

April -
June 2019



The DBM Bulletin

The Official Newsletter of the Department of Budget and Management



A CELEBRATION OF THE DBM'S *Feats and Achievements*

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PFM CORNER

Excerpts from the speech delivered by Department of Budget and Management (DBM) Officer-in-Charge Janet Abuel during the Budget and Treasury Management System (BTMS) e-Learning System Turnover Ceremony on May 10, 2019 in Manila

As we have been emphasizing from Day 1, the BTMS is meant to be the standardized system and the technological centerpiece of our Public Financial Management (PFM) reforms. It is a common, modern, integrated, accurate, reliable and secure information system for PFM of the Government of the Philippines (GOP), packaged as a sustainable government resource planning solution that is extensible, flexible, and adaptable to further reform and modernization.

Our roadmap for PFM reforms focuses on the gradual adoption and standardization of the BTMS as the primary tool for budget utilization, with all national government agencies mandated to take full advantage of the System beginning July of this year.

With this, the BTMS Project Management Office (PMO) of the DBM is now tasked with the arduous challenge of training the government employees concerned, numbering at least 15,000, on the use of the BTMS.

Thus, to address this training need, our partnership with the United States Agency for International Development (USAID)/Philippines, through its e-PESO Project, has made it possible to develop and deploy an e-Learning system.

This consists of online courses using a learning management platform which can be accessed to supplement the training of the over 15,000 BTMS users within a very short period of time as opposed to the estimated lengthy six years that it would take us using the conventional classroom training methods.

Like a course syllabus, modules are logically sequenced in representing the BTMS learning concepts and procedures, to impart the desired knowledge and skills, fully voiced with high resolution videos, and accompanying texts to accommodate the many different styles of learning.



With the BTMS e-Learning System, we are confident that our BTMS users learn soon and fast to prepare them in the adoption of the BTMS in their respective agencies by July of this year. Therefore, let's strongly advise our people to utilize this e-Learning system and experience this new age way of learning and capability building, so that we can timely comply with the BTMS requirements.

On a related note, moving further in our desire for more efficiency, let me share with you that the BTMS is targeting to leverage on the payment and settlement systems already existing under the National Retail Payments System (NRPS) framework instituted by the Bangko Sentral ng Pilipinas (BSP) by enabling the national government to pay its creditors more efficiently via PESONet.

The PESONet is an electronic fund transfer service that allows customers to pay counterparties directly to their bank or e-money accounts across any of the over 40 participating banks, allowing the DBM and the GOP a fully digitized payment process and eliminating the inefficient cash and paper check payments. This complements the Philippine Government Electronic Procurement System (PhilGEPS) in achieving an end-to-end digitization of the procurement process thereby boosting GOP's operational efficiency.

In this regard, we expect to continue our partnership with the USAID/Philippines and its e-PESO Project to pursue the integration of the PESONet with the BTMS, and to continue to support the implementation and expansion of e-payments in the government.

Having said that, I congratulate the joint DBM and USAID/e-PESO Project Team for this key milestone, and we are looking forward to more achievements.

IT'S ALL SYSTEMS GO FOR THE BTMS

By: Crispin Mahrion B. Abacan

In 2017, the Budget and Treasury Management System (BTMS) was piloted at the Department of Budget and Management and the Bureau of the Treasury (BTr). The following year, it was rolled out to high spending agencies including the Department of Public Works and Highways (DPWH) and the Department of Trade and Industry (DTI). This year, the BTMS is being rolled out to the rest of NGAs in preparation to the mandatory adoption of the System



by July 1, 2019, pursuant to DBM Circular Letter No. 2019-4 dated January 14, 2019.

The BTMS serves as the foundation and core of a common, modern, integrated, accurate, reliable and secure information system for the PFM operations of the Philippine Government, consistent with the Updated PFM Reform Roadmap (2015-2016) of the government. Several BTMS-related activities have been conducted in view of the ongoing rollout.

E-LEARNING TOOL TO BENEFIT 15,000 BTMS USERS

More than 15,000 BTMS users are expected to benefit from a learning management tool, after the DBM formally received the BTMS e-Learning System from the United States Agency for International Development (USAID) during a ceremonial turnover last May 10, 2019 at the Diamond Hotel, Manila.



DBM OIC Janet Abuel formally receives the e-Learning Management System User's Guide.

