



PRIMED NEDA 11. RD Maria Lourdes D. Lim receives the Certificate of Recognition for NEDA Regional Office 11 for PRIME-HRM Maturity Level 2 for its Performance Management System (PMS), Recruitment, Selection and Placement (RSP), Learning and Development (L&D) and Rewards and Recognition (R&R). (Main Photo L-R) ARD Cyril-Nathan Sm. Eamiguel of CSC 11, Dir. Maria Nilda A. Rigodon of CSC Davao City Field Office, NRO XI OIC-ARD Priscilla R. Sonido, RD Lim, RD Annabelle B. Rosell of CSC 11 and CAO Concepcion C. Anaud.

CSC Grants NEDA 11 new HR Accreditation

In recognition for meeting the standards set forth and espoused under the Maturity Levels/indicators of the Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) of the Civil Service Commission (CSC), the NEDA Regional Office (NRO) XI was conferred the Maturity Level II in the four HRM systems on Recruitment, Selection and Placement; Performance Management; Learning and Development; and, Rewards and Recognition by the CSC Regional Office XI during a Recognition Ceremony on 18 January 2016.

To qualify for Maturity Level II of PRIME-HRM, an office must have defined and documented standard operating processes in all the four HRM systems. Also, it must have institutionalized goal-oriented decision-making processes and automated systems. Specifically, Maturity Level II in the four HRM systems requires at least two good practices in Recruitment, Selection and Placement; at least seven good practices in Performance Management; at least fourteen good practices in Learning and Development; and, at least four good practices in Rewards and Recognition.

Being the lone Government entity which qualified for Maturity Level II covering the four HRM systems, NRO XI topped among the sixteen Government Offices in Davao Region which were revalidated for their Level II accreditation, and assessed by CSC XI under the PRIME-HRM. As reported by CSC XI, out of 82 Level II-accredited Government Offices in the Region which had undergone self-assessment in January 2015, 51 agencies' accreditation were further assessed/revalidated while 31 agencies had their accreditation revoked. Out of the 51 agencies, only 18 were subjected to onsite assessment in October-November 2015. Of the 18 agencies, 16 were able to meet the PRIME-HRM requirements, viz: a) 8 from Davao del Norte (mostly LGUs); b) 3 from Compostela Valley Province (all LGUs); c) 2 from Davao del Sur (1 LGU and 1 Water District); and, d) 3 from Davao City (all NGAs-NRO XI, DTI XI and LTO XI). Out of the 16 Government entities, only NRO XI qualified for Maturity Level II or Process-Defined HRM in all four HRM systems.

Pursuant to CSC Resolutions No. 1400376 and 1400377 dated 05 March 2014, the CSC enhanced the PRIME-HRM adopting the HR maturity level indicators that are aligned with global standards on good people management practices for the human resource management systems in the public sector. It aims to elevate the public sector human resource management to a level of excellence through a process of assessment, assistance and recognition. It involves the assessment of the four core HRM systems using the three lenses of systems, practices and competencies. Each HRM system is measured through various indicators in different maturity levels (Section B, CSC MC No. 30, s. 2014).

According to RD Lim, having been awarded with Maturity Level II of PRIME-HRM, NRO XI is challenged to continue its journey in pursuing its commitment to deliver quality service to the public and to step up efforts towards achieving higher levels of accreditation. "This recognition (Maturity Level II) shall serve as our benchmark of service delivery to our clients," RD Lim said. (*Mia Glenda G. Aracid – DRD, NRO XI*)