

## Gov’t agencies awarded for HR excellence

**MANILA** -- The Civil Service Commission (CSC) conferred the PRIME-HRM Bronze Award to 106 government agencies for elevating the standard of human resource management (HRM), during the 2019 Public Sector HR Symposium at the Philippine International Convention Center in Pasay City on Wednesday.

Majority of those given recognition were from Region 11, which has 15 awardees; Region 3 with 14 awardees; Regions 4 and National Capital Region, 12 awardees each; and Region 1, 11 awardees.

The agency representatives received a Plaque of Recognition from CSC.

“These agencies are investing in their people by having quality HRM systems and processes because they see the link between people excellence and public service excellence. We commend them and hope that they serve as an inspiration for other government agencies to follow,” said CSC Chairperson Alicia dela Rosa-Bala in an inter-

view on Thursday.

Under the PRIME-HRM (Program to institutionalize Meritocracy and Excellence in Human Resource Management), the CSC assesses a government agency’s systems, practices, and competencies of its Human Resource Management Office based on four core HRM systems, namely, recruitment, selection and placement; performance management; learning and development; and rewards and recognition.

As part of the assessment, the agency is classified according to four maturity levels: Level 1 or Transactional HRM, Level 2 or Process-Defined HRM, Level 3 or Integrated HRM, and Level 4, Strategic HRM.

Level 1 indicates that the agency’s HR processes are compliant with CSC’s and other relevant authorities’ regulations and guidelines. The success of HR depends on the competence of the people and not by using proven processes.

If processes are guided by a set of defined and documented

standard operating procedures responsive to the agency’s unique needs, and automation is being used to a certain extent, Level 2 is reached.

Level 3 is characterized by linkage among all core HRM areas, the presence of process metrics for continuous improvement, and data-driven decision-making.

Level 4 is attained if HR processes are focused on continually improving process performance and if the HR

strategy is already part of the agency’s strategy.

After the assessment, the CSC assists agencies to address developmental opportunities in their HRM and reach their desired maturity level.

“We hope that more agencies will use PRIME-HRM to evaluate where they are now in terms of maturity in HR management, and to work with the CSC to reach higher maturity levels,” dela Rosa-Bala said. (PNA)

patriotism among the youth.

Marcos said her bill, which proposes a “Citizen Service Program”, makes military training an option for college-level students instead of a requirement for those in Grade 11 and 12.

“There are other ways to love and serve our country besides fighting wars,” Marcos said in a statement on Wednesday.

“(The bill) still accommodates President Duterte’s call for military training for the youth but allows college students the choice of training instead in community service, disaster preparedness, and environmental protection to develop a sense of ‘bayanihan’, which is embodied in Filipino culture and history,” Marcos added.

Marcos noted that this has been her position even during the time of her father, the late Ferdinand Marcos.

“The YCAP (Youth Civic Action Program) and YDT (Youth Development Training) of which students in the 70’s are familiar was borne out of that father-and-daughter argument,” she said.

Under the mea-

## Bill offers military, civic training for college students

**MANILA** -- Senator Imee Marcos is pushing for a bill that offers a choice of either civic or military training for college students.

Responding to President Rodrigo Duterte’s call for Congress to pass the bill on mandatory Reserved Officers’ Training Corps (ROTC), Marcos said civic involvement, and not just mandatory military training, can enhance discipline and

## PRRD has authority to enter into verbal fishing deal: Palace

**MANILA** -- President Rodrigo Duterte has authority to enter into “executive” agreements including a verbal deal that gives China fishing rights in the Philippines’ exclusive economic zone (EEZ), Malacañang said Thursday.

Presidential Spokesperson Salvador Panelo refuted the joint statement made by former Ombudsman Conchita Carpio-Morales and former Foreign Affairs Secretary Albert del Rosario who claimed that no public official, not even the President, has “the authority to grant foreigners fishing rights”.

“The President, as the chief architect of our foreign policy, has the authority to enter into executive agreements, written or oral,” said Panelo, who is also Chief Presidential Legal Counsel, in a statement.

