

PAGANNINAWAN

(Reflections)



**Metamorphosis:
DILG R1
HRM transformation
to Excellence**



**DILG R1 Conducts
3-in1 Book Launching
Ceremony**



REGION I

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Metamorphosis: DILG R1 HRM Transformation to Excellence



“We are so excited for this event, and we are very glad that finally we are now a PRIME-HRM Bronze Awardee.”

Those were the opening words of Department of the Interior and Local Government Region 1 (DILG R1) Director James F. Fadrilan, CESO III during the Awarding Ceremony for the Conferment of PRIME-HRM Bronze Award to the DILG R1 at City of San Fernando La Union last March 22, 2021.

He also emphasized the role of the PRIME-HRM team in DILG R1 for the achievement of this new milestone for the Department.

“Our DILG PRIME-HRM Team is credible, accountable, highly visible, competent, committed, and spiritually endowed team that moves towards enhancing the image of public service and creating a significant difference in the lives of the people we are serving. This awarding ceremony is a testament of our vision.”

The DILG R1 PRIME-HRM Journey

“The journey of DILG R1 towards PRIME-HRM Level II has gone through almost the same process with that of a metamorphosis of a butterfly... the transformation (*cont. on page 5*)

DILG R1 Conducts 3-in-1 Book Launching



The DILG Region 1 through its Local Governance Regional Resource Center (LGRRC) once again reached another milestone by holding a 3-in-1 Book Launching Ceremony this morning, March 10, 2021 at the DILG Regional Office 1 Conference Hall, City of San Fernando, La Union.

The hybrid event (face-to-face and via online) was participated by 129 LGUs, members of the LGRRC, Provincial LGRRCs, Multi Stakeholder Advisory Council (MSAC) Members composed of representatives from NEDA, PSA, PIA, CHED, DTI, DENR, TESDA, DA, DSWD and DBM, and DILG Field Officers.

In his opening remarks, Regional Director James Fadrilan expressed his gratitude for the hard work shown by the DILG Region 1 LGRRC Team in making this historic event possible. He thanked all the guests and participants and the Local Chief Executives for supporting the activity.

Support to Local Government Program Manager (SLGP) Richard Villacorte and Bureau of Local Government Development (BLGD) Director Anna Liza Bonagua graced the event with their congratulatory messages as well as Local Government Academy (LGA) Executive Director Thelma Vecina who played as the keynote speaker.

LGCCD Chief Pedro Gonzales, LGOO VI Nicolette Amon and LGOO VI Giezl Polca presented the following books which were unveiled by RD James Fadrilan, OIC-ARD Agnes de Leon and Assistant LGRRC Manager PD Reggie Colisao:

- ✓ Panangsarangnet ti Pangta ti COVID-19
- ✓ CDP Facilitator's Toolkit
- ✓ Compendium of LGRRC1 Service Offerings

Copies of the books were afterwards presented by LGMED Chief Rhodora Soriano, FAD Chief Alicia Bang-oa and LGOO V Benedicta Barnachea and accepted by PD Virgilo Sison who represents the Provincial LGRRC, Ms. Daisy Sayangda representing the MSAC, and Mayor Leopoldo Bataoil, President of the League of the Municipalities of the Philippines.

The books will be available at the LGRRC and Provincial LGRRCs and can be accessed thru the DILG Region 1 website. **(PO III Alethea A. Cedro)**

(from page 3) was gracefully undertaken,” said Civil Service Commission Regional Office 1 Chief Human Resource Specialist Marina G. Cabañero during her sharing.

She added that just like a butterfly in its cocoon, the DILG R1 never became impatient nor have they attempted to shortcut the process. Instead, they were able to embrace or understand that step-by-step they would eventually get there, and like in a cocoon,



wherein most of the HRM systems and practices are in a resting stage, the DILG R1, in its proper time has become a butterfly ready to emerge.

Meanwhile, DILG R1 Finance and Administrative Division (FAD) Chief Alicia C. Bang-oa, emphasized that the journey was overwhelming and intimidating because of the many requirements that needed to be accomplished and documented.

“It was not all smiles, it was sometimes not encouraging, and oftentimes frustrating. But having always motivated by the fact that ALL THINGS ARE DIFFICULT THE FIRST TIME and NOTHING IS IMPOSSIBLE FOR A DREAMER...we slowly and gradually and successfully made things possible,” she said.

