and inspire public servants to uphold the highest standard of ethics.

Under the system, the Outstanding Public Officials and Employees Award or the *Dangal ng Bayan Award* is given to any public official or employee who has consistently demonstrated and observed the eight norms of conduct specified in the act. The President of the Philippines confers the award to deserving public servants during the month-long celebration of the founding anniversary of the Philippine Civil Service in September of each year.

The *Dangal ng Bayan* awardee receives a gold-gilded medallion expertly crafted by the Bangko Sentral ng Pilipinas, a trophy designed by National Artist for Sculpture Napoleon V. Abueva, and a PHP200,000 cash reward. The awardee is also entitled to automatic promotion to the next higher position suitable to his/her qualification with commensurate salary adjustments.

The award is administered by a Committee composed of the Ombudsman and Chairperson of the Civil Service Commission as co-Chairpersons, and the Chairperson of the Commission on Audit and two (2) government employees appointed by the President, as members.

*DANGAL
NG BAYAN
AWARDEES
— 2017 —*

GINA G. ACUZAR

Special Education Teacher I
Sogod Central School
Department of Education - Division of
Southern Leyte
Sogod, Southern Leyte

"A servant hero is one who brings hope and inspires people; a person who does not only wish things to happen but rather, works hard to make things happen to help improve other people's lives."



No Student Left Behind

Teaching kids with special needs is not everybody's calling. The duty is as special and intricate as the kids themselves. Yet one cannot say that all who have been called to such a task are willing to step out of their comfort zones to serve as many children with special needs as they can. There are but a few chosen who walk the extra mile for the sake of public service—one like Teacher Gina G. Acuzar.

Teacher Gina is a Special Education Teacher I at Sogod Central School in Southern Leyte. She is well lauded by her co-teachers for her unparalleled commitment in teaching students with multiple disabilities, especially those with visual impairment.

Although not specified in her job description, Teacher Gina would voluntarily go to different barangays in the municipality to scout for visually impaired children and encourage their parents to send them to school, and learn to read and write braille. Jamora siblings, all visually impaired children, are grateful for Teacher Gina for educating them and empowering them to pursue their dreams.

Teacher Gina also goes out of her way to find donors and partners to assist the students in their financial, medical, and employment gaps.

For instance, she facilitated free eye check-up and cataract operation for nine (9) visually-impaired students which somehow helped them improve their eyesight, one of whom totally regained vision after the operation. She also asked for donations from an alumna for the transportation allowance of twenty (20) special children, and facilitated a 5-day massage therapy training to help hearing and visually impaired students and adults with their livelihood.

“Handling blind and visually impaired children entails a lot of challenges. It pains me to look at the situation of my students with special needs. As a Christian, it is my social and moral obligation to help them,” Teacher Gina said.

Her hard work has paid off, with these students now being able to discover their learning skills, seek employment opportunities, and overcome physical limitations.

Teacher Gina believes that, “A servant hero is one who brings hope and inspires people; a person who does not only wish things to happen but rather, works hard to make things happen to help improve other people's lives.”

MARIA CORAZON A. DE UNGRIA, Ph.D

University Researcher V (Scientist II)
Natural Sciences Research Institute
University of the Philippines
Diliman, Quezon City

"I strongly advocate for the use of excellent science in nation building, recognizing the power of science in broadening the base from which we can find creative and novel solutions for the problems that afflict society,"



Science for Serving Justice

The Philippine criminal justice system has been the subject of criticisms from many sectors of society. But as with issues and challenges confronting the country, one must keep believing that there will always be ways to hurdle whatever circumstance.

One researcher from the University of the Philippines devoted her time and talent to hurdling challenges, among other things, besetting the criminal justice system. Her goal was to help ensure swift and fair administration of criminal justice. Her route was genomic science.

Dr. Maria Corazon A. de Ungria currently heads the DNA Analysis Laboratory, Natural Sciences Research Institute in UP. She developed and used DNA technology in criminal investigations. The Research Group of the Philippine Judicial Academy partnered with Dr. de Ungria in developing the guidelines on the use of forensic DNA technology in the Philippine criminal justice system. In October 15, 2007, then Supreme Court Chief Justice Reynato Puno promulgated the guidelines as the Rule on DNA Evidence (A.M. No. 06-11-5-SC) which is now being used in all Philippine courts.

The technology can also be applied in other endeavors as disaster victim identification, and resolution of parentage disputes. With her excellent partnering and collaborative skills, she was able to get P18 million grant from the

European Union for a research project that developed and validated DNA test procedures for handling sexual assault victims. As a result, government agencies like the Department of Social Welfare and Development (Child Protection Unit), and Department of Health acquired more than 1,500 Sexual Assault Investigation Kits which helped identify sex offenders.

Given the dearth of professionals in the field of forensics, Dr. de Ungria also looks after the professional development of her junior researchers. She encouraged them to avail of scholarships abroad, enrich their knowledge and skills, and come back to the Philippines to serve the country more excellently. As a foreign scholarship grantee herself, having studied for 11 years in Australia, Dr. de Ungria has high regard for science research, and its value to the society.

“I strongly advocate the use of excellent science in nation building, recognizing the power of science in broadening the base from which we can find creative and novel solutions for the problems that afflict society,” she asserts.

For young and aspiring scientists, Dr. de Ungria wishes to inspire them with these words: Let your passion for your work speak for itself, and people around you will know that you are a man/woman of science. Commit to use science for a purpose.

DANIEL SP. GARCIA III

Nurse I

City Epidemiology and

Surveillance Unit

City Government of Antipolo

San Roque, Antipolo City

*"Ano kaya ang sasabihin
nila sa efforts ko para huwag
na maulit ang nangyari
sa kanila? Sana kapag
nakaharap ko sila they will
smile at me at sasabihin,
"You've done a great job!".*



#PublicHealthIsLife

He could have stayed in the comforts of an airconditioned hospital or waited on patients in a clinic. Instead, he reached out to patients in far-flung barangays, many of which have not had the benefit of primary health care. Meet Nurse 1 Daniel SP Garcia III or Nurse Nico who heads the City Epidemiology and Surveillance Unit (CESU). His unit was tasked to investigate the measles outbreak in Antipolo City in 2014 where there were around 800 cases, with 28 dead due to complications.

He went to the barangays where most number of cases were reported and interviewed the families of those who died from the infection. After hearing their stories, he deduced that lack of information was a major culprit. The families did not know that their children aged 0 to 59 months are most vulnerable, that the disease is highly contagious, that they remain susceptible if unvaccinated, and the worst, not knowing that health centers offer free vaccination. “Ang daming buhay pala ang nasasayang dahil sa kakulangan sa kaalaman,” laments Nurse Nico.

The measles outbreak made more firm his determination to pursue holistic public health programs aimed at lowering the incidence of infectious and vector-borne diseases in the city. “There is no such thing as small work or small things for me. I will do everything I can to help my fellow Antipoleños and deliver the services they deserve,” said Nurse Nico.