The e-Learning System, like a course syllabus, has its modules sequenced according to the BTMS learning concepts and procedures. The tool was developed under the e-PESO Project of USAID/Philippines and is expected to cut the training period to a shorter time compared to the conventional classroom training methods which may take six years to complete.

In her opening remarks, DBM OIC Janet Abuel explained the benefits of the tool. "This cloud-based learning technology is now available (for free) and it can efficiently deliver training to a large number of learners simultaneously, via a web-based portal accessible through any browser in mobile devices or personal computers. The good news is, they are also downloadable," she said.

Among those present during the ceremony were DBM Assistant Secretary for Information and Communications Technology Clarito Alejandro D. Magsino and former DBM Undersecretary and now Bangko Sentral ng Pilipinas Technical Adviser III to the Office of the Governor Lilia Guillermo. The event was also graced by the presence of USAID/Philippines Deputy Mission Director Patrick Wesner, USAID/e-PESO Project Chief-of-Party Mamerto Tangonan, and officials of other departments.



DBM OIC Abuel and Asec. Magsino with officials from USAID and other departments

STATISTICS ON BTMS ROLL-OUT ACTIVITIES

Prepared by: BTMS-PMO

1 BTMS Briefings – To provide background on the BTMS Project and identify challenges, critical path, and implementation strategy for the Project

The BTMS-Project Management Office (PMO) has been conducting ladderized activities in preparation for the mandatory adoption of BTMS by national government agencies (NGAs) come July 2019.

Figures as of May 15, 2019

2 Deep-Dive Workshops and Systems Walkthroughs – To familiarize agencies with the BTMS functionalities

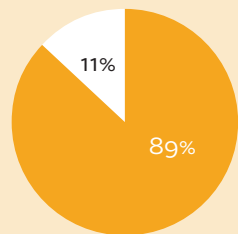


Figure 1: Briefing and Deep-Dive Workshops Top 80 Agencies

Conducted (70 Agencies)
Waiting for their schedules (10 Agencies)

3 Security Access Matrix (SAM) Workshops – To identify the roles of agency personnel in the BTMS process workflows under different transaction cycles. Said roles will be used as basis for the personnel's assigned access privileges in the BTMS.

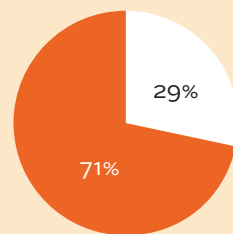


Figure 2: SAM Workshops

Conducted (57 Agencies)
Waiting for their schedules (23 Agencies)

4 Hands-on Trainings – To be provided to identified personnel in SAM including the creators, processors, and approvers in the transaction workflows of the BTMS

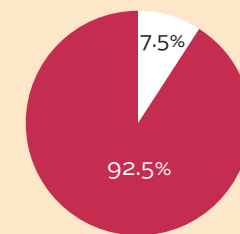


Figure 3: Training Status

Conducted (74 Agencies)
Waiting for their schedules (6 Agencies)

5 e-Learning Users – To improve capacity, temporary e-Learning accounts were given to agencies pending the finalization of their respective SAMs.

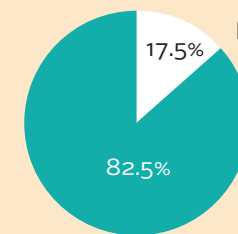


Figure 4: e-Learning Users

With accounts (66 Agencies)
No accounts (14 Agencies)

BITS TRAINS NEW MEMBERS OF SPEAKERS' BUREAU

"Knowing is one thing, but teaching is another."

Thus underscored Assistant Secretary Rolando Toledo as he welcomed the 25 new members of the Speaker's Bureau in the Essential Presentation Skills Enhancement Session organized by the Budget Information and Training Service (BITS) last May 7-8, 2019 at the DBM Multi-Purpose Hall.



The new members of the Speakers' Bureau with the Capacity Development Division of the BITS

Treasury Management System (BTMS) by Sheryll Aromin of the ICTSS' BTMS-Project Management Office.

A teach-back session on a BTMS component highlighted the second day, with BMB-F Assistant Director Cecille Narido, Internal Audit Service Director Dante de Chavez, and BMB-E OIC-Chief Budget and Management Specialist Ces Abogado providing feedback on each group's and individual's presentations.