Conferment of the Award

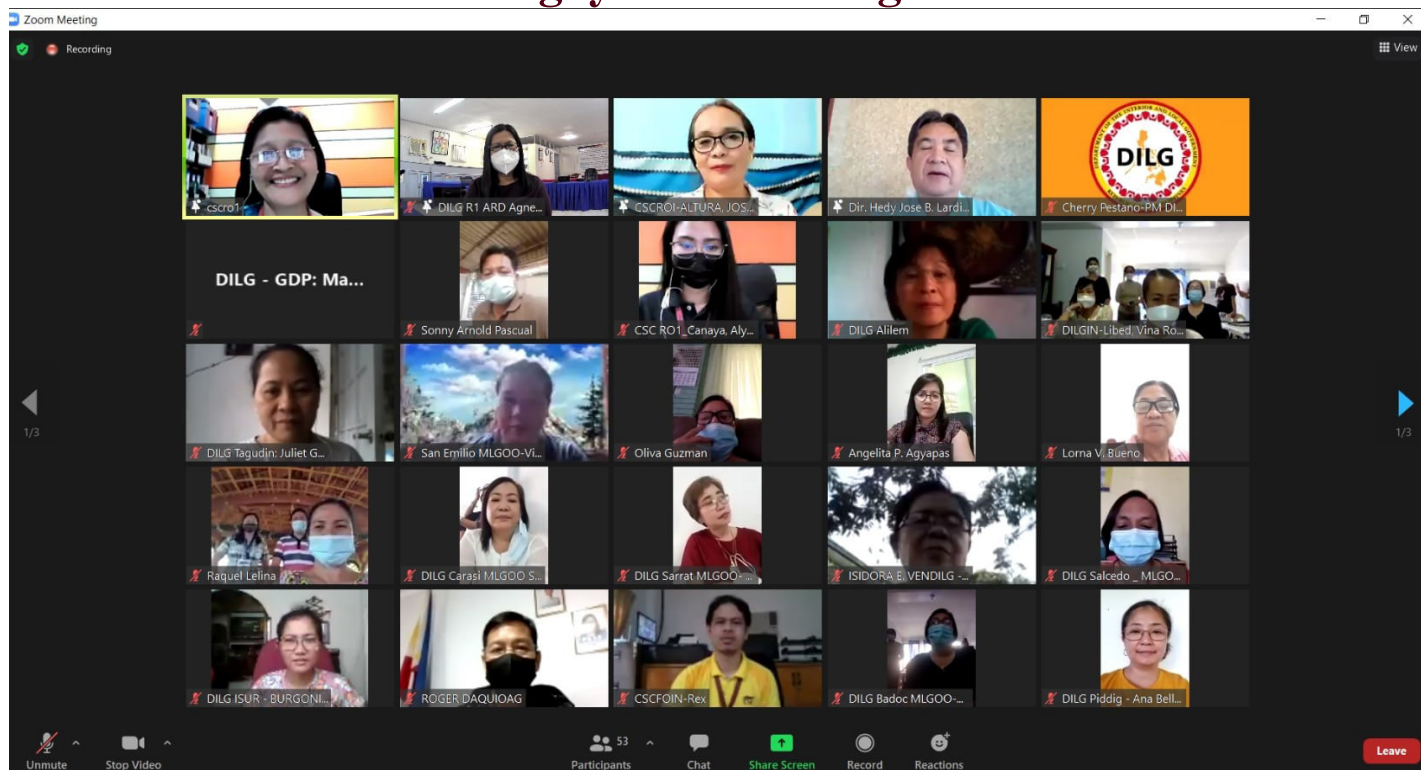
The highlight of the event was the conferment of the PRIME-HRM Bronze Award. The Bronze Award signifies that based on the assessment of the Civil Service Commission (CSC) the Department has met the PRIME-HRM Maturity Level II indicators on the various human resource processes, practices, and competencies.

In his response, RD Fadrilan have shared how glad he is for this achievement and how grateful he is for the help that was extended by the CSC R1. He also thanked all the dedicated men and women of DILG R1 who have contributed and remained committed in accomplishing all the tasks. He even assured the CSC that DILG R1 will remain committed in implementing the PRIME-HRM to maintain meritocracy and excellence in public service to make the public happy, satisfied, and delighted.