Garcia initiated the *Tayo na sa Antipolo Health Caravan*. Pilot-run in 2014, it brought health

services closer to those who are in the fringes of the city. It provided free newborn screening, routine immunization for children, anti-pneumonia vaccination, dental health services, family planning, HIV screening, infant and young child feeding lecture, deworming, and water sanitation. He pushed for the Rapid Coverage Assessment and Catch-up Immunization of children below five years-old in high-risk areas. The initiative covered 77 sitios/purok with 512 children injected with measles and Rubella vaccine. The targeted rapid response resulted to only one laboratory confirmed case of measles and three Rubella incident in early 2017.

Nurse Nico also led the Dengue-free Brigada Eskwela. He visits far-flung areas and the Dumagats even after office hours and during weekends to lead larval survey and destruction, misting operations, and conduct of lectures against dengue, chikungunya and zika virus. The social mobilization and stakeholder empowerment resulted to the lowering of dengue incidence. Comparative assessment of year 2016 recorded that cases were 44% lower versus 2015 figures. All these efforts were geared toward lowering vector-borne incidences in the city and having zero fatality.

Nurse Nico shared that until now, he still thinks about the 28 individuals, mostly children, who died during the measles outbreak. “*Ano kaya ang sasabihin nila sa efforts ko para huwag na maulit ang nangyari sa kanila? Sana kapag nakaharap ko sila they will smile at me at sasabihin, “You’ve done a great job!”*”

RYAN H. HOMAN

Teacher I

San Jose Elementary School

Department of Education-

Division of Sorsogon

Donsol, Sorsogon

*"Naisipan ko na ilapit
ang paaralan sa kanila
para mapahalagahan
nila ang pag-aaral."*



Super Teacher

“The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires.”

This statement by William Arthur Ward, one of the most quoted authors of inspirational maxims captures the encompassing effect of an inspiring teacher—the kind that lays the foundation for future generation, instills in the child the love for learning and exploration, and opens the mind to remain curious throughout one’s life.

Teacher Ryan is one who inspires his students. He makes sure that he touches and changes their lives.

He helped transform the remote town of San Jose in Donsol, Sorsogon into a lively reading hub, encouraging kids to love learning. Having just hurdled the Licensure Examination for Teachers, he approached Old Maguisa Barangay Captain Larry Dela Torre to request for the re-opening of the Old Maguisa Elementary School, which has been closed for ten years. Impressed with the sincerity and determination of Teacher Ryan, Dela Torre worked with him in facilitating submission of needed papers leading to the approval of the request by the Department of Education (DepEd). This initiative jumpstarted an education revival in the sleepy town.

Homan started as a volunteer teacher in the re-opened school and handled all the classes from Grades 1-4. After a year of teaching, he was given a permanent appointment and an additional teacher was assigned. In 2013, Teacher Ryan was transferred to San Jose Elementary School (SJES) to handle non-readers and non-learners. A passionate reading advocate,

Teacher Ryan launched a series of literacy and reading programs designed to entice the youth to develop good reading and learning skills. These initiatives include the mobile library, home-based reading centers, reading garden, and the Balsa-Basa and Bankaaraman outreach.

“Layunin ng mga programang ito na hikayatin ang mga bata na mag-aral at magbasa. May pagkakataon din na hindi sila makapag-aral dahil mataas ang baha o katulong sila ng magulang sa pagsasaka. Naisipan ko na ilapit ang paaralan sa kanila para mapahalagahan nila ang pag-aaral. Natutuwa din ang mga magulang nila sa nag-improve na ang performance ng kanilang mga anak at nagkaroon interes sa pagbabasa.”, Teacher Ryan declares.

He gathered the parents and asked for their involvement in the learning process. One of the learning programs he introduced was the Nanay-Teachers program. Mothers were assigned in the school to conduct fun reading activities for kids. Ester Serrano, a volunteer said that every family supports the Nanay-Teachers program through setting-up a reading corner in their homes. She appreciates the partnership created between the students, community and the teachers.

The adage that, “It takes a village to educate a child” is now a reality through Teacher Ryan’s commitment and dedication. *“Bilang isang guro, hindi lang po kasi nagtatapos sa apat na corners ng classroom ang aking pagtuturo.* I go out to see the situation in my community. With that, I can do interventions and innovations to solve the problems. I do not have enough money but I have skills and knowledge which I can share to my students.”

MAIDE O. JADER

City Civil Registrar
City Government of Tayabas
Tayabas, Quezon

"You do not need high education or high position to make a change. True leaders are those who influenced, caused change and created a contagious impact to the lives of other people."



For the Record

A civil registrar manages important documents of a community—from birth, marriage, death, and all the other additions and changes in between. Records are of paramount importance—if these were not organized, a lot could go wrong. It could affect the lives of a city's constituents. That is why City Civil Registrar Maide Jader is passionate about her job. She was not satisfied with how things were being done, so she initiated a process makeover. Her innovations in information technology helped the City Government of Tayabas provide an effective, efficient, and responsive civil registration system, which generated more accurate data for developmental projects. She has also transformed the Gender and Development Office, Population Unit, and the Tayabas Multi-Purpose Cooperative into nationally recognized offices.

A strong believer of change, Jader's principles are evident in her approach

to work. "We cannot give what we do not have," she says. "For government employees to be effective, there are a lot of changes that we need to adapt to." As with any innovation, the resistance to change is there, but Jader's bubbly and enthusiastic disposition helped to engage employees.

Sometimes, women in traditionally "manly" jobs experience discrimination. But even in a gender-neutral career, Jader is not spared from challenging experiences. "Amidst all the hardwork and recognition that I tirelessly offered Tayabas, I was never spared of media bullying and harassment especially during the campaign and election times. I stood strong," she recalls. "My family had always maintained a very good reputation and I didn't want to taint it with dishonour and so I remained truthful to my advocacies and committed to my cause."

REX ARCHANGEL S. LAMPREA, M.D.

Chief of Hospital I
Lambayong District Hospital
Provincial Government of Sultan Kudarat
Sultan Kudarat

"Maglingkod sa bayan at sa kapwa ng mula sa puso, na walang hinihintay o hinihinging na kapalit."



Dial-a-Doc

How easy life would be if we could dial a doctor and have them deliver healthcare services at our doorstep. Imagine living in far flung communities that are deprived of basic services such as education, security, and healthcare. Opportunities are limited and poverty makes falling sick a dreaded event. Good thing there are doctors who are passionate about patients who are not able to go to hospitals.

Doc Lamprea's deep commitment in providing quality healthcare services in the province of Sultan Kudarat prompted him to conceptualize and implement the Mobile Hospital. As the moving force behind the Mobile Hospital, Doc Lamprea and the Sultan Kudarat Mobile Hospital and Outreach Team were able to address problems in malnutrition, accessibility of basic health facilities, poverty, illiteracy, and environmental related concerns. Through the Mobile Hospital, he was able to extend free curative and preventive health care services to far-flung areas of the province. He engaged fellow medical practitioners and local government units in medical missions and other outreach

activities.