Panelo explained that because executive agreements are usually “less formal” and deal with a “narrower range of subject matters than treaties”, Philippine jurisprudence or case law has long-recognized that this power may be exercised by the President even without the concurrence of Congress.

“Conventions or high-level meetings among foreign leaders are useless if they cannot commit and bind their countries at the time of said engagements,” Panelo said.

He reiterated that the Constitution’s provision which reserves the use and enjoyment of the nation’s marine

wealth to Filipino citizens (Section 2, Article 12), must be read in relation to the President’s prime duty to serve and to protect the Filipino people (Section 4, Article).

Moreover, Panelo said Duterte is also complying with international obligations, one of which is to observe friendliness towards neighboring countries.

“The rationale for this is simple: In a world where countries have the ability to craft their own respective sets of rules, conflicting municipal policies are inevitable in cases which reach the level of an international concern,” Panelo said.

The 2016 fishing verbal agreement between Duterte and Chinese President Xi Jinping allowed Chinese to fish within the Philippines’ 200-nautical mile EEZ if China allowed Filipinos to fish in the Panatag (Scarborough) Shoal.

**‘It’s ours’**

Panelo said Duterte has also made it clear in his fourth state of the nation address (SONA) that, Philippines is the “owner” of the West Philippine Sea, and is only granting fishing rights to China.

“This is analogous to the civil law aspect of ownership which has an attribute of providing the owner the right to allow others to use one’s property,” Duterte said.

He explained that the right is being exercised by the President with the country’s interest as his primary consideration.

“The agreement was entered into not because of any threat or vitiation of consent, but because the President sees such arrange-

ment as pragmatic which can keep at bay any conflict between two countries, while we gain a venue where we can assert our sovereign rights,” Panelo said.

“The motivation of PRRD in entering into the agreement is the welfare of the Filipino people in general, not just to ensure their physical safety but also to enable them to exploit the natural resources in the waters being controlled by China as a source of their livelihood. These are being achieved now,” he added.

**Not a secret**

Panelo described as “absurd” the claim made by Carpio-Morales and Del Rosario that the verbal fishing deal was kept as a secret since the administration has been “as transparent as it can be.”

“The oral agreement was recorded by an appropriate officer during the bilateral meeting. The President was explicit about it,” Panelo said.

In addition, Panelo said he himself mentioned it in his earlier press briefings and that then Foreign Affairs Secretary, now House Speaker Alan Peter Cayetano had also made pronouncements before the public about it.

According to Panelo, Cayetano said Philippines and China “co-control” the disputed waters and that the fishermen should both be free to fish there.

He, meanwhile, vowed to continue to assert Philippine rights but only through the “peaceful manner” of diplomatic negotiations, insisting that it is one of the most effective modes of settling international disputes. (PNA)

## PRRD orders probe on killing of NegOr lawyer

**MANILA** -- President Rodrigo Duterte has ordered an investigation into the killing of lawyer Anthony Trinidad who was shot dead while driving his car along the national highway in Guihulngan, Negros Oriental.

His wife, Novie Marie, who was with him at the time, was injured and is now recuperating.

“PRRD has already ordered a thorough probe on the incident to determine who these perpetrators are and to ascertain the motive of the ambush,” Presidential Spokesperson Salvador Panelo said

in a statement on Thursday.

Panelo condemned the incident, describing it as “atrocious” should it be discovered that the felony is “work-related.”

“The Office of the President strongly condemns the killing of Atty. Anthony Trinidad by two gunmen aboard a motorcycle in Negros Oriental, as well as the the infliction of bodily harm upon his wife,” Panelo said.

He also said that government will prosecute the killers and ensure that they will face the appropriate penalties.

“We will prosecute these killers and ensure that they will face the appropriate punishment for such criminal act as we commit to deliver justice not just for the family of Atty. Trinidad but for the entire Filipino community,” he added.

Reports showed that Trinidad had been receiving death threats for several months before the attack since he has been tagged as a supporter of the New People’s Army (NPA), the armed wing of the Communist Party of the Philippines (CPP). (PNA)