“Ngayon ko lang nalaman na all of our efforts started in 2018. That was one year after I took the helm of leading Region 1, and true enough one year after, Miles told me that we will now start PRIME-HRM. This will be one of the few legacies that I will leave Region 1 before I finally bow out of service.” he added.

He then ended his speech by posing a challenge to the officials of Region 1 to achieve the next maturity level of PRIME-HRM. **(cont. on page 12)**

DILG R1 - CSC Dialogue: Grant of Sanggunian Member and Barangay Officials Eligibilities



March 15, 2021 – The DILG Region 1 attended the CSC-DILG Dialogue on the Grant of Sanggunian Member Eligibility (SME) and Barangay Official Eligibility (BOE) on March 12, 2021 via Zoom meeting, and it was spearheaded by OIC-ARD Agnes A. De Leon, CESO V.

The dialogue was initiated by the Civil Service Commission Regional Office 1 (CSC RO1), through Dir. Hedy Jose B. Lardizabal, to discuss and resolve issues/concerns relative to the grant of said eligibilities which requires the issuance of Certification of Services Rendered from authorized DILG Official at the municipal, city, provincial, and regional level.

The CSC RO1 presented the preconditions to qualify, documentary requirements to submit, and regulatory timelines to follow for each of the eligibility grants. The discrepancies in the issued certifications, as well as in their corresponding attachments, were also discussed.

In response to the presented issues and concerns, OIC-ARD De Leon enjoined the accomplishment of an inventory of DILG Offices in Region 1 with/without dry seal. Also, the DILG Regional Office will be coordinating with the LGUs in the provision of dry seal to the DILG Field Offices based on the result of the inventory. The availability of dry seal in the city/municipal local government operations office will aid in facilitating the processing of SME and/or BOE applications.

The CSC was likewise requested by the DILG to provide a reference for the CSC-advised dates of election, terms of office, and consequent prescriptive periods for accuracy and uniformity in the issuance of certifications and masterlist of officials.

In consideration of the new normal, OIC-ARD De Leon recommended the DILG Regional/Provincial/Field Offices to serve as conduit between the applicant and the authorized (**cont. on page 10**)

DILG R1 Pioneers the 2020 Virtual LTIA Regional Awarding Ceremony

The DILG RO1 hosted its first ever virtual LTIA Regional Awarding Ceremony with the theme, "Lupon Paragons During the Pandemic". The awarding ceremony was held on February 23, 2021 at the DILG RO1 Conference Hall. This is the "first among the regions" virtual Regional



In her opening remarks, OIC-ARD Agnes A. De Leon welcomed the nominees and all the DILG Officers and LGU Officials present virtually and on-site. She expressed her warm gratitude to all the Lupon Tagapamayapa and Barangay Officials who are rendering their unwavering service amidst the CoViD-19 pandemic. "The LTIA is an avenue to recognize the exemplary performance of our Lupon including their innovations and responses. I hope this LTIA awards will motivate all the Lupon members throughout our region in aiming to be the winner. And to those who will win, the challenge is to sustain and maintain your performance", ARD De Leon stressed in her message.

BLGS OIC Director Vivian P. Suansing commended the DILG RO1 team for hosting the first ever 2020 LTIA Regional Awarding. She informed the ways forward for LTIA in 2021, among which is the launching of the Lupon Tagapamayapa Incentives Award Information System (LTIA-IS).

OIC-DILG Secretary Bernardo C. Florece, graced the occasion and applauded the efforts of the Lupon Tagapamaya in his message saying, "I salute you for rising above the many limitations, complications and wide array of challenges this set-up has brought us. Sa pagharap sa mga pagsubok na ito, batid ko ang malaking responsibilidad na kailangan ninyong harapin at gampanan. Alam ko ring bukod sa inaasahang sandalan ng mga hindi pagkakaintindihan ay kabi-kabila ang pinagkakatiwalang trabaho sa inyo nitong nakaraang taon sa paglaban sa pandemya. Sa kabila nito ay nananatili kayong tapat at masigasig sa inyong tungkulin bilang mga Lupon."

Moving on to the most awaited part of the ceremony, Emcees Michael David S. Casignia and Liza May A. Colisao presented the overview of the LTIA criteria. The regional winner for the 4th-6th Income Class Municipality Category is Brgy. Batchelor West, **(cont on page 12)**

DILG Gears Up for a Capacity Development Program for CSOs in Local Special Bodies



DILG RO1 conducted an Online Focus Group Discussion (FGD) on March 17, 2021 as a preparatory activity for the forthcoming Capacity Development Program for Civil Society Organization (CSO) members in the Local Special Bodies (LSBs).

