



October 28, 2019

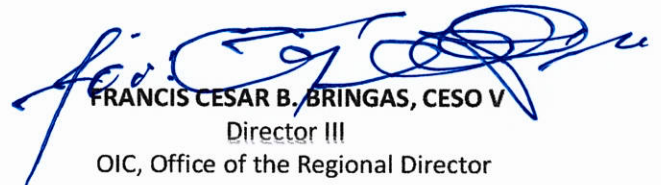


MEMORANDUM

**SUBJECT: RECRUITMENT, SELECTION, PLACEMENT, AND INDUCTION (RSPI) CAPABILITY BUILDING
FOR HUMAN RESOURCE MERIT PROMOTION AND SELECTION BOARD (HRMPSB)**

**TO: All Schools Division Superintendents
Assistant Schools Division Superintendents
This Region**

1. Please find attached Memorandum DM-PHRODFO-2019-00853 and Advisory from the Bureau of Human Resource and Organizational Development (BHROD) re: Recruitment, Selection, Placement, and Induction (RSPI) Capability Building for Human Resource Merit Promotion and Selection Board (HRMPSB) on November 19-22, 2019 in Siargao.
2. SDO participants are as follows:
 - 1 - Schools Division Superintendent
 - 1 - Assistant Schools Division Superintendent
 - 1 - Chief of the SGOD
 - 1 - AO-V for the Administrative Services
 - 1 - Division HRMO
 - 1 - Representative of the Accredited Employees Union
3. Travel expenses of participants shall be charged against local funds subject to the usual accounting and auditing rules and regulations.
4. For compliance.


FRANCIS CESAR B. BRINGAS, CESO V
Director III
OIC, Office of the Regional Director

PS/srp
10/28/2019



2019-10-16706

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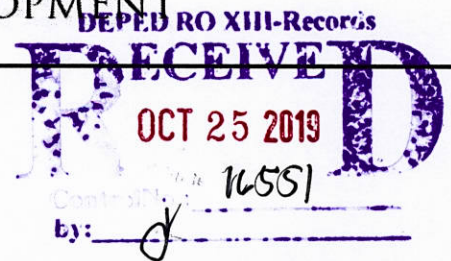


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DEPARTMENT OF EDUCATION

BUREAU OF HUMAN RESOURCE
AND ORGANIZATIONAL DEVELOPMENT



ADVISORY

Please be informed that due to the policy on cash-based budgeting, the conduct of the **Recruitment, Selection, Placement, and Induction (RSPI) Capability Building for Human Resource Merit Promotion and Selection Board (HRMPSB)**, per DM-PHRODFO-2019-00853 duly signed by Undersecretary Jesus L.R. Mateo dated September 27, 2019, for the following regions shall be **rescheduled** to earlier dates, as follows:

Region	Original Schedule:	New Schedule
Region 10	January 6-9, 2020	November 12-15, 2019
Caraga	January 7-10, 2020	November 19-22, 2019
Region 12	January 13-16, 2020	November 26-29, 2019 (merged)
BARMM	January 14-17, 2020	

For your guidance.


JENNIFER E. LOPEZ
Education Program Supervisor
Officer-in-Charge
Office of the Director III, BHROD



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MEMORANDUM
DM-PHRODFO-2019-00813

TO: Regional Directors
Schools Division Superintendents
All Others Concerned

FROM: 
JESUS L.R. MATEO
Undersecretary

SUBJECT: *Recruitment, Selection, Placement (RSP) Capability Building for Human Resource Merit Promotion and Selection Board (HRMPSB)*

DATE: September 27, 2019

The recruitment, selection, and placement (RSP) system is a core component of the overall strategic Human Resource Management system of the Department of Education (DepEd). In 2017, the Human Resource Development Division of the Bureau of Human Resource and Organizational Development (BHROD-HRDD) began reviewing the Department's RSP system. Since then, a series of national consultations have been conducted in order to meet the following key objectives:

1. review and update the Agency Merit Selection Plan (MSP), the Qualification Standards (QS) for all DepEd unique positions, and the existing hiring and promotion policies; and
2. ensure alignment of the Department's competency-based RSP system with the revised Omnibus Rules on Appointment and Other Human Resource Actions (ORA-OHRA) issued by the Civil Service Commission (CSC) as well as the Philippine Professional Standards for Teachers (PPST), which was officially adopted through DepEd Order No. 42, s. 2017.

In line with the foregoing, a Recruitment, Selection, and Placement (RSP) Capability Building for Human Resource Merit Promotion and Selection Board (HRMPSB) shall be conducted for the ROs/SDOs. The four-day capability building program aims to:

1. orient the appointing authorities and HRMPSB members in all governance levels on the new MSP, QS, and hiring and promotion guidelines for teaching, school administration, related teaching, and non-teaching positions;
2. practice the processes and procedures of RSP through simulation activities; and
3. prepare a comprehensive action plan that applies the principles, processes and procedures of the revised RSP policy of the Department.

