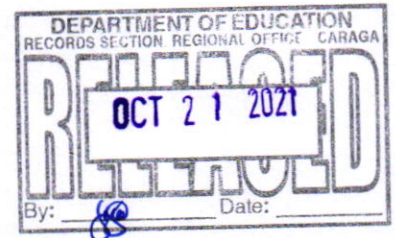




Republic of the Philippines
Department of Education
CARAGA REGION



October 21, 2021

REGIONAL MEMORANDUM

No. 840, s. 2021

To: SCHOOL DIVISION SUPERINTENDENTS
SDO BAYUGAN CITY
SDO SURIGAO DEL SUR
This Region

VIRTUAL FOCUS GROUP DISCUSSION (FGD) ON THE REWARDS AND
RECOGNITION (R&R) SYSTEM OF THE DEPARTMENT OF EDUCATION

1. Per Memorandum No. DM-HROD-2021-0240 from Director Wilfredo E. Cabral, Office of the Undersecretary of Human Resource and Organization Development, the Bureau of Human Resource and Organizational Development (BHROD) through the Employee Welfare Division (BHROD-EWD) will be conducting a series of online Focal Group Discussions (FGDs) with various identified stakeholders **on October 26 and 28, 2021** via Google Meet.

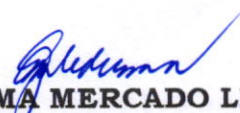
2. Below is the schedule of the FGD and the corresponding participants:

Date	Name of Participants	Work Station
October 26, 2021	1. Flordelisa R. Dalin 2. Marlyne M. Villareal	HRDD, DepEd Caraga
October 28, 2021	1. Marilou N. Curugan	Agusan del Sur NHS, SDO-Agusan del Sur
	2. Gerard Lopez	East Bayugan CES, SDO-Bayugan City

3. Participants are requested to register to this link
<https://bit.ly/VirtualFGD2021> to confirm their attendance.

4. Attached hereto is the memorandum for reference.

5. For information and guidance.


MA. GEMMA MERCADO LEDESMA
Regional Director

Encl/s.: As Stated

Reference/s: NONE

To be indicated in the Perpetual Index
under the following subjects:

EMPLOYEE

REWARDS

WELFARE

HRD/mmv
10/21/2021



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Document Control No:
DepEdRO13-F-REC-013/R3/02-18-2020



Republika ng Pilipinas

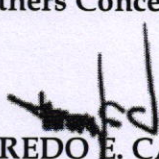
Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-HROD-2021-0240

TO: **Regional Directors**
Schools Division Superintendents
All Others Concerned

FROM: 
WILFREDO E. CABRAL
Regional Director, DepEd NCR and
Officer-In-Charge, Office of the Undersecretary
Human Resource and Organizational Development

SUBJECT: **Virtual Focus Group Discussion (FGD) on the Rewards and Recognition (R&R) system of the Department of Education**

DATE: 01 October 2021

The Department of Education (DepEd) strives to continuously improve its Human Resource (HR) systems particularly the Rewards and Recognition (R&R) in order to ensure its effective and efficient implementation through the adoption of various R&R best practices and relevant mechanisms provided under the Civil Service Commission (CSC) Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM). The PRIME-HRM aims to empower government agencies by developing HRM competencies, systems, and practices towards HR excellence.

With the goal to enhance our existing R&R system which will allow DepEd to achieve the requirements for CSC PRIME-HRM Level II accreditation, the Bureau of Human Resource and Organizational Development through the Employee Welfare Division (BHROD-EWD), will be conducting a series of online Focal Group Discussions (FGDs) with various identified stakeholders on **October 26 and 28, 2021 via MS Teams**.

The primary goal of the FGDs is to review the current DepEd R&R systems and practices as stipulated under DepEd Order No. 9, s. 2002 entitled, "Establishment of Program on Awards and Incentives for Service Excellence (PRAISE)" and to further enhance its implementation. Specifically, the main objectives of the activity are the following:

1. To identify policy and implementation gaps that need to be addressed through an Enhanced PRAISE policy;
2. To gather data on current R&R policies and practices (frequency, impact, and relevance to current situations/ trends), and
3. To gather recommendations/suggestions to improve the R&R system in DepEd.

Program Schedule

Time	Activities
8:30AM	Attendance Check
8:35AM-8:45AM	Session Norms, Opening Prayer, National Anthem, Introduction of the Participants
8:45AM-9:15AM	Welcome Address/Program Background/Introduction and Presentation of Objectives
9:15AM-9:20AM	BREAK
9:20AM-9:30AM	Mechanics and Groupings
9:30AM- 11:30AM	FGD Proper (Facilitating Questions, method in capturing the answers (worksheet, document, metacards (jamboard/padlet), open forum, worksheet)
11:30AM-11:45AM	Reminders and Closing

In view of the foregoing, enclosed herewith is the list indicating the number of requested participants per region including the profile of said participants.

Participants are requested to register to this link <https://bit.ly/VirtualFGD2021> to confirm their attendance.

For inquiries and clarifications regarding the FGD, please contact Mr. Rommel H. Espinas or Mr. Maher Taug Usman of the Employee Welfare Division at (02) 8633-7229 or email at rommel.espinas@deped.gov.ph and maher.usman@deped.gov.ph respectively.

Thank you.

[BHROD-EWD/MUsman]

ANNEX A - LIST OF REQUESTED PARTICIPANTS

GROUP	DATE/TIME OF FGD	REQUESTED NUMBER OF PARTICIPANTS	PARTICIPANTS' PROFILE
I - PRAISE Committee members and R&R Focals	October 26, 2021 8:00am - 12nn	NCR - 2pax	Composed of one (1) PRAISE Committee member and one (1) R&R Focal Person/Implementer from HRDD, either Region or Division HRDD
		CAR - 1pax	must be an R&R Focal Person/Implementer from HRDD, either Region or Division HRDD
		Region 1 - 1pax	must be a PRAISE Committee member
		Region 2 - 1pax	must be a PRAISE Committee member
		Region 3 - 2pax	Composed of one (1) PRAISE Committee member and one (1) R&R Focal Person/Implementer from HRDD, either Region or Division HRDD
		Region 4A - 1pax	must be an R&R Focal Person/Implementer from HRDD, either Region or Division HRDD
		Region 4B - 1pax	must be a PRAISE Committee member
		Region 5 - 1pax	must be an R&R Focal Person/Implementer from HRDD, either Region or Division HRDD
		Region 6 - 4pax	Composed of a PRAISE Committee member and an R&R Focal Person/Implementer from HRDD, either Region or Division HRDD
		Region 7 - 3pax	
		Region 8 - 3pax	
		Region 9 - 2pax	Composed of 1 PRAISE Committee member and 1 R&R Focal Person/Implementer from HRDD, either Region or Division HRDD
		Region 10 - 2pax	
		Region 11 - 2pax	
		Region 12 - 2pax	
II Leaders/Chiefs/Head of Office	October 28 - 8:00am to 12nn	CARAGA - 2pax	
		NCR - 2pax	Must be a Head of Office/Chief or Assistant Chief
		CAR - 1pax	
		Region 1 - 1pax	
		Region 2 - 1pax	
		Region 3 - 2pax	
		Region 4A - 1pax	
		Region 4B - 1pax	
		Region 5 - 1pax	
		Region 6 - 4pax	Must be a School Head/Principal
		Region 7 - 3pax	
		Region 8 - 3pax	
		Region 9 - 2pax	
		Region 10 - 2pax	
		Region 11 - 2pax	
		Region 12 - 2pax	
		CARAGA - 2pax	