The Program intends to contribute in addressing the gap particularly on the capability of CSOs in LSBs to participate and perform their functions effectively as members. This initiative was led by the Support for the Local Governance Program (SLGP) Team of the Department in collaboration with the Local Government Academy (LGA) and partner CSO networks.

Participants for this activity were C/MLGOOs, C/MPDCs and CSO representatives of selected Local Government Units – Ilocos Norte: Dingras, Solsona, Vintar, Laoag City, Batac City; Ilocos Sur: Lidlidda; La Union: Aringay, Bacnotan, Caba, Rosario, and Santo Tomas.

RD James F. Fadrilan, CESO III graced the activity and welcomed the participants. He emphasized the importance of CSOs' role in the local planning and development, budgeting process, project monitoring and evaluation, and many other engagements prescribed by the law. SLGP-PMO DMO V Jennifer De Belen discussed the program then proceeded with the FGD with DMO III Aldrin D. Nolasco as the moderator. Overall, the activity was supervised by the Local Government Monitoring and Evaluation Division (LGMED) headed by Division Chief Rhodora G. Soriano.

The FGD not only tends to gauge the capacity and training needs of CSOs but LGUs' capacity to implement as well. ARD Agnes A. De Leon, during her closing remarks, added that it is about time to prep our CSOs and equip them with enough knowledge and skills.

This Program will form part of the preparatory activities to strengthen CSO engagement in local governance process and ensuring that the additional resources of LGUs will lead to improved local service delivery come implementation of the Supreme Court Ruling of the Mandanas case by CY 2022. **(DMO III Aldrin D. Nolasco)**

Road Clearing Operation 2.0



Responding to President Rodrigo Roa Duterte's call to rid the streets of illegal obstructions and to return the roads to people, the 129 Local Government Units (LGUs) of Region I was validated on their compliance to the presidential directive.

It can be recalled that on March 16, 2020, the conduct of Road Clearing Operations 2.0 was suspended to prevent the spread of COVID-19. After eight (8) months of suspension, the DILG Central Office issued Memorandum Circular No. 2020-145 giving all LGUs to comply with the presidential directive to resume the clearing of roads of illegal structures and obstructions from November 16, 2020 to January 15, 2021, which later on was extended until February 15, 2021.

The Road Clearing Validation Teams (RCVTs) were given two (2) weeks, from February 16 to March 2, 2021, to validate the compliance of the LGUs.

Among the components validated were the road clearing, ordinance, inventory, displacement, rehabilitation, grievance mechanism, and tricycle ban on national roads.

Recognizing the efforts of the LGUs to maintain clear roads and upon validation of RCVTs, Region I have the following provincial average weighted scores:

- Province of Ilocos Norte: 97.69%
- Province of Ilocos Sur: 98.10%
- Province of La Union: 96.31%
- Province of Pangasinan: 94.96%.

The RCVTs were composed of DILG Local Government Operations Officers, personnel from the PNP and BFP, and representatives from civil society organizations. The RCVTs were cross-posted to ensure the impartiality of the validation process. This means that during the validation period, the RCVTs were not assigned in their original LGU of assignment or residence.

Minimum public health safety protocols were strictly observed for the whole duration of the validation process. **(LGOO II Vilgladys M. Maglaya)**

DILG R1 Rehires 501 Contact Tracers



Recognizing the important role of contact tracing as an essential component in containing the COVID-19 outbreak in a certain locality and to ensure the continuity of the contact tracing effort in the region, the DILG Region 1 rehires 501 contact tracers coming from the 4 Provinces which are further broken down as follows: Ilocos Norte – 54, Ilocos Sur – 86, La Union – 118 and Pangasinan – 243.