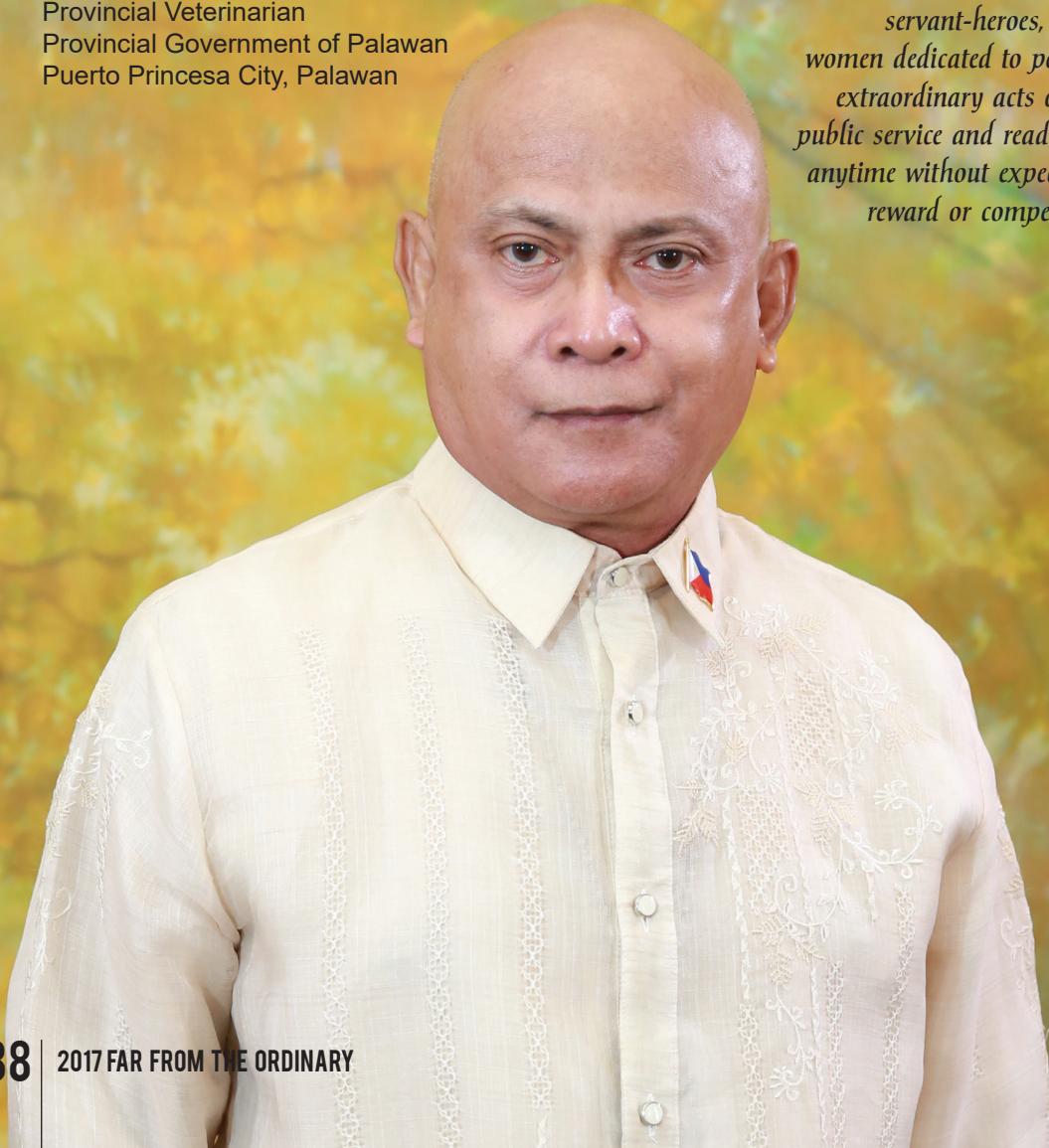
A visionary leader, Doc Lamprea's ability to mobilize a multi-skill team and move them out of the comfort zone is impressive. Through his leadership, he was able to engage experts and practitioners to build a community that cares for the poor and marginalized. The tough conditions of medical missions did not discourage them from delivery health services to communities. This even fuelled their determination to make it through.

Doc Lamprea is also hands on and leads by example. All the things his team is able to do, he has demonstrated before them. He believes in doing a good job, even if the job entails sacrifice. "I want to be responsible for the profession that I chose," he explains. "In my field, I am rendering medical and surgical to the people to the best of my ability for free. I attend to their problems, give them jokes, laugh with them to brighten their days. The most I can do is love and understand the people around me."

JUANITO PIO L. LLEDO, V.D.

Provincial Veterinarian
Provincial Government of Palawan
Puerto Princesa City, Palawan

*"I hope there will be more
servant-heroes, men and
women dedicated to performing
extraordinary acts of quality
public service and ready to serve
anytime without expectation of
reward or compensation,"*



Animal Care for People Welfare

A multi-awarded veterinarian, Dr. Juanito P. Lledo heads Palawan's Office of the Provincial Veterinarian (OPV). He helped put the OPV up as a separate office from the Office of the Provincial Agriculturist so that the provincial government can place greater focus on animal health and on protecting the public from animal-borne diseases.

Lledo lobbied for the enactment of a Rabies Prevention and Control Ordinance that will strengthen the OPV's efforts to eradicate rabies in the province. The ordinance was passed in 2010. As a result, 16 out of 23 municipalities followed suit with their own local versions of the ordinance. These policies paved the way for more aggressive anti-rabies activities, leading to 13 municipalities in Palawan being declared rabies-free.

Moreover, he founded an organization of volunteers called "barefoot veterinarians", now known as the Barangay Veterinary Aide (BVA) Program. More than 3,000 BVAs have been trained in basic veterinary services to assist the OPV in animal monitoring

and disease surveillance, treatment, vaccinations, and other tasks. The group has been instrumental in maintaining Palawan's safety against Foot and Mouth Disease, Avian Influenza, and Hog Cholera.

For Lledo, public service runs in his blood. "My parents, who are retired public school teachers, are my source of motivation and inspiration," he said.

Indeed, when he is not working as public veterinarian, he continues to serve as chieftain of the Tagbanua Tribe of Calauit Island. For years, he spearheaded the tribe's fight to reclaim the Tagbanua Ancestral Island after they were banished during Martial Law rule. In 2010, President Gloria Macapagal Arroyo granted their petition.

Lledo envisions a government where selfless service is at the very core. "I hope there will be more servant-heroes, men and women dedicated to performing extraordinary acts of quality public service and ready to serve anytime without expectation of reward or compensation," he said.

RONELIE C. SALVADOR, Ph.D

Professor IV

University of Eastern Philippines

Catarman, Northern Samar

*"As a public servant, I work
silently, but with might,
whatever my hands find to do."*



Education for a Living, Livelihood through Education

“A little knowledge that acts is worth infinitely more than much knowledge that is idle.” – Kahlil Gibran

Professor and aquaculturist Ronelie C. Salvador understands all too well that knowledge should not be kept inside books and within the classroom. She knew that despite the country being rich in aquatic resources, many Filipinos are still incapable of earning a living from these. “Being a fisherman’s daughter, I can empathize with the fisherman. I believe that the vicious cycle of poverty and hunger in fishing communities can be addressed through accessible and free education,” she said.