The BITS, through the Capacity Development Division, is reviving and expanding the Speakers' Bureau following the demand for more resource persons, speakers, and lecturers to spearhead the information dissemination activities and capacity building interventions for the Public Financial Management Competency Program and other DBM-led reforms. **(Crispin Mahrion B. Abacan, BITS)**

To set the tone of the training, Assistant Secretary Toledo, himself a member of the Speakers' Bureau, highlighted the importance of communicating effectively to ensure success in teaching the theory and practice of public budgeting.

"Our task is to bridge the information gap and not just to read tables and bullet points. We measure our success by the learnings of the people we train," Asec. Toledo said.

Hence, the training was conducted to improve the new members' presentation skills and competencies, a requirement for membership in the Speakers' Bureau, the lead unit for learning and training sessions on DBM-led reforms.

During the program proper, Ms. Elvie Tarrobal of the Career Clinic delivered a lecture on the Essential Presentation Skills, followed by a demonstration of the Budget and

BENEFITS OF THE EXPANDED MATERNITY LEAVE ACT TO WORKING MOMS

Good news for working moms ... and dads.

The Implementing Rules and Regulations (IRR) of the Republic Act No. 11210, otherwise known as the 105-Day Expanded Maternity Leave Law, has been signed on May 1, 2019 by the top executives of the Department of Labor and Employment, Civil Service Commission, and Social Security System.

R.A. 11210, which was signed into law by President Rodrigo R. Duterte on February 20, 2019, increased paid maternity leave period from 60 days for normal delivery and 78 days for cesarean delivery to 105 days. Mothers also have an option to extend their 105-day maternity leave for up to 30 days without pay. Below is an infographic of the Law's coverage and benefits.

THE EXPANDED MATERNITY LEAVE LAW: AT A GLANCE

Who are covered?

- Female workers in the public sector
- Female workers in the private sector
- Female workers in the informal economy
- Female members who are voluntary contributors to the Social Security System (SSS)
- Female national athletes

BENEFITS

105

days paid maternity leave for live childbirth, regardless of the mode of delivery

7

days that can be transferred to the father, thus expanding the paternity leave to 14 days

15

days additional paid leave for qualified female solo parent



30

days additional leave without pay in case of child live birth (optional)

60

days paid leave for miscarriage and emergency termination of pregnancy



HER-STORY:
Embracing the "Roller Coaster" Journey

GAD
SOLO (BUT NOT ALONE)
CORNER

HIS-STORY:
Making the Impossible Possible for your Child



Raising a child is never easy. Raising him or her alone is even harder. And who are better to talk about the pains and problems – but more so the joys and triumphs – of the experience than two of our co-workers. Below are their stories of strength and love.

HER-STORY:

"I had a blissful relationship with my last boyfriend and I thought he'd be the one I would marry. Yet because of certain differences, we ended our relationship," shared Razel "Zei" Hufano of the Corporate Planning and Management Service (CPMS).

Two months after the break-up, Zei found out she was pregnant.

"I cried, because I know what it means to be alone; because I disappointed my family; because I did not get their support; because he was not there to build this family I longed for," revealed Zei.

Despite knowing fully well the problems she would face as a solo parent, Zei did not wrestle with this gift, this blessing she had been given. Instead, she bravely embraced it and the roller coaster ride that goes with it.

"Financially, emotionally, and physically, being a solo parent is very challenging," Zei recounted. Afraid of losing her baby due to family issues, Zei opted to live on her own during her pregnancy and until she had given birth. Thus, a big chunk of her salary went to rent, electricity and water bills, supplements and medicines, transportation, and food.

Realizing that she would not be able to save for hospitalization and childbirth expenses, she applied for the Social Service

Program of St. Luke's Medical Center (SLMC), and was approved. The SLMC covered her hospital expenses, as well as the health needs of her son, from birth until he turned two.

As a solo parent, Zei values the seven-day leave credits provided under Republic Act No. 8972 or the Solo Parents Welfare Act of 2000, which ensures that she has more time for her son. Multi-Purpose Loans from the Home Mutual Development Fund (HMDF), Government Service Insurance System (GSIS), as well as the DBM's Samahan ng mga Empleyado (SME) and Employees Credit Cooperative (ECC), have likewise helped Zei cope with her financial needs.