The Provincial Offices conducted the interview and assessment of the existing contact tracers to determine who among them are most qualified and able to sustain the contact tracing efforts in their areas of assignment based on their previous performance from their last contract which expired on December 31, 2020. The rehired contact tracers who will serve on a 6-month contract will form part of a team of contact tracers in the LGU who will provide the first point of contact of cases of COVID-19 and conduct case interviews, profiling and perform an initial public health risk assessment of COVID-19 cases and their identified close contacts. (LGOO VI Giezl R. Polca)

from page 6.. CSC RO/PO in facilitating acceptance of the application, and release of the corresponding Certificate of Eligibility (COE) should the application for eligibility grant be approved. Finally, she reminded the participant-DILG Officers to be guided and to strictly follow the CSC Memorandum Circular No. 13, s. 2012 dated August 2, 2012 for the BOE, and CSC Memorandum Circular No. 12, s. 2013 dated May 31, 2013 for the SME.

The DILG is one with CSC in the commitment to deliver the utmost quality of service in the shortest possible time.

The dialogue was also participated in by the Provincial Directors, Cluster Leaders, LGCDD Chief Pedro D. Gonzales, Program Managers, C/MLGOOs, and the Regional and Provincial Focal Persons. **(LGOO V Rhealiza A. Delos Santos)**

DILG launches the National ISO 9001:2015 Quality Management System

After being conferred with ISO 9001:2015 in 2018, the Department of the Interior and Local Government (DILG) is now on its journey to a Nationwide ISO 9001:2015 QMS Certification.

With the objective to establish One National QMS certifiable to ISO 9001 standards and achieve ISO 9001:2015 Certification before December 31, 2021, the QMS Secretariat of the DILG Central Office launched the National ISO 9001:2015 QMS via online on March 12, 2021. The activity was participated by all the Regional QMS Secretariat Head and Regional QMS Focal Persons

During the activity, the national QMS Secretariat presented the Proposed QMS Organizational Structure starting from the top management in the central office down to the process owners of the regional offices.

Here are the Phases of our National QMS Milestone:

PHASE	TIME FRAME
Phase 1: Organizing the DILG National QMS Structure	December 2020- Feb-21
Phase 2: Documenting the DILG National QMS	February-May 31, 2021
Phase 3: Implementation and validation of the DILG National QMS	June 1, 2021- onwards
Phase 4: Pre-Certification Audit	Aug-21
Phase 5: Certification Audit proper	September- Dec-21

The National QMS certification is compliance to the following requirements of the national government:

- Executive Order No. 605 dated February 23, 2007 mandates all agencies of the Executive Branch to adopt the ISO 9001 Quality Management Systems as part of the implementation of a government-wide quality management program.
- PBB FY 2020 Guidelines per IATF Memorandum 2020-01 dated June 2, 2020 mandates all agencies to satisfy the following condition to be eligible for the grant of PBB:
 - Standardized Agency-wide Processes for Frontline Agencies. Frontline agencies shall endeavor that their frontline processes are standardized, including those implemented at the Regional, Satellite, and Extension Offices. Beginning FY 2020, departments/agencies shall secure agency-wide QMS certifications for these processes, and continue these efforts aimed at achieving this target by the end of FY 2021.

DILG Region 1, who has been conferred and recertified in 2018, 2019 and 2020 respectively, is now ready for the National ISO 9001:2015 QMS. **(PO III Alethea A. Cedo)**

(from page 7) Natividad, Pangasinan headed Punong Barangay Felomina N. Garcia. For the 1st-3rd Income Class Municipality, the regional winner is Brgy. Bantayan, Mangaldan, Pangasinan led by Punong Barangay Ritchie D. Abalos. And for the last category which is the Component City, the regional winner is Brgy. 3 – Nuestra Señora Del Rosario, Laoag City, Ilocos Norte headed by Punong Barangay Suzanne M. Bueno. All winners will receive a Plaque of Appreciation and P10, 000. 00 cash prize from DILG Regional Program Funds. Certificates of Appreciation were also awarded to the members of the Regional Awards Committee (RAC) for their full support and enthusiasm in paving the way for the Lupon towards achieving greater heights at the national level. **(IO II Liana M. Lalata)**

(from page 3) Achieve the Silver Award or the Level III of PRIME-HRM by 2021. Do not forget our motivation of consistently doing our best to be counted as one of the top performing regions of the Department”, he said.

On the other hand, CSC Regional Director Hedy Jose R. Lardizabal shared how happy he is for DILG R1 and commended the efforts of each and every personnel of the Department.

“To RD James and ARD Agnes together with the magiging na provincial directors and division chiefs and to the rest who really shared their talents, efforts, and everything in order to achieve this feat, saludo po kami sa inyo. Talagang matino, mahusay, at maaasahan na serbisyo. Indeed, this is your moment,” he said.