She provides voluntary technical assistance for non-government organizations, specifically by educating the fisherfolk on identification of potential seaweed farm sites and suitable seaweed species, water quality analysis, and coastal resource assessment and management. With her help, coastal communities are not only able to earn from fishing in the open sea but also from growing and harvesting seaweed. They have learned how to be stewards of the seas, knowing

that good aquafarming practices can lead to sustainable livelihoods.

By establishing partnerships with various organizations, Salvador was able to secure funding amounting to Php4.9 million for the university’s implementation of the Philippine National Aquasilviculture* Project (PNAP). She helped establish 16 aquasilviculture livelihood projects for small-scale fisherman, and the reforestation and rehabilitation of 72.11 hectares of degraded mangrove areas in Northern Samar.

Her principles have allowed her to perform beyond what is expected of her as a professor. “In whatever I do, I make it a point to never shortchange the Filipino people,” Salvador said. Her service as a public servant is her form of giving back to the people the education she gained as *Iskolar ng Bayan*.

She hopes that more young Filipinos would use their talents in the service of others, and gives them this advice: “Bloom where you are planted. Follow the biblical advice on work: ‘Whatever your hands findeth to do, do it with all your might.’ (Ecclesiastes 9:10)”

MARGARITA M. SILANG

Teacher I
Casillon Elementary School
Department of Education -
Division of Oriental Mindoro
Baco, Oriental Mindoro

*"Minsan kailangan talaga nating
magsakripisyo para sa ikabubuti
ng nakararami. I am happy to
serve my Mangyan pupils."*



Second Mother of the Mangyans

It was in 2011 when Margarita Silang first set foot in Casillion Elementary School, a small school for Mangyans situated in the remote town of Baco, Oriental Mindoro. She was confronted with many problems – not enough classrooms and inadequate teaching devices. The pupils do not have basic needs and school supplies. She instantly knew that she needed to make things better.

Equipped with compassion, perseverance, resilience, and commitment, it was very fitting and like a work of God that she was assigned to the school because they certainly need someone who can make a difference.

Teacher Marge, as she is called, exhausted all possible resources to improve the school facilities and provide basic needs for her pupils. She reached out to her friends, former classmates and mentors to ask for assistance. She led “Oplan Silid Aralan” with the help of her former classmates to collect “pawid” that will be used for the roofing of two new classrooms. Through her connections, school uniform and supplies, electric fans, and other basic needs such as

toothpaste, toothbrushes and slippers were donated. She asked for the help of Father Fabella, former President of Divine Word College of Calapan, for the construction of a canteen.

With all the positive changes that Teacher Marge has made to the school, especially to the lives of her Mangyan pupils, she earned their love and respect, considering her as their second mother.

Despite inconvenience and separation from family, she travels 25 kilometers on motorcycle and by foot to traverse rough roads and rivers to teach her pupils. o“*Ang magturo sa kalibliban ay napakalaking hamon sa aking buhay ngunit minsan kailangan talaga nating magsakripisyo para sa ikabubuti ng nakararami. Hanggat malakas ang aking katawan mananatili ako sa Casillon. Ako ay God servant kaya dapat ay good public servant din.*”

It has been said that with a heart of gold, blessings will come in unexpected ways. This was proven true with the story of Teacher Margarita Silang.

WILLIAM A. TARAMPI

Master Teacher I
Benigno V. Aldana National High School
Department of Education -
Division of Pangasinan
Pozorrubio, Pangasinan

*“Ang isang lingkod bayani
ay may puso sa pagganap
ng kanyang katungkulan
bilang kawani ng gobyerno,
tumutulong upang umangat
sa pamumuhay ang ibang
tao, rumerespeto hindi
nagmamarunong, marunong
sumunod hindi sumugod,
naninilbihan hindi umaalipin,
at nagmamahal hindi
pumapatay.”*



A Positive Influencer

Henry Ford once said, “A teacher affects eternity, he can never tell where his influence stops”. This is the very mission of Master Teacher William Tarampi – to bring about positive influence to the lives of his students. *“Alam kong mahirap ang trabaho sa gobyerno ngunit na-challenge ako na gampanan ang aking tungkulin bilang isang guro upang mapagtanggol ang mga mahihirap at makatulong para mai-angat ang kanilang pamumuhay. Kagustuhan ko na magtagumpay sila sa abot ng aking makakaya.”*

With his unwavering dedication and commitment to upgrade the quality of education in Pangasinan, he mentored co-teachers who are not education graduates on classroom management, teaching strategies, test construction, assessment, and evaluation. He observed the teachers’ classes and made constructive feedback which resulted to improved teaching practice.

He devised a text manual entitled “Supplementary Reading Lessons for Struggling Grade 7 Readers” to help

students improve their reading skills to be able to cope with lessons. He conducted multiple “pullout” classes for identified poor and slow readers. At the end of the program, 90% of those students improved their reading capabilities and risks of drop-out were reduced. The pullout program was institutionalized in the school due to its success.

He initiated various projects to hone various student skills: campus journalism, livelihood, political awareness, and integrity development. He conducted seminars and trainings for both student-writers and colleagues beyond working hours, without additional compensation. He also mentored students enrolled in the Open High School Program which caters to students who are beyond school age who wanted to finish secondary education.

Teacher William is the kind of teacher who not only educates the mind, but also the heart, who teaches students not only to memorize rules and theories but how to apply them in their daily lives, who prepares students not for the examinations but for the life ahead.

2017

PHOTO GALLERY



President Rodrigo Roa Duterte (leftmost) addressing the awardees, committee members, heads of agencies, ambassadors, and guests during the 2017 Outstanding Government Workers awards rites.



Isabela State University Professor V Joel M. Alcaraz (rightmost) receives his Presidential Lingkod Bayan plaque.



President Duterte congratulates Department of Agriculture Region II Chief Rose Mary G. Aquino for being a Presidential Lingkod Bayan awardee.



Department of Education-
Division of Davao del Sur Teacher I Jeovanne M. Cagoscros (rightmost) proudly receives his Presidential Lingkod Bayan plaque.



National Food Authority Senior Research Specialist Neri O. Camitan is all smiles while being handed his plaque by President Duterte.



University Professor Il Lucia L. Lastimoza (rightmost) graciously receives her Presidential plaque from the President.



Agricultural Center Chief IV Westly R. Rosario of the Bureau of Fisheries and Aquatic Resources Dagupan (rightmost) pose with President Duterte after receiving his Presidential plaque.



Visayas State University Professor VI Erlinda A. Vasquez (rightmost) is congratulated by the President as a Presidential Lingkod Bayan awardee.



Adornado C. Vergara, Assistant Professor III from the Nueva Vizcaya State University (rightmost), is conferred the Presidential Lingkod Bayan award.



The Mango Weevil Research Team is the lone Presidential Lingkod Bayan group awardee.