Drawing from her challenging yet enriching experiences as a solo parent, Zei shares some insights and tips with others who may be in a similar circumstance:

- **Pray** - Pray alone and with your kid/s. Cry out to God all your hurts, pains, and most importantly, your victories.
- **Time** - Make time for your kid/s, especially when they are still young. Make moments together.
- **Respect** - Never reprimand your kid/s in public. I have seen some parents drag their kid and shout at their kids in public areas like malls. This will have a great negative impact on them.
- **Forgive & Restore** - Forgive those who have wronged or misjudged you, and "restore" your relationship with your child's father/mother. The issue between you and your ex should not be the child's problem. This will also be beneficial for your child's emotional and mental wellness.

HIS-STORY:

Rodolfo "Jay-R" Bayles, Jr.¹ was a married father at 25. At that time, he was working at a pizza parlor where he earned PhP350 a day. Expectedly, money was a problem. In fact, making ends meet to provide for his child's need, who was rather sickly, was an extra challenge. But he turns to prayer in addition to hard work to get through each day. And he did.

Like any good parent, Jay-R wants only the best for his son. He is presently not in good terms with the child's mother, but he sees the need for them to work together so they can give their son a good future.

"Sa mindset ko, laging priority ang anak ko kaysa kanino o kaysa sa anong bagay," Jay-R stressed.

He is aware that theirs do not follow the traditional family set-up that includes both parents in the picture, but he sees to it that he is always there for his son.

"Sa sitwasyon ko, hindi lahat ng oras kaya kong tapatan yung kayang ibigay ng isang ina sa anak ko, pero kahit na sa imposibleng bagay, ginagawan ko na lang ng paraan para mapasaya ang aking anak," Jay-R said.

"Hangga't kaya, ginagawa ko ang lahat para mapasaya ang aking anak at maiparamdam sa kanya na kahit hiwalay ang kanyang mga magulang, siya ang pinakamagandang nangyari sa buhay ko," he added.

THEIR STORIES: LESSONS LEARNED

As someone once said, "Being a single parent is twice the work, twice the stress and twice the tears. But also twice the hugs, twice the love, and twice the pride."

The stories of Zei and Jay-R prove this. While they have gone solo (parents), they are not alone in the journey as they have their children to share the exciting ride with. **(Joy S. Almazan, BITS)**

¹ Jay-R currently works at the Budget Information and Training Service.



A TRANSITION TO A NEW CHAPTER OF LIFE

Asec. Amelita Castillo

Known as “Amlet” in the DBM, Assistant Secretary Amelita Castillo has served the DBM for 43 years. She entered the government in 1975 as a Finance Analyst in the then Department of Trade after graduating from the University of the Philippines with a Bachelor of Science in Business Administration major in Finance degree. She transferred to the DBM as an Organization and Methods Evaluator in 1976.

A lifelong public servant, Asec. Amlet is counted as among the staunch pillars of the DBM for her contributions in the improvement of government services. She took a big role in the implementation of the Government Rationalization Program, being its Program Manager. The Program minimized, if not eliminated, overlaps and duplication in the various departments and agencies of the government.

She was also active in international engagements. Before her retirement, she served as the Chairperson of the Budget Community of Practice of the Public Expenditure Management Network in Asia, a peer-learning network of public expenditure management officials in 14 countries in East Asia and the Pacific.

Many will agree that she is an epitome of professionalism. She worked tirelessly to improve the services of the offices

under her tutelage and was known to have an eagle eye in editing papers.

“Asec. Castillo is a great leader, dedicated in her work, and knows how to exact performance from her subordinates,” according to Nicole Fababier who served as her Administrative Assistant V for six years.

Though she holds a strong personality at work, Asec. Amlet easily laughs at simple jokes and oftentimes cracks her own. She was regarded as a “fashionista” with her fashionably elegant sartorial choices.

Asec. Amlet views her retirement as a transition to a new chapter in her life. She never sees herself stagnant. Even before her retirement, she has been receiving offers to work as a consultant, both local and abroad.

While she expects to continue working after retirement, Asec. Amlet looks forward to spending more time traveling with her family and friends said she. This, for her, is something that matters more at the moment.



A SIMPLE YET FULFILLING LIFE AFTER RETIREMENT

Dir. Lorenzo Drapete

Through his attitude, approach to, and action at work, Dir. Lorenzo “Larry” Drapete has always provided both his staff and the clientele they serve with a kind of service expected from a genuine public servant.

Having been in the DBM for the past 41 years, Director Larry stood out in the Department as a leader known for his distinct management style. He opted for a desk and a chair just outside his designated workplace to better oversee and work closer with his staff and subordinates.

