



September 2, 2019

REGIONAL MEMORANDUM

No. 500, s. 2019

CONSULTATION AND VALIDATION OF EMPLOYEE WELFARE PROGRAMS AND FRAMEWORK

TO: SCHOOLS DIVISION SUPERINTENDENTS
AGUSAN DEL NORTE DIVISION
AGUSAN DEL SUR DIVISION
BUTUAN CITY DIVISION
BAYUGAN CITY DIVISION
SURIGAO DEL NORTE DIVISION
This Region



1. Per attached communication from the Office the Undersecretary, **Atty. Revsee A. Escobedo**, Assistant Secretary/Officer-in-Charge, the DepEd Central Office through the Human Resource and Organizational Development- Employee Welfare Division (BHRD-EWD) will be conducting focus group discussion (FGD) on employee welfare needs and implementing gaps on September 10-12, 2019.
2. Schedule of the conduct of the FGD:

Date and Time	Venue	Participants
Day 1 September 10, 2019 8:00 AM	NEAP-R, DepEd Caraga RO	Non-teaching Personnel (Permanent and COS/JOS), Teaching Personnel and Employee Welfare Implementers
Day 2 September 11, 2019 9:00 AM	Division Office 1 SDO - Agusan del Norte Division Office 2 SDO - Bayugan City	4 Heads of Office 5 School Heads at 3 walk-in clients
Day 3 September 12, 2019	School 1 Juan P. Cedro Sr. Memorial High School, Surigao City Division School 2 Tagkiling Integrated School, Butuan City Division	8 Students 3 Parents or PTA Officers

3. Attached hereto is the list of participants for your guidance.
4. Lunch shall be provided to the participants while travel expenses of participants shall be reimbursed through the fund downloaded to this office subject to the usual accounting and auditing rules.
5. Participants shall bring and submit a copy of their Travel Authority to the secretariat upon registration.
6. For immediate dissemination and compliance.


FRANCIS CESAR B. BRINGAS, CESO V
Schools Division Superintendent
OIC - Regional Director

HRDD04/mmv



2019-09-13225

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ISO 9001:2015 CERTIFIED
Certificate No.:
UAE/QMS/2019/1938



(085) 342-8207
(085) 342-7347
(085) 341-3899



caraga@deped.gov.ph



caraga.deped.gov.ph

Employee Welfare and Wellness Focus Group Discussion Participants

Date: SEPTEMBER 10, 2019

Time: 9:00 AM

Venue: NEAP-R, DepEd Caraga Region

GROUP	PARTICIPANT	Station/Office
Group A: NON-TEACHING		
Non-teaching Employees, not from HR Personnel Division; Between SG6-11	1. Jessa Mae Prisco	ORD
	2. Judylyn T. Bongcales	CLMD-LRMDS
	3. Cherry Hope T. Botona	ESSD
RO COS or JO	4. Enriquito A. Almeron Jr.	Finance
	5. Jewillou Menchu U. Phipps	Finance
5 Pax from any nearby SDO, permanent	6. Marck Michael N. Galdiano	SDO - Agusan del Norte
	7. Sherryl Lae D. Musico	SDO - Agusan del Norte
	8. Mary Loraine E. Dela Peña	SDO - Butuan
	9. Charrie Rose Apit	SDO-Butuan
	10. Elizabeth Caraballe	SDO - Agusan del Sur
5 Pax from any nearby SDO, COS or JO	11. Ma. Tetchie Yee	SDO - Agusan del Norte
	12. Jerisa Marie B. Gepitulan	SDO - Agusan del Norte
	13. Ryan Pujadas	SDO - Butuan
	14. Roselyn Tamsi	SDO-Butuan
	15. Arianne Mahinay	SDO - Agusan Del Sur
GROUP B: TEACHING		
Teacher 1/ Entry Level 1, between 24 and 30 yrs. old	1. Mariel G. Balacuit	SDO - Agusan del Norte
	2. Narjun L. Torralba	SDO - Agusan del Norte
	3. Imarc Fernand C. Verga	SDO - Butuan
	4. Princess Issa Dominique A. Abordo	SDO-Butuan
between 50 and 60 years old	5. Carmencita P. Dinerman	SDO - Agusan del Norte
	6. Deborah Grace J. Bacayo	SDO - Agusan del Norte
	7. Ma. Fe M. Jadumas	SDO - Butuan
	8. Susana A. Sarmiento	SDO-Butuan
ALS Coordinator/ Teacher	9. Neil J. Arago	SDO - Agusan del Norte
	10. Rachel S. Cassion	SDO - Butuan
Multi-grade Teacher	11. Hesherson Danao	SDO - Agusan del Norte
	12. Marjorie June C. Cerelegia	SDO - Agusan del Sur
GROUP C: EMPLOYEE WELFARE IMPLEMENTERS		
HR or Personnel or Personnel of any SDO nearby Regional Office. Preferably HR/Personnel employees who handle employee welfare and wellness program	1. Oliver Joy P. Balite	SDO - AdN
	2. Ian Paul B. Dumanon	SDO - AdN
	3. Christine G. Cameros	SDO - Butuan
	4. Angela A. Santiago	SDO - Butuan
	5. Mary Ann Nuñez	SDO - Agusan del Sur
	6. Dorothy Joy C. Jalalon	SDO - Agusan del Sur
	7. Lalaine Pesino	SDO - Bayugan
	8. Fe Lopez	SDO - Bayugan
	9. Krista Fetalvero	SDO - Surigao del Norte
	10. Hannah Abarca	SDO - Surigao del Norte