The Presidential Lingkod Bayan awardees pose with President Rodrigo Roa Duterte, CSC Chairperson Alicia dela Rosa-Bala, and CSC Commissioner Robert S. Martinez (1st row, middle), and committee members Jarius Bondoc and Deborah Sy (rightmost). Awardees: **Joel M. Alcaraz**, Professor V, Isabela State University, Isabela; **Rose Mary G. Aquino**, Agricultural Center Chief III, Department of Agriculture Regional Office II, Isabela; **Jeovanne M. Cagoscocos**, Teacher I, Colonel Antonio C. Lanzar Elementary School, Department of Education-Division of Davao del Sur; **Neri O. Camitan**, Senior Research Specialist, National Food Authority, Quezon City; **Lucia L. Lastimoza**, Professor II, West Visayas State University, Iloilo City; **Westly R. Rosario**, Agricultural Center Chief IV, Bureau of Fisheries and Aquatic Resources, Pangasinan; **Erlinda A. Vasquez**, Professor VI, Visayas State University, Leyte; **Adornado C. Vergara**, Assistant Professor II, Nueva Vizcaya State University, Nueva Vizcaya; and **Mango Weevil Research Team**, Philippine Nuclear Research Institute, Department of Science and Technology, and Department of Agriculture Regions IV A-CALABARZON and IV B-MIMAROPA. Not in photo: **Allan L. Rellon**, Mayor, Tagum City, Davao del Norte (approved as Presidential Lingkod Bayan awardee on September 20, 2017).



SPED teacher Gina G. Azucar (rightmost) receives her award from President Duterte and CSC Commissioner Robert S. Martinez.



Maria Corazon A. De Ungria (rightmost), University Researcher V from the University of the Philippines, is given the Dangal ng Bayan trophy during the ceremony.



President Duterte congratulate Dangal ng Bayan awardee Daniel SP. Garcia III (rightmost), Nurse I of the City Government of Antipolo.



Ryan H. Homan (rightmost) of the Department of Education Division of Sorsogon, shows off his Dangal ng Bayan medal and trophy.



Tayabas, Quezon City Civil Registrar Maide O. Jader (rightmost) cheerfully receives the Dangal ng Bayan award.



Rex Archangel S. Lamprea, Chief of Hospital I at the Lambayong District Hospital, Provincial Government of Sultan Kudarat (rightmost) receives his Dangal ng Bayan trophy and medal.



Puerto Prinsesa City's Provincial Veterinarian Juanito Pio L. Lledo (rightmost) carefully holds his Dangal ng Bayan trophy handed to him by President Duterte.



Ronelie C. Salvador, Professor IV of the University of Eastern Philippines Northern Samar (rightmost) is conferred the Dangal ng Bayan award.



President Duterte hands the Dangal ng Bayan cash prize to Margarita M. Silang, Teacher I, Department of Education Division of Oriental Mindoro (rightmost).



William A. Tarampi, Master Teacher I, Department of Education Division of Pangasinan (rightmost), carefully holds his Dangal ng Bayan trophy.



*The Outstanding Public Officials and Employees or Dangal ng Bayan awardees with President Rodrigo Roa Duterte, CSC Chairperson Alicia dela Rosa-Bala, and CSC Commissioner Robert S. Martinez (1st row, middle). Awardees: **Gina G. Acuzar**, Special Education Teacher I, Sogod Central School, Department of Education - Division of Southern Leyte; **Maria Corazon A. De Ungria**, University Researcher V (Scientist II), University of the Philippines, Quezon City; **Daniel SP. Garcia III**, Nurse I, City Government of Antipolo, Antipolo City; **Ryan A. Homan**, Teacher I, San Jose Elementary School, Department of Education, Division of Sorsogon; **Maide O. Jader**, City Civil Registrar, City Government of Tayabas, Quezon; **Rex Archangel S. Lamprea**, Chief of Hospital I, Lambayong District Hospital, Provincial Government of Sultan Kudarat; **Juanito Pio L. Lledo**, Provincial Veterinarian, Provincial Government of Palawan; **Ronelle C. Salvador**, Professor IV, University of Eastern Philippines, Northern Samar; **Margarita M. Silang**, Teacher I, Casillon Elementary School, Department of Education - Division of Oriental Mindoro; **William A. Tarampi**, Master Teacher I, Benigno V. Aldana National High School, Department of Education - Division of Pangasinan.*



(Rightmost) Education Program Specialist II Corazon P. Alonzo (Department of Education Division of La Carlota, Negros Occidental) is all smiles before being handed her CSC Pagasa plaque and cash prize.

Rizal G. Corales, Supervising Science Research Specialist of the Philippine Rice Research Institute, Muñoz, Nueva Ecija (rightmost), gamely smiles at the cameras as he receives his award from the President.





Lt. Col. Jonna D. Dalaguit of the 4th Infantry Division, Philippine Army, Cagayan de Oro City (rightmost), shakes the hand of President Duterte before being conferred the CSC Pagasa award.



(Rightmost) Master Teacher I Mary Ann Grace B. Dulay (Department of Education Division of Pangasinan II) gladly takes her cash prize and CSC Pagasa plaque from the President.



President Duterte congratulates Rafael I. Isagunde, Water Maintenance Man of the Plaridel Water District in Bulacan (rightmost), for being a CSC Pagasa awardee.



(Rightmost) Provincial Health Officer II Sangkula G. Laja (Department of Health ARMM) proudly wears traditional costume during the conferment rites.



(Rightmost) Julito O. Saladan, Agricultural Technologist at the City Government of Kidapawan, North Cotabato, smiles warmly as he shakes the hand of the President during his time onstage.



Teacher III Richard A. Tambio of the Juan C. Laya Central School (rightmost) takes time off from the SPED Center to attend the awards ceremony in Malacañang.



Department of Science and Technology Regional Office XI's COMVAL iRICE TEAM team leader Anthony G. Sales, 5th from L) is handed the CSC Pagasa plaque.



President Duterte hands the CSC Pagasa plaque to Pampanga State Agricultural University ALIAS Center's Initiative to Promote Organic Production Systems' team leader Norman G. De Jesus (7th from L), supported by the rest of the team.



Team Leader Othello B. Capuno (3rd from R) receives the CSC Pagasa plaque and cash prize on behalf of his team, the Men and Women of Visayas Consortium for Agriculture, Aquatic and Resources Program (VICAARP) of the Visayas State University, Leyte.