“*Sa labas ako ng office nagtatrabaho kasi I want to look at what’s happening outside. I don’t want people na naghihintay doon. Kapag may pumasok dyan sa opisina, they should be immediately attended to,*” he explained.

Director Larry attributes this management philosophy to a personal experience in the past. He shared that he once queued for several hours in a government office, and brought nothing back home at the end of the day. “*Nakita ko na sa gobyerno, kapag wala kang kakilala, hindi sila kikilos. Kaya sabi ko, I have to change that,*” he added.

“I always remind my staff that their position is dependent on the public. *Kaya sila nandyan kasi dahil sa mga tao, kaya dapat ang service ibigay mo rin sa kanila. Kaya kapag may pumunta*

sa office, maski hindi ko kilala, pinag-ka-kape ko.”

Fortunately for the DBM, and for the bureaucracy in general, Director Larry has turned that frustrating experience in a government office into an action-mission for himself and his staff. It laid the foundation for his tale of service in the government.

Straight from college graduation, he joined the then National Grains Authority and stayed for five years. When offered a permanent position, he moved to the DBM as a Compensation and Classification Analyst.

For Director Larry, the DBM will always have a special place in the story of fulfillment of his dreams and in the development of his character.

Among his notable contributions and achievements for more than four decades of service to the Department are the implementation of the first Salary Standardization Law, the conversion of all private water districts into public entities, and the Government Rationalization Program.

Director Larry has just signed a contract with two private firms to work as a consultant. “*Ayaw ko lang mag-deteriorate ako. Gusto ko pa rin magtrabaho kahit hindi na full-time,*” he said.

Today, Director Larry makes sure he is able to give more time for himself and his family despite his new commitments. At home, his typical day starts with reading newspapers, raising chickens, going to his part-time work, and binge-watching movies on Netflix with his family all night.

“Life after retirement should not be grand,” said Dir. Larry. He doesn’t need to build a mansion or splurge on expensive trips. A simple and healthy life is all he needs.



A PAYBACK TO LOVED ONES

Dir. Nenita Failon

Long hours of bath and breakfast.

While Director Nenita “Nitz” Failon is quite certain that retirement is not something she is ready to face or look forward to, she is quick with an answer to the standard query — what’s the first thing she will do when the day does come.

Director Nitz is one the pioneers of the DBM Regional Office (RO) I, and 40 years have gone by so fast she never realized the end of the tunnel was fast approaching.

Working in the DBM was not her childhood dream though. She wanted to be a nurse. But because her family did not have enough money, she

opted to take up Business Administration.

She never complained of not having gotten into nursing school. Instead, she focused on studying hard to make sure she would graduate on time. These same values of grit and dedication she applied to school are what saw her through the years of her stay with the DBM.

“I stayed in the DBM because I just simply love what I am doing. I am happy with the people I work with,” she added.

The DBM accorded her with the best investment – her children. She is happy to have been able to send them to their chosen school and let them find a career of their choice.

And because the idea of leaving the DBM has yet to sink in, she still has no detailed plans for retirement.

“I will take each day as it comes so I could truly feel *kung paano iyong walang iniisip,*” she said. But, there is one thing she does anticipate – long hours in the bath and leisurely breakfasts.

She also looks forward to finally being a hands-on mother to her children.

“I would like to give more support to my eldest son in his church activities. My second child also needs somebody who would do work records in the hospital. And I have also committed to my third child to help him take care of his children,” she eagerly shared.

Her appointment as the head of the DBM RO I was more than what she dreamed of. For her, to lead is both an honor and a fulfillment, strengthened by challenges and risks.

Director Nitz admitted she will leave the DBM with a heart overwhelmed by good memories from great people. Even in her absence, she said, she will continue to give her full support to the DBM.

“With humility and candor, it is my fervent wish and prayer that the Department will continue to soar to greater heights. May God bless the DBM in its quest to be one of the top budget institutions in the ASEAN Region, all in the interest of the Filipino people,” she said. **(Emil John T. Manguerra, BITS)**

It's that time of the year, once again, for the Department of Budget and Management (DBM) to mark another year in its journey. The DBM celebrated its 83rd anniversary with a week-long festivity from April 22-26, 2019, with the theme, "Pinas Festivals."

Year after year, the DBM's anniversary celebration gathers and unites the DBM community through various activities. This year, the celebration was focused on love for culture and the environment.