“Everyone, even us, we were not excused from the experience of being overwhelmed by the many things that we need to go through, but at the end of the day we will be able to realize, that all of these are part of the continual improvement of our services... also, our journey doesn’t end here, rather it has proven that we can do things as long as we unite our efforts... This awarding ceremony is now the manifestation of the coordinated, collaborative, and well-defined joining of our minds and hearts. Let us not forget that this is not just for us but for the whole public service instead,” he added.

He then finished his message by saying that the CSC R1 shares in the collective recognition that every national government agency (NGA) and local government unit (LGU) in the region receives. For whenever these NGAs and LGUs give their best, the CSC R1 also reap the best. The ceremony was formally closed by DILG R1 Officer-In-Charge Assistant Regional Director Agnes A. De Leon, CESO V.

“Walang hanggang pasasalamat sa CSC and siyempre sa ating Regional Director sa guidance sa aming pinagdaanan at mga ginawa, sa ating mga Provincial Director na kasamang nagreview sa mga ginawa ng ating mga TWG, at sa ating mga Division Chief na kasama rin namin headed by the FAD Chief Engr. Alicia C. Bang-oa as the lead dahil nasa kanila ang bulk ng work to make DILG R1 PRIMED... Walang mahirap dahil sama-sama tayong lahat,” she said.

“I hope we can live up to the brand of our Department which is to remain Matino, Mahusay, at Maasahang kawani,” she added.

The event was attended by the DILG R1 officers and employees headed by RD James F. Fadrilan, CESO III; graced by CSC R1 guests and representatives headed by RD Hedy Jose R. Lardizabal; and was witnessed by provincial and field officers through online platforms. **(LGOO II Bernard Victor S. Ringor and AO V Mildred M. Malapit)**

Procurement Ready: Reorganized DILG Regional and Provincial BAC Capacitated on Republic Act No. 9184

The new year witnessed the reorganization of DILG Region 1 and Provincial Bids and Awards Committees (BACs) with changes in the chairmanships and addition of members, technical working groups (TWG), and secretariat. Section 16 of the Revised Implementing Rules and Regulations of Republic Act No. 9184 or the Government Procurement Reform Act provides for the professionalization of procurement units. The said professionalization addresses the continuing education needed to enhance the capacity of those involved in the procurement process. With said provision from the procurement act, there is a need to capacitate the BAC Members, TWG, and Secretariat of the newly-reorganized committees.

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Together with DILG Region 1 Assistant Regional Director Agnes A. De Leon, CESO V, DILG Region 1 and Provincial Bids and Awards Committees (BACs) were capacitated through a one-day on-site and online training on Republic Act No. 9184 conducted at the Conference Hall, DILG Training Hall, Sevilla, City of San Fernando, La Union on February 26, 2021.

DILG Region 1 BAC Head Secretariat LGOO V Amily D. Dulay introduced the members, TWG, and secretariat of DILG Region 1 and Provincial BACs. DILG Region 1 BAC participated on-site while personnel working from home and the Provincial BACs participated via Zoom Conference.

The said training was initiated by DILG Region 1's Head of Procuring Entity (HOPE) Regional Director James F. Fadrihan, CESO III pursuant to the Implementing Rules and Regulations (IRR) Section 16 of the procurement act.

Assistant Regional Director Ryan A. Milanés of Department of Budget and Management (DBM) Region 1, a national trainer of Government Procurement Policy Board (GPPB) was invited as resource speaker. His discussion focused on the general principles of procurement, the procurement planning, alternative methods of procurement, and public bidding. He entertained questions from the participants during the open forum.

Regional Director James F. Fadrihan, CESO III and Assistant Regional Director Agnes A. De Leon, CESO V thanked ARD Milanés for sharing his valuable time and technical expertise thereby capacitating the participants regarding government procurement.

The training had equipped the participants the needed knowledge on the roles and functions of the HOPE, BAC Members, TWG, and Secretariat. Furthermore, the participants had able to appreciate the importance of procurement planning, learned the different alternative methods of procurement, and acquired knowledge on preparation of bidding documents, procurement timelines, and the process of public bidding, thus making the BAC Members, TWG, and Secretariat, procurement ready. **(LGOO II Jeslen B. Tesoro)**



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