The Civil Service Commission Pagasa awardees with President Rodrigo Roa Duterte, CSC Chairperson Alicia dela Rosa-Bala, and CSC Commissioner Robert S. Martinez, and committee members Jarius Bondoc and Deborah Sy (1st row, middle). Awardees: **Corazon P. Aloro**, Education Program Specialist II, Alternative Learning System, Department of Education - Division of La Carlota, Negros Occidental; **Rizal G. Corales**, Supervising Science Research Specialist, Philippine Rice Research Institute, Nueva Ecija; **Lt. Col. Jonna D. Dalaguít**, Camp Evangelista Station Hospital, 4th Infantry Division - Philippine Army, Armed Forces of the Philippines, Cagayan de Oro City; **Mary Ann Grace B. Dulay**, Master Teacher I, Manaoag National High School, Department of Education - Division of Pangasinan II; **Rafael I. Isagunde**, Water Maintenance Man A, Plaridel Water District, Bulacan; **Sangkula G. Laja**, Provincial Health Officer II, Integrated Provincial Health Office, Department of Health - ARMM, Tawi-Tawi; **Julito S. Saladan**, Agricultural Technologist, City Government of Kidapawan, North Cotabato; **Richard A. Tambio**, Teacher III, Juan C. Laya Central School, SPED Center, Department of Education, Pangasinan; **ComVal iRice Team** (5 members), Department of Science and Technology, Regional Office XI, Davao City; **Men and Women of Visayas Consortium for Agriculture, Aquatic, and Resources Program (VICAARP)** (5 members), Visayas State University, Leyte; **PSAU-ALIAS Center's Initiatives to Promote Organic Production Systems** (10 members), Pampanga State Agricultural University, Pampanga.



The Civil Service Commission officials in a photo opportunity with President Rodrigo Roa Duterte, CSC Chairperson Alicia dela Rosa-Bala, Commissioner Robert S. Martinez, and Commissioner Leopoldo Roberto W. Valderosa Jr.



(L-R) President Rodrigo Roa Duterte speaks before the awardees, encouraging them to continue being good government workers. CSC Chairperson Alicia dela-Rosa Bala inspires the awardees to uphold public service excellence. CSC Public Assistance and Information Office Director IV Maria Luisa Salonga-Agamata, Head of Honor Awards Program Secretariat, served as the master of ceremonies.

HONOR AWARDS PROGRAM

Guidelines on the Search for Outstanding Government Workers

I. Scope of the Program

The Honor Awards Program (HAP) shall cover all elective officials and appointive officials and employees holding permanent, temporary, coterminous, contractual and casual status of employment in the government, whether stationed in the Philippines or abroad.

Appointive barangay officials and employees may also be nominated provided they meet all the following conditions pursuant to Civil Service Commission (CSC) Resolution No. 01-1352 on the "Recognition of the Barangay Secretary and Barangay Treasurer as Government Employees", dated August 10, 2001 (Annex A):

1. Respective appointment papers are submitted to the CSC for records purposes;
2. Positions have fixed salary in accordance with the salary schedule provided for in Local Budget Circular No. 63, s. 1996;
3. Meet the qualification requirements set in the Local Government Code of 1991; and
4. Attendance and service records are kept and maintained in the barangay office.

Those whose nature of employment fall either under job order or contract of services, as defined in Sections 1 and 2, Rule XI of the Revised Omnibus Rules on Appointments and Other Personnel Actions, and those employed under extension of service are excluded from the coverage of the program.

Posthumous nominations may be made for a public servant who died in the line of duty or in the pursuit of his/her official duties and responsibilities as a civil servant. Posthumous nominations should be formalized within 12 months from the time of death of the government official or employee.

II. Categories of Award

A. Awards for Outstanding Work Performance

The awards for outstanding work performance are the following:

1. Presidential *Lingkod Bayan* (PLB) Award is conferred to an individual or group of individuals for exceptional or extraordinary contributions resulting from an idea or performance that had nationwide impact on public interest, security and patrimony. The contribution may be a suggestion, innovation, invention or superior accomplishment; and
2. Civil Service Commission *Pagasa* Award is conferred to an individual or group of individuals for outstanding contribution/s resulting from an idea or performance that directly benefit more than one department of the government;

The term "group" shall refer to the following:

Two or more individuals bound by a common objective, a task force, a technical group or a special working team, formed/created/organized formally or informally to undertake certain projects/programs. Maximum membership for both Presidential *Lingkod Bayan* and Civil Service Commission *Pagasa* Awards group/team shall not exceed 10 members.

The group/team should have demonstrated teamwork/camaraderie shown by constant communication, coordination, cooperation, and cohesiveness among its members. Each group/team member should have verifiable/actual contribution in the attainment of the group/team's accomplishment.

B. Award for Exemplary Conduct and Ethical Behavior

Outstanding Public Officials and Employees Award or the Dangal ng Bayan (DnB) is conferred to an individual for performance of an extraordinary act or public service and consistent demonstration of exemplary ethical behavior on the basis of his/her observance of the eight norms of behavior provided under Republic Act No. 6713, otherwise known as the "Code of Conduct and Ethical Standards for Public Officials and Employees", to wit:

1. Commitment to Public Interest
2. Professionalism
3. Justness and Sincerity
4. Political Neutrality
5. Responsiveness to the Public
6. Nationalism and Patriotism
7. Commitment to Democracy
8. Simple Living

III. Qualification Requirements of Nominees

A. Nominated officials and employees in the individual and group/team category must meet the following qualifications:

1. Have rendered at least three (3) years of continuous government service as of deadline of nominations' submission. Accomplishments for which the nominee is being recognized for should also be made within the last three (3) years immediately prior to the nomination, and have been consistently and continuously carried out by the nominee during said period;
 2. Have a performance rating of at least Very Satisfactory or its equivalent for four (4) semestral or two (2) annual rating periods prior to the nomination; and
 3. Have not been found guilty of any administrative or criminal offense involving moral turpitude at the time of nomination.
- B. A group or team may be nominated in either the Presidential Lingkod Bayan or the CSC *Pagasa* Award. Members who contributed to the group's outstanding work performance but did not meet the above qualification requirements (Items 1 to 3) shall not be included in the nomination.**

Group nominees with more than ten (10) members should decide who shall be included in the nomination, otherwise said nomination shall be rendered ineligible for the Search.

IV. Criteria for Evaluation

A. Presidential *Lingkod Bayan* and Civil Service Commission *Pagasa* Awards

1. Noteworthiness of Outstanding Performance/Contribution – The degree of uniqueness and originality of outstanding performance or

contribution/s.

2. Impact of Performance/Achievement – The extent to which the idea, suggestion, innovation or invention is being used and its result; the number of persons who benefited; the paradigm shift it has caused and the amount of money saved.
3. Reliability and Effectiveness – The extent to which the innovation/idea has effectively and efficiently addressed a pressing need/ improved service delivery.
4. Consistency of Performance – The degree of consistency manifested by consistent outstanding performance based on historical data/work record.
5. Demonstrated Teamwork, Cooperation, Camaraderie and Cohesiveness (for group nominations) – The extent the group members motivate and support each other or the degree to which group members positively influence each other.

B. Outstanding Public Officials and Employees or the *Dangal ng Bayan* Award

1. Quality and Consistency of Behavioral Performance – The level of consistency to which the nominee has manifested exemplary conduct and noteworthiness of behavioral performance.
2. Impact of Behavioral Performance – The extent to which the extraordinary act has created a powerful effect or impact on the organization or public.
3. Risk or Temptation Inherent in the Work – The degree of risk and temptation substantially present in the work.
4. Obscurity of the Position – The lowliness or insignificance of the position in relation to the degree of performance and extraordinary norm/s manifested.
5. Years of Service – the cumulative years of service that the nominee has rendered in the government vis-à-vis his/her accomplishments.
6. Other similar circumstances or considerations in favor of the nominee, as may be determined by the members of the Committee on Award for *Dangal ng Bayan*.