The celebration of the DBM's 83-year milestone revolved around the concepts of diversity, unity, and creativity. "The theme of our 83rd Anniversary Celebration, 'Pinas Festivals' is actually a characterization of how diverse the DBM is, not just in terms of our composition, but more so in terms of our work. I am reminded to acknowledge the creativity of our Regional Offices in their anniversary greetings to all of us – where you can see so much colors, depictions of different festivities and culture," said DBM Officer-in-Charge Janet Abuel as she welcomed everyone to the Anniversary Celebration.

Ceremonial Opening

The festivities formally started on April 22, 2019 with inspiring words from DBM OIC Abuel and performances featuring various cultural songs and dances. On the same day, the Anniversary Bazaar was also opened to the DBM Community. The Blood Donation Drive likewise commenced and acupuncture services were made available to the employees.

Anniversary Freebies

In the following days, the DBM community was treated with a few more activities. Through Kalingang Gobyerno, government-owned and/or -controlled corporations, including the GSIS, Philhealth, Landbank, and Pag-IBIG were brought to the DBM for the benefit of everyone.

Other free services were also offered, including free spa courtesy of Derm Factor Essentials, and free haircut courtesy of David's Salon.

The Anniversary Bingo was also held as a fund raising event for the benefit of *Tahanang Walang Hagdan*, a non-government organization providing livelihood to persons with disabilities.

DBM'S 83RD ANNIVERSARY CELEBRATION:

A Festivity of Love for Culture and the Environment

Love for the Environment

One of the DBM's campaign initiatives this year was the production and collection of ecobricks. An ecobrick is a plastic bottle packed tightly with clean and dry non-biodegradable waste, which can then be used as building materials to create insulative structures.

Dubbed as "Let's Brick It On!," the campaign started in January 2019 and was brought to an end during the Anniversary week. Making ecobricks is a sustainable way to reuse non-biodegradable plastic waste to help the lessen harmful impact of plastic materials to the environment.

All the ecobricks produced were donated to the Mad Kahuna Surf Shop in Zambales that will be used to construct a hatchery for turtles and/or build walls for dwellings. In the quest for team spirit and healthy competition, the top three teams with the most number of ecobricks produced were awarded during the Anniversary Culminating Activity.

Through the Ecobrick campaign initiative, the DBM became united in transitioning from plastic to a greener harmony with the Earth's cycles. Together, the DBM community is one with the Environment.

Love for Culture

Aside from unity and diversity, love for culture also radiated throughout the anniversary festivities – from the theme of the 83rd anniversary, the performances and activities, *Palarong Pinoy*, to the highly anticipated Mr. and Ms. DBM 2019.

Palarong Pinoy was one of the most participated activities during the Anniversary week. The DBM Community was able to take a break from work to appreciate the traditional Filipino games we all hold close to our hearts. Truly, *Palarong Pinoy* games exude uniqueness and exuberance that greatly embody the Filipino identity.

Likewise, the theme of the Mr. and Ms. DBM 2019 also reflected the diverse and rich heritage of the Philippines. Each participating bureau/service/office (B/S/O) was given a specific "Pinas Festival" to represent, depicting various Philippine festivities and culture in their national costumes. At the end of the competition, Marielle Tumang and Drenfurt Alcain from CPMS bagged the crowns, edging out 16 pairs from the other B/S/Os.

While each B/S/O had its own bet, the celebration proved that the DBM Community values unity more than competition. Truly, the DBM is united in spite of its diversity. (Rey Angelo Jose M. Gonzaga, BITS)



ISSUE:

Is a civil service employee who was reinstated but not exonerated of the offense charged against him or her entitled to payment of back salaries?

An employee, who was a member of the Bids and Awards Committee (BAC), was found guilty of grave misconduct and violation of an agency's guidelines and was given a two-month suspension. Said employee appealed to the Civil Service Commission, which found said employee guilty of Conduct Prejudicial to the Best Interest of the Service and was penalized with a nine-month suspension without pay. The employee appealed to the Court of Appeals (CA) which ordered the reinstatement of said employee. The case was further appealed to the Supreme Court, which affirmed the decision of the CA.

While both decisions of the CA and SC did not expressly state for entitlement to backpay, said employee requested for the payment of back salaries.

The SC, in the case of Delia Bangalisan, et al. vs. Court of Appeals' ("Bangalisan Case"), held that where the decision is silent on the grant of back wages, payment of salaries corresponding to the period when an employee is not allowed to work may be decreed if he/she is (i) found innocent of the charges which caused the suspension and (ii) when the suspension is unjustified².