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In this connection, the Regional Directors are requested to ensure the participation of the appointing officers/authorities and members of the HRMPSB of the RO as well as the SDOs under their jurisdiction through the release of the appropriate issuances, travel authority and/or provision of fund support for travel expenses, as necessary. Please refer to the prescribed list of participants in *Annex A*. In addition, the participation of the RSPI National Technical Working Group (NTWG) members listed in *Annex B* is likewise requested. Pursuant to DepEd Memorandum No. 117, s. 2017, the RSPI NTWG members, as developers and subject matter experts of the revised policies, shall serve as resource persons and learning facilitators during the capability building activity. Hence, their participation is critical in the success of the capacity building activities. Details on the venue and dates are as follows:

Batch	Target Region	Date	Venue* <i>*Exact venue to be announced in a separate advisory</i>
1	DepEd Cordillera Administrative Region (CAR)	October 21-24, 2019	Within Baguio City
2	DepEd Region I	October 22-25, 2019	Within Pangasinan
3	DepEd National Capital Region (NCR)	November 04-07, 2019	Within Metro Manila
4	DepEd Region II	November 05-08, 2019	Within Cagayan
5	DepEd Region III	November 11-14, 2019	Within Pampanga
6	DepEd Region IV-B	November 12-15, 2019	Within Palawan
7	DepEd Region VII	November 18-21, 2019	Within Bohol
8	DepEd Region VI	November 19-22, 2019	Within Iloilo
9	DepEd Region IV-A	November 25-28, 2019	Within Metro Manila
10	DepEd Region VIII	November 26-29, 2019	Within Leyte
11	DepEd Region V	December 03-06, 2019	Within Camarines Sur
12	DepEd Region XI	December 09-12, 2019	Within Davao
13	DepEd Region IX	December 10-13, 2019	Within Zamboanga
14	DepEd Region X	January 06-09, 2019	Within Bukidnon
15	DepEd XIII CARAGA Administrative Region	January 07-10, 2019	Within Siargao
16	DepEd Region XII	January 13-16, 2019	Within General Santos
17	DepEd BARMM	January 14-17, 2019	Within General Santos
18	DepEd Central Office	January 21-24, 2019	Within Nueva Ecija

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The program will start at exactly 1:00 p.m. on Day 1, and end at lunch time of Day 4. Attached for your reference is the schedule of activities (*see Annex C*). Provision of meals and accommodations will be as follows:

	Day 1	Day 2	Day 3	Day 4
Breakfast		/	/	/
AM Snacks		/	/	/
Lunch	/	/	/	
PM Snacks	/	/	/	
Dinner	/	/	/	

Please take note of the following administrative arrangements:

1. Travel expenses of the participants (*Annex A*) shall be charged against local funds;
2. Travel expenses of the RSPI NTWG members (*Annex B*), external resource person/s (if any), and Central Office staff shall be charged against OSEC Funds; and
3. All expenses shall be subject to existing accounting and auditing rules and regulations.

Each RO/SDO as well as the RSPI NTWG members are requested to bring the following:

1. laptop (one per region/schools division);
2. extension cords; and
3. copies of existing hiring and promotion guidelines.

Participants are requested to confirm their attendance one (1) week before the scheduled run per region to Ms. Ruby Chanda Crisostomo or Ms. Sarah Bianca Bilag through the HRDD telephone number: (02) 470-6630 or email address: bhrod.hrdd@deped.gov.ph.

For your action.

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Annex A: List of Participants

DepEd Regional Office and Schools Division Office

	Regional Office	Schools Division Office
Participant	Position	Position
Appointing Authority	Regional Director	Schools Division Superintendent
HRMPSB Chairperson	Assistant Regional Director/s	Assistant Schools Division Superintendent/s
HRMPSB Members	Chief of the Administrative Division Chief of the Human Resource Development Division Administrative Officer V for Personnel (HRMO) Representative of the Accredited Employees Union	Chief of the School Governance and Operations Division Administrative Officer V for the Administrative Services Section Administrative Officer IV (HRMO) Representative of the Accredited Employees Union

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Annex B: List of NTWG Members

Name	Position	Governance Level
1. Ramir B. Uytico	Regional Director	Region 8
2. Wilfredo E. Cabral	Regional Director	Region 4A
3. Cherry Mae L. Limbaco	Schools Division Superintendent	Bukidnon
4. Natividad P. Bayubay	Schools Division Superintendent	Quezon City
5. Susan S. Collano	Assistant Schools Division Superintendent	Camarines Sur
6. Harvie Villamor	Chief Education Supervisor	Region 8
7. Anne Pelias	CAO	Region 4A
8. Elsa Mariano	AO V	NCR
9. Janice Gamalong	AO V	Region 11
10. Arniel Garque	AO V	Guimaras
11. Anna Liza Quelnan	AO V	Vigan City
12. Arvin Purisima	AO V	Pangasinan II
13. Isabelita Sampayan	AO V	Palawan
14. Menchi Kubayashi	AO V	Mandaluyong
15. Jose Mariano Barril	AO IV	Leyte

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Annex C: Schedule of Activities

08:00 - 10:00		Management of Learning Activity Module 2: Structure and Processes Session 1: RSP Stakeholders and Roles	Management of Learning Activity Module 2: Structure and Processes Session 5: Hiring and Promotion Policy (Non-Teaching, Related Teaching, School Administration Positions)	Management of Learning Activity Module 3: Integration & Action Planning
10:00 - 12:00		Module 2: Structure and Processes Session 2: RSP Handbook		Closing Program: Commitment Setting
01:00 - 03:00	Opening Program: Preparing the Learning Environment Module 1: Principles and Perspectives Session 1: HR Overview Session 2: RSP Rationale and Road Map	Module 2: Structure and Processes Session 3: Behavioral Events Interview (BEI)	Management of Learning Activity Module 2: Structure and Processes Session 6: Hiring and Promotion Policy (Teaching Positions)	
03:00 - 05:00	Module 1: Principles and Perspectives Session 3: DepEd Merit Selection Plan	Module 2: Structure and Processes Session 4: Qualification Standards and Incremental Scales		

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