



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY
Digos City



DIVISION MEMORANDUM
No. 987, s. 2019

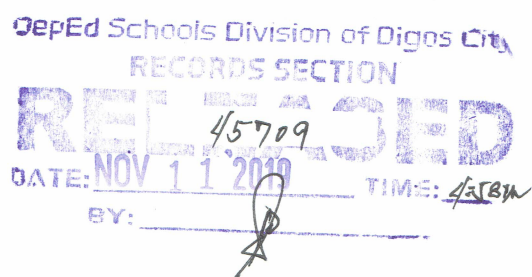
November 7, 2019

**RECRUITMENT, SELECTION, PLACEMENT (RSP) CAPABILITY
BUILDING FOR HUMAN RESOURCE MERIT PROMOTION AND
SELECTION BOARD (HRMPSB)**

To: **MELANIE P. ESTACIO, Ph. D. – OIC-ASDS**
SOLLIE B. OLIVER, J.D., MATE – Chief, SGOD
FRANCIS JUDE D. ALCOMENDRAS, J.D. – AO V
ALELI M. CHIONG, RN, MBA – AO IV, HRMO
MARLYNE T. PAVINO - T-II, ACT PRESIDENT

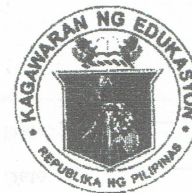
1. Pursuant to the unnumbered Memorandum issued on October 22, 2019 by Evelyn R. Fetalvero, CESO V, Assistant Regional Director, Officer-In-Charge of the Office of the Regional Director, Department of Education, Region XI Office, Davao City, you are hereby directed to attend the **"RECRUITMENT, SELECTION, PLACEMENT (RSP) CAPABILITY BUILDING FOR HUMAN RESOURCE MERIT PROMOTION AND SELECTION BOARD (HRMPSB)"** on **December 9-12, 2019** at Davao City.
2. It is requested that during the capacity building you shall bring a laptop, extension cords and copies of the exiting hiring and promotion guidelines. Further, you are enjoined to confirm your attendance at least one (1) week before the scheduled program. The program will start at 1:00 o'clock in the afternoon of December 9, 2019.
3. All travel and other incidental expenses related to the attendance of the above activity shall be charged to local funds, while board and lodging shall be charged against OSEC funds, subject to the usual accounting rules and regulations.
4. For immediate dissemination and strict compliance.


CRISTY C. EPE, CESE-8
Schools Division Superintendent





Republic of the Philippines
DEPARTMENT OF EDUCATION
REGION XI
Davao City



Address: F. Torres St., Davao City (8000)
Contact/Telefax Numbers: (082) 291-1665/(082) 221-6147

Email: region11@deped.gov.ph
Website: www.depedroxi.ph

DepEd Schools Division of Digos City
RECORDS SECTION



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DATE NOV 04 2019 TIME: 4:28 PM
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MEMORANDUM

To : Schools Division Superintendents/OIC-SDSs
This Region

Subject: RECRUITMENT, SELECTION, PLACEMENT (RSP)
CAPABILITY BUILDING FOR HUMAN RESOURCE MERIT
PROMOTION AND SELECTION BOARD (HRMPSB)

Date : October 22, 2019

Herewith is the Memorandum No. DM-PHRODFO-2019-00853 dated September 27, 2019, from Jesus L.R. Mateo, Undersecretary, Planning and Field Operations, DepEd Central Office, relative to the Recruitment, Selection, Placement (RSP) Capability Building for Human Resource Merit Promotion and Selection Board (HRMPSB) – Region XI, on **December 9-12, 2019** at Davao City.

Anent to this, the following personnel are directed to attend the above activity, to wit:

Participant	Regional Office	Schools Division Office
	Position	Position
Appointing Authority	Regional Director	Schools Division Superintendent
HRMPSB Chairperson	Assistant Regional Director	Assistant Schools Division Superintendent
HRMPSB Members	• Chief of Administrative Division • Chief of Human Resource Development Division • Administrative Officer V – Personnel (HRMO) • Representative of the Accredited Employees Union	• Chief of the School Governance and Operations Division • Administrative Officer V – Administrative Services Section • Administrative Officer IV – HRMO • Representative of the Accredited Employee Union

Empowerment Adaptability Goal-oriented Leadership Excellence

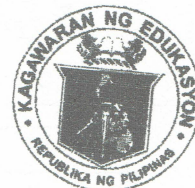
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Document Number : ROXI-114
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Revision Number : 0
Date of Effectivity : July 15, 2019





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The program will start exactly 1:00 p.m. on Day 1 (December 9, 2019), and end at lunch time of Day 4 (December 12, 2019).

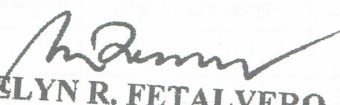
Each SDO is requested to bring the following:

1. Laptop (one per SDO);
2. Extension cords;
3. Copies of existing hiring and promotion guidelines.

Participants are requested to confirm their attendance at least one (1) week before the scheduled program to Ms. Ruby Chanda Crisostomo or Ms. Sarah Bianca Bilag through the HRDD telephone number (02) 470-6630 or email address: bhrod.hrdd@deped.gov.ph, copy furnished hrmodeped11@gmail.com.

All travel and other incidental expenses related to the attendance of the above activity shall be charged to local funds, while board and lodging shall be charged against OSEC funds, subject to the usual accounting rules and regulations.

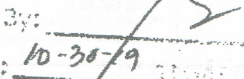
For immediate dissemination and strict compliance.


EVELYN R. FETALVERO, CESO V
Assistant Regional Director
Officer-In-Charge
Office of the Regional Director

Enclosed: As Stated.

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Date: 10-30-19 Time: 10:07
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Empowerment Adaptability Goal-oriented Leadership Excellence

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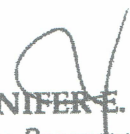
BUREAU OF HUMAN RESOURCE
AND ORGANIZATIONAL DEVELOPMENT

ADVISORY

Please be informed that the regional conduct of the **Recruitment, Selection, Placement, and Induction (RSPI) Capacity Building for Human Resource Management Personnel Selection Board (HRMPSB)**, for which funds covering the venue and board and lodging are to be downloaded to your region/schools division, shall be **rescheduled** to the following dates:

Region	Funds Downloaded To:	New Schedule
Region 1	SDO Pangasinan I	October 22-25, 2019
Region 2	RO 2 Proper	November 5-8, 2019
Region 3	SDO Angeles City	November 11-14, 2019
Region 4A	SDO Manila	November 25-28, 2019
Region 4B	SDO Palawan