In the case at hand, while the decision was for his/her reinstatement, he/she was not exonerated from the charge. The SC in this case ruled that the CA correctly found said employee guilty of violating the agency's guidelines. The

SC further ruled that absent any proof that the members of the BAC were corrupt, the offense committed is only simple misconduct with the corresponding penalty of two (2) months and one (1) day suspension from service without pay.

Thus, it is clear that said employee was not exonerated, but was instead found by the Court to be guilty of a lower offense of simple misconduct. Following jurisprudence³, if the offense found to have been actually committed is of lesser gravity, the employee cannot be considered to have been exonerated of the offense charged.

The twin requirements by the SC in the Bangalisan case were not present in the instant case. In this regard, the general rule in public service which is "no work-no pay" principle will apply⁴.

In sum, the absence of expressed pronouncement in the decision of the Court for the payment of backpay, an employee may only be entitled thereto if he/she is exonerated of the offense charged and that the suspension or separation from work is unjustified.

Hence, said employee is not entitled to payment of back salaries when reinstated, considering that he/she was not exonerated from the offense charged against him/her.

¹ 276 SCRA 619, 631 July 31, 1997

² Citing Miranda vs. Commission on Audit, G.R. No. 84613, August 16, 1991, 200 SCRA 657, among others

³ Bangalisan et. al, v. CA, 276 SCRA 619, July 31, 1997

⁴ The issue of entitlement to back salaries, for the period of suspension pending appeal of a government employee who had been dismissed but was subsequently exonerated is settled in our jurisdiction. The Court's starting point for this outcome is the "no work-no pay" principle – public officials are only entitled to compensation if they render service.

The Philippine government's "ISO journey" began in 2006 with the issuance of Administrative Order (AO) No. 161, which sought to institutionalize the Quality Management System (QMS) in government. The AO was triggered by the country's low ranking in the 2006 World Competitiveness Yearbook, which placed the Philippines at 49 out of 61 countries surveyed.

A year later, Executive Order No. 605¹ was issued, amending AO 161 and directing the adoption of ISO 9001 QMS in all departments and agencies of the Executive Branch, including all state universities and colleges (SUCs), government-owned or -controlled corporations (GOCCs) and government financial institutions (GFIs). The EO also established the Government Quality Management Committee (GQMC), chaired by the Department of Budget and Management (DBM) which was tasked to formulate policies and oversee the implementation of the Government Quality Management Program (GQMP).

In 2015, nine years after the institutionalization of the QMS in government, the DBM successfully established its own QMS, distinguishing itself as the first government agency to acquire a Department-wide ISO 9001:2008 certification on its first attempt. This feat was the fruit of years of commitment and hard work towards ensuring that the required QMS is understood, internalized, and practised by all its employees.

DBM's Continued Success in ISO

To ensure continued ISO certification, the DBM underwent the first surveillance audit and second surveillance and transition (toward the ISO 9001:2015) audit in August-November 2016 and in November 2017-January 2018, respectively. These audits served as a reassessment aimed at determining the Department's compliance with the ISO standards.

Prior to said audits, the DBM's Internal Quality Audit (IQA) Team provided technical assistance to the auditees, or the offices to be audited, to ensure that their processes conform with the ISO 9001 standards.

With the DBM's resolute commitment to sustain its ISO certification and transition to the latest ISO 9001 standard for quality management systems, the DBM was able to maintain its ISO achievement with its successful transition to ISO 9001:2015 in 2018. While there were transition bumps, the shift was necessary as the ISO 9001:2008 was globally phased out in September 2018.

The Certification International Philippines, Inc., (CIP) the third party auditor, conferred the ISO 9001:2015 Certification to DBM and its B/S/Os on April 22, 2019 during the kick-off rites for the Department's Anniversary celebration.

The DBM's transition from ISO 9001:2008 to ISO 9001:2015, following the expiration of the first

certification on October 28, 2018, reflects the Department's steadfast commitment to sustained and continued improvement in its systems and processes and the strengthening of focus management directed to the needs of its stakeholders. Success in its second pursuit of ISO Certification is an indication of its progress in instilling mechanisms on Correction and Corrective Actions, based on previous ISO experiences over the past four (4) years.

