



DEPARTMENT OF BUDGET AND MANAGEMENT

*Extempore
Stakeholder
Praise*



To further motivate employees to deliver beyond service level expectations and live out desirable behavior and to instill the culture of immediate and direct appreciation within the DBM Community, the Administrative Service–Human Resource Management Division (HRMD) reintroduces the **EXTEMPORE STAKEHOLDER PRAISE (ESP)**. **ESP is a mechanism whereby DBM officials and employees' actions/contributions** that are beyond those recognized and rewarded under the PRAISE Most Valuable Personnel (MVP), Go the Extra Mile, and Beau-Ideal (BI) Awards, **may be directly commended by any internal and external stakeholders.**

MECHANICS:

1. DBM personnel and external stakeholders who would like to express their commendation may do so by providing the following information on:

https://miro.com/app/board/o9J_ldeK36Q=/

- a. Name of DBM CO official/employee;
- b. Situation/task, action of the official/employee, and corresponding result thereof (STAR);
- c. Name and BSO/Government Unit of person giving the commendation; and
- d. Date of commendation

DBM Regional Offices (ROs) have their own mechanisms for the purpose thru which said commendations may be posted. Nonetheless, stakeholders who may have trouble accessing the same may post their commendations in the link above, to be relayed by the AS–HRMD to the appropriate DBM RO.



2. The AS-HRMD in the case of the DBM CO, and the Chief Administrative Officer (CAO) of each DBM RO, shall evaluate the posted commendations to determine validity thereof.

a. In no case shall an official/employee be disadvantaged in the evaluation for his/her personal characteristics and/or other biographic data.

3. The topmost official/employee in the RO and the top ten (10) officials/employees in the CO to receive valid commendations within each month shall be announced within the first week of the following month, and shall be given an additional non-monetary incentive amounting to not more than P1,000.00 each.

FREQUENTLY ASKED QUESTIONS:

WHO MAY BE COMMENDED THROUGH THE ESP?

Any DBM employee in the DBM CO and RO occupying regular, temporary, contractual and casual positions, including those on detail or secondment to DBM.

IS THERE A LIMIT AS TO THE NUMBER OF COMMENDATIONS?

None, as long as each commendation reflects a different/specific STAR.





FREQUENTLY ASKED QUESTIONS:

WHAT IS THE DIFFERENCE BETWEEN THE ESP AND THOSE ACCOMPLISHMENTS RECOGNIZED AND REWARDED THRU THE DBM PRAISE MVP/GEM/BI AWARDS?

ESP

- Immediate positive feedback for deeds that may not be so grand and scope and/or impact, but are still worth complimenting and emulating
- Stakeholders' written and ideally publicly displayed commendations are already recognition by themselves, and determination of officials/employees with the highest number of valid commendations in a month is just an additional incentive
- Commendation mechanism is overseen by the DBM's HR practitioners (AS-HRMD for the CO, and CAO for the ROs)

PRAISE AWARDS

- Annual recognition and rewards for specific accomplishments/contributions within the past two rating periods/past year
- Nomination-based, for which awardees shall be determined through the evaluation of information presented in the nomination documents
- Evaluation of nominations and decision on the grant of awards is within the DBM-PRAISE Committee's authority

For more inquires/concerns, you may contact the AS-HRMD via 8657-3300 local 3108 or email at hrmd@dbm.gov.ph.