Date: SEPTEMBER 11, 2019

Division	PARTICIPANT	Station/Office
Division 1: Agusan del Norte	Head of Office	
	1. Arsenio T. Cornites, Jr., CESO V	SDS
	2. Dr. Felisa G. Naranjo, CESE	ASDS
	3. Glorina L. Siclon	Chief, SGOD
	4. Dr. Rayfrocina T. Abao	Chief, CID
	Principal/School Heads	
	1. Rexan O. Bolotaolo	
	2. Analou O. Hermocilla	
	3. Ruth B. Galla	
	4. Jochel Fran	
	5. Elenita Verdun	
Division 2: Bayugan City Division	Head of Office	
	1. Imelda N. Sabornido	Schools Division Superintendent
	2. Dr. Rita C. Reyes	Asst. Schools Division Superintendent
	3. Dr. Wilson C. Calbo	Chief, SGOD
	4. Dr. Imee R. Vicariato	Chief, CID
	Principal/School Heads	
	1. Gedeon D. Badic	
	2. Estrella G. Cabargada	
	3. Fernando M. Calo	
	4. Iraida E. Napoles	
	5. Gerard Lopez	
REGIONAL OFFICE		
	Head of Office	
	1. Francis Cesar V. Bringas, CESO V	RD
	2. Dr. Gilda M. Berte, CESO VI	Chief, CLMD
	3. Dr. Isidro M. Biol Jr.	Chief, HRDD
	4. Dr. Flordelisa R. Dalin	Chief, QAD
	School Head	
	1. Avelina Galgo	SDO - Butuan City
	2. Dennis Roa	SDO - Butuan City
	3. Christ Pomoy	SDO - Agusan del Sur
	4. Bernie Montero	SDO - Agusan del Sur
	5. Leodrita U. Jerusalem	SDO - Surigao del Norte

Date: SEPTEMBER 12, 2019

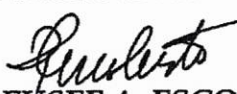
Group	PARTICIPANT
Juan P. Cedro Sr. Memorial High School, Surigao City Division School Head: Maria Ruth R. Edradan	8 Students 3 Parents or PTA Officers
Tagkiling Integrated School, Butuan City Division School Head: Charito Lazaga	



Republic of the Philippines
Department of Education

Tanggapan ng Pangalawang Kalihim
Office of the Undersecretary

TO: DR. FRANCIS CESAR B. BRINGAS
Officer-in-Charge
Office of the Regional Director
Regional Office No. XIII - CARAGA

FROM:  ATTY. REY SEE A. ESCOBEDO
Assistant Secretary / Officer-in-Charge
Office of the Undersecretary
Field Operations, HR-EWD and PD, and DEACO

RE: Focus Group Discussion on Employee Welfare

DATE: August 19, 2019

The Department of Education Central Office through the Bureau of Human Resource and Organizational Development – Employee Welfare Division (BHRD-EWD) is on the process of drafting a unified framework and policy on employee welfare. This is in line with the DepEd's efforts to expand the scope of employee wellness and welfare to respond to the needs of our academic and non-academic personnel.

To appropriately develop the framework and policy, series of consultative workshops has been conducted. To further supplement and validate the data gathered during the said workshops, the EWD would like to conduct a focus group discussion (FGD) concentrating on employee welfare needs and implementation gaps. Hence, this office would like to seek your assistance by providing the following:

1. Participants for the said activity
2. Focal person from the Regional Office
3. Assistance on logistical requirements
4. Board and Lodging of the FGD Facilitators

Kindly refer to the attached table (*Annex 1*) for a more detailed requirements and considerations.

For requirements with budgetary needs, the EWD will download fund to your Region for this purpose. A separate memorandum on the request to accept fund download will be sent to your office. To expedite the fund downloading, may we request the letter of acceptance and the list of the selected participants per group be sent to the EWD using the attached template (*Annex 2*) through the contact details below on or before August 27.

For any concerns, please feel free to contact **Ms. Marge Latosa** through the following:

Office Landline: (02)633-7229/635-3760
Email: Margery.latosa@deped.gov.ph
Mobile: (0906)341-3364

For your proper action. Thank you.

[EWD/MCLatos/2019-Memo]