Ensuring ISO Achievement for the Future

For 83 years, the DBM has been steadfast in the pursuit of fulfilling its mandate to "promote the sound, efficient, and effective management and utilization of government resources" as an instrument in the achievement of national socioeconomic and political development goals. Having the most widely known and internationally accepted standards for quality management, it is recognized that the DBM follows standardized processes. With this feat, there is an added motivation for the organization to consistently streamline, not only to conform to the requirements, but also to implement improvements applicable to the changing demands of its clientele.

This internal milestone highlights the positive response to and utmost preparedness of the

different DBM B/S/Os to the challenges encountered in pursuing and maintaining international standards. The B/S/Os are regularly monitored even before the CIP's annual surveillance and other audits, through the annual conduct of IQAs to explore additional measures in managing procedures efficiently, to attune their operations to the objectives of the Good Governance Conditions in the Performance-Based Framework, and even to the goals and provisions of RA 11032 or the Ease of Doing Business Act.

The DBM embraces the need to move forward by acknowledging and assuming every management responsibility in its planning initiatives, supported by a client-focused approach in the delivery of its key services and critical processes. While audits are often dreaded, these are deemed necessary to further improve the DBM's processes and systems. Indeed, ISO acts as a catalyst and guide for us all.

(Contributed by: Christopher Jed I. Dayo, CPMS)



Some of the DBM's Internal Quality Auditors

¹ Institutionalizing the Structure, Mechanisms and Standards to Implement the Government Quality Management Program, amending for the Purpose Administrative Order No. 161, s. 2016

COMPENSATION COMPENDIUM

By the: **Organization, Position Classification, and Compensation Bureau**

ISSUE: Whether or not contract of service (COS)/job order (JO) workers of Department “X” who are designated as members of the technical working group (TWG) of its Bids and Awards Committee (BAC) are entitled to receive honoraria pursuant to existing guidelines of the Department of Budget and Management (DBM).

DBM Response:

Section 15 of the Revised Implementing Rules and Regulations of Republic Act No. 9184¹ provides that a Procuring Entity may grant payment of honoraria to the BAC members, the Secretariat, and the TWG members in an amount not exceeding 25% of their respective basic monthly salary, subject to availability of funds and the relevant rules promulgated by the DBM.

In this regard, the DBM issued the following Budget Circulars (BCs) for the purpose:

Budget Circular	Purpose/s
BC No. 2004-5² dated March 23, 2004	To provide guidelines on the grant of honoraria to government personnel involved in government procurement (Item 1.o)
BC No. 2004-5A³ dated October 7, 2005	To provide further clarification particularly on (i) the entitlement to honoraria when alternative modes of procurement are used, (ii) the definition of a “successful procurement project,” and (iii) the funding source on the payment of honoraria (Item 1.o)
BC No. 2007-3⁴ dated November 29, 2007	To amend BC No 2004-5A regarding the payment of honoraria and overtime pay to government personnel involved in procurement and identify additional funding source for payment of honoraria and overtime pay to aforementioned personnel (Item 1.1)

Relatedly, Civil Service Commission (CSC)- Commission on Audit (COA)-DBM Joint Circular (JC) No. 1, s. 2017⁵, as amended by CSC-COA-DBM JC No. 1, s. 2018⁶, provides the rules and regulations on the engagement of COS/JO workers in the government.

Specifically, Item 7.5 of CSC-COA-DBM JC No. 1, s. 2017 states that the services of COS/JO workers are not covered by Civil Service laws and rules, and thus, not creditable as government service. The COS/JO workers also do not enjoy the benefits being received by government employees, such as

leave, Representation and Transportation Allowances, and thirteenth month pay.

Hence, the COS/JO workers are deemed not covered by the aforementioned DBM Circulars on the grant of honoraria to personnel involved in government procurement.

As such, the COS/JO workers of Department “X” who are assigned in the TWG of the Department’s BAC are not entitled to honoraria.

¹ Government Procurement Reform Act

² Guidelines on the Grant of Honoraria to Government Personnel Involved in Government Procurement

³ Guidelines on the Grant of Honoraria to Government Personnel Involved in Government Procurement

⁴ Amendments to Certain Provisions of BC No. 2004-5A Re: Guidelines on the Grant of Honoraria and Overtime Pay to Government Personnel Involved in Government Procurement

⁵ Rules and Regulations Governing Contract of Service Workers in the Government

⁶ Amendment to the CSC-COA-DBM Joint Circular No. 1, s. 2017

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JOY S. ALMAZAN
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