V. Required Nomination Documents

Each nomination requires the submission of one (1) original nomination folder containing the fully-accomplished HAP nomination form, original clearances and other documentary requirements (see Letters A-L); and five (5) additional copies of the original nomination folder.

A. Completely filled-out HAP Nomination Form:

HAP Form No. 1 – Nomination for the Presidential Lingkod Bayan Award and CSC *Pagasa* Award (Individual Category)

HAP Form No. 2 – Nomination for the Presidential Lingkod Bayan Award and CSC *Pagasa* Award (Group Category)

HAP Form No. 2-A - Information on the Members of the Group Nominee

HAP Form No. 3 – Nomination for the Outstanding Public Officials and Employees Award or the *Dangal ng Bayan* Award

Each completely filled up nomination form should be accompanied by a write-up using the Nomination Write-up form. In no case shall the write-up exceed the maximum allowable ten (10) pages of A4 size bond paper, using Arial font #12.

- B. Nominee's updated CS Form 212 or Personal Data Sheet with passport size (4.5cm x 3.5cm) photo with name tag taken within the last six months prior to the nomination.
- C. Certification from the Chairperson of the agency's local, provincial, regional or national Program on Rewards, Awards and Incentives for Service Excellence (PRAISE) Committee or its equivalent, that the nomination has undergone deliberation by the Committee.
- D. Letter from the head of agency or highest official endorsing the nomination to the CSC.
- E. Certification signed by the nominee that he/she has not been found guilty of any administrative or criminal offense involving moral turpitude. If the nominee has pending administrative or criminal case/s, there should be no adverse judgment/ruling on administrative or criminal case at the time of nomination.

A certification of no pending administrative or criminal case involving moral turpitude issued by the highest ranking Administrative Officer or Legal Officer is required for posthumous nomination only.

- F. Detailed information on dismissed/decided case/s of the nominee, if any.
- G. Certification issued by the highest Human Resource Management Officer (HRMO) that the individual nominee or each member of the group nominee has obtained at least Very Satisfactory (VS) performance ratings for four (4) semestral or two (2) annual rating periods prior to the nomination. Copy of the rating forms should no longer be attached to the nomination folder.
- H. Certification of No Unliquidated Cash Advances and Disallowances for previous accountabilities as of December 31 of the year prior to nomination to be secured by the HRMO from the Commission on Audit (COA) Resident Auditor. Said Certification should be signed by the agency's COA Resident Auditor NOT the agency's Financial Officer/Accountant.

In case of existing unliquidated cash advance and disallowance, a certificate of the status of such financial obligation shall be issued by the COA Resident Auditor.

- I. Copy of the Statement of Assets, Liabilities and Networth (SALN) of the individual nominee or each member of the group nominee for the year prior to nomination, certified true copy by the highest ranking Administrative Officer (AO) or authorized officer of the employing agency.
- J. Updated service record duly certified by the agency's Human Resource Management Officer (HRMO).
- K. Nominee's valid clearances to be secured from the following agencies in his/her locality:
 - National Bureau of Investigation
 - BIR Tax Clearance

The following clearances shall be secured by the CSC:

1. Clearance for Pendency or No Pendency of Administrative Case shall be issued by the CSC Regional Office, free of charge.
 2. Clearances from Office of the Ombudsman, Sandiganbayan, CSC Central Office – Office for Legal Affairs, and the Commission on Human Rights shall be secured by the national HAP Secretariat for the semi-finalists of the Search.
 3. Clearance from the Office of the President shall also be secured by the national HAP Secretariat for presidential appointees who shall be selected as semi-finalists of the Search.
- L. For appointive Barangay officials/employees, Certification issued by the Barangay Chairperson that the nominee meets the conditions provided under CSC Resolution No. 01-1352 dated August 10, 2001.

The nomination form and documentary requirements should be placed in legal size folders. Hard-bound and creative covers are discouraged. Copies of annual reports, recommendations from institutions/personalities, news clippings and certificates of training, seminars and recognition should not be included in the nomination folder.

All nomination folders and documents submitted shall be considered as records of the Commission, thus, shall no longer be returned to the nominee/s.

VI. Write-up of Accomplishments

- A. The write-up must highlight outstanding accomplishments or exemplary norms of conduct manifested within the last three years. Presentation of accomplishments or norms manifested should be in order of significance, complete with descriptions, justifications and should adhere to the following pointers:
- Use specific terms. Define/clarify terms such as “assisted”, “contributed” or “facilitated”;
 - State outstanding accomplishments of exemplary norms displayed and impact in brief, factual and in bullet form;
 - Present impact of accomplishments by indicating problems addressed, savings generated, people/office benefited and/or transactions facilitated; and
 - The nomination write-up of heads of offices, agencies and local government units should present individual accomplishments or behavioral norms, not the accomplishments of the entire agency or local government unit.
- B. The following information must be adequately provided:
1. For Group Nomination (Presidential *Lingkod Bayan* and CSC *Pagasa* awards categories):

Name of team or group, names of qualified team members with their respective positions, status of appointment, length of government service and contribution/accomplishment of each member enumerated in detail. Please refer to HAP Form Nos. 2 and 2-A for details.
 2. For outstanding work accomplishment, state whether or not the accomplishments presented are part of the regular duties

of the nominee or if these are his/her own initiative. If part of nominee's regular duties or mandate, cite justifications on why the accomplishments are considered exceptional or extraordinary. The impact of the contribution must be substantially elaborated:

- Nationwide impact of the exceptional/extraordinary contribution to public interest, security and patrimony (for Presidential *Lingkod Bayan* award category)
 - Impact of the outstanding contribution to more than one department of the government (for CSC *Pagasa* award category)
3. For exemplary conduct and ethical behavior, present the exemplary norms of conduct manifested/displayed and provide justifications why the norm/s displayed are considered exemplary.

C. Limitation on Nomination

1. The nomination write-up should only be for a maximum of 10 pages (A4 size bond paper, Arial #12 font) to include the summary of accomplishments, impact and other information.
2. While there are three award categories under the Search, an employee or official should be nominated to only one award category.
3. Honor awardees or those who have been previously conferred with any of the three awards: Presidential *Lingkod Bayan*, Outstanding Public Officials and Employees or *Dangal ng Bayan* and Civil Service Commission *Pagasa* can still be nominated to the same or to a different award category after five years from the conferment of his/her award, provided that the nomination is based on a new set of accomplishments and/or exemplary norms/behavior manifested.

VII. Procedure for Nomination

Nomination to the Search may be done by individuals or organizations from the government or private sector. The following are the steps on how to nominate outstanding government workers:

A. For government agency-initiated nomination

Government agencies are expected to nominate their exemplars. There is no limit to the number of nominations which the agency may submit in any of the award categories provided the requirements are complied with. The HRMO of the agency shall be responsible for preparing the nomination of the official or employee or group/team.

1. The Program on Awards and Incentives for Service Excellence (PRAISE) Committee shall review and recommend the nomination for approval of the head of agency. In the case of group nomination composed of members from various agencies, the Chairperson of the PRAISE Committee or its equivalent and the Agency Head of the lead agency shall approve/endorse the nomination.
2. Nominations of Heads of Departments, Agencies and elective officials need not be submitted to the PRAISE Committee. However, all other documentary requirements have to be complied with.
3. The Agency Head shall approve the nomination and shall issue an endorsement letter prior to submission of nomination to the CSC Field or Regional Offices.

Agency head refers to Department Secretary, Chairperson or President (in national government agencies, constitutional commissions,

government financial institutions, and state universities and colleges), who has the power to appoint, as well as Governors or Mayors.

Heads of agencies also refer to the following officials:

Nominee	Endorsing Head of Agency
Members/Staff of the Judiciary	Chief Justice, Supreme Court
Members/Staff of the Senate	Senate President
Members/Staff of the House of Representatives	Speaker of the House of Representatives
Members/Staff of the Local Sanggunian	Vice-Governor/Vice Mayor
Governor/Mayor	DILG Secretary
Vice-Governor/Vice-Mayor	Governor/Mayor
Punong Barangay/Kagawad	City/Municipal Mayor

Where the nominee is the Agency Head, endorsement by the superior official is required, as follows:

Nominee	Endorsing Head of Agency
Department Secretaries	Chief Justice, Supreme Court
Heads of Bureaus and Agencies attached or under the Departments	Department Secretary
President of State Universities and Colleges	Chairperson of the Board of Regents
President of Government-owned and Controlled Corporations	Chairperson of the Board of Trustees or the Secretary of the Department to which the Corporation is attached
General Manager of Local Water District	Chairperson of the Board of Trustees

B. For nomination initiated by private individual/organization

Any individual or organization with extensive knowledge of the outstanding work performance and/or exemplary ethical behavior of the officials or employee or group/team may nominate an individual or group of individuals for a specific category in the Search.

1. Download nomination form from the CSC website: www.csc.gov.ph or secure a copy from the nearest CSC Regional or Field Office.
2. Submit the accomplished form to the Agency PRAISE Committee of the nominee, through the Human Resource Management Office (HRMO).
3. Once submitted, Item A of this Section shall apply.

VIII. Procedure for Screening and Evaluation

A. Regional Level Screening

The CSC Regional Office shall create a five-member Regional Committee on Awards (RCA), preferably composed of the Regional Director, Assistant Regional Director, Public Assistance and Liaison Division (PALD) Chief, and two representatives of the Regional Multi-Sectoral Advisory Council (RMSAC).

The Regional Committee on Awards shall evaluate the qualified nominations based on Sections IV and V of the Guidelines and select the regional winners of the Search.

The PALD shall serve as the Regional HAP Secretariat. It shall screen all nominations with complete documentary requirements and determine the correctness of the category vis-à-vis the accomplishment/s presented. It shall shortlist qualified nominees based on Sections III and V of the Guidelines and submit the folders to the Regional Committee on Awards for deliberation. Only those selected by the RCS as regional winners will advance to the second level screening.

B. National Level Screening

The Public Assistance and Information Office (PAIO) shall serve as the national HAP Secretariat. It shall convene the national Committees on Awards composed of the following:

1. Committee on the Presidential or *Lingkod Bayan* and Civil Service Commission *Pagasa* Awards
 - o Member of the Commission, CSC
 - o Chief Protocol Officer of the Office of the President
 - o Three (3) prominent Filipino citizens who are not in the government service
2. Committee on the *Dangal ng Bayan* Award
 - o Chairperson of the CSC
 - o Chairperson of the Ombudsman
 - o Chairperson of the Commission on Audit
 - o Two (2) government employees appointed by the President of the Philippines

The national Committee on Awards shall deliberate on the extraordinary accomplishments and exemplary ethical behavior of the regional winners and shall shortlist the semi-finalists of the Search. The said Committee shall also select the winners of the CSC *Pagasa* and *Dangal ng Bayan* awards, and the finalists of the Presidential *Lingkod Bayan* award for decision/approval of the President.

IX. Grounds for Disqualification of Nominations

- A. Non-compliance with the submission of complete documentary requirements shall render the nominee ineligible for the Search (deadline, size and number of folders, accuracy and completeness of information required in the nomination form, maximum number of pages for the accomplishment write-up, clearances and other required documents). Nominations with incomplete documents shall no longer be processed.

- B. Any misrepresentation made in any of the documents submitted shall be a ground for disqualification and for disciplinary action against the certifying nominee/authority pursuant to applicable CS laws and rules.
- C. Nominees requesting Member/s of the Committee on Awards and/or Member/s of the HAP Secretariat, directly or thru intermediaries, special favor or consideration.

X. Submission of Nomination

Nominations to the annual Search for Outstanding Government Workers under the Presidential or Lingkod Bayan, the Outstanding Public Officials and Employees or the Dangal ng Bayan and CSC or *Pagasa Awards* categories must be submitted to any Civil Service Commission Field or Regional Office not later than March 31 of each year.

Below is the calendar of activities in relation to the Search:

Period	Activity
January - March	Search for Outstanding Government Workers nomination period
April - May	Regional screening and selection of regional winners
June - August	National deliberation, background investigation/ validation of accomplishments and selection of winners
September	Awards Rites for the Outstanding Government Workers <i>(May be moved to a later month)</i>

THE COMMISSION

Alicia dela Rosa-Bala

Chairperson

Robert S. Martinez

Commissioner

Leopoldo Roberto W. Valderosa Jr.

Commissioner

Honor Awards Program Secretariat

Maria Luisa Salonga-Agamata, Ph.D.

Director IV, Public Assistance and Information Office, and Head, HAP Secretariat

MEMBERS

Director Ma. Theresa C. Fernandez

Fiaberna U. Salumbides

Christine E. Lopez

Malenito A. Jayme

Magdalena A. Del Rio

Ana Vanessa A. Medina

EDITORS/WRITERS

Ethel T. Montemayor

Erika Jean C. Cabanawan

Anne Giselle G. Torres

Lorraine Luna P. Danipog

Jaymee M. Mata

LAYOUT

Melendriz Jane P. Teves

COVER DESIGN & LAYOUT

Mark Christopher Z. Perolino

PHOTOGRAPHY

Jessie N. Panlilio; Emilio Roe S. Gapit

ADMIN. SUPPORT

Sonia P. Nuval

CONTACT US:

Website: www.csc.gov.ph

Facebook: www.facebook.com/PhilippineCivilServiceCommission

Videos: www.youtube.com/cscmedia

Hotline No.: (02) 932-0111

TEXTCSC: 0917-8398272

Telephone Nos.: (02) 931-7993; (02) 932-0381

Fax No.: (02) 932-0179

Contact Center ng Bayan: 1-6565; email@contactcenterngbayan.gov.ph

The Civil Service Commission
acknowledges the support of its benefactors:



Lung Center of the Philippines



Philippine Heart Center



Cultural Center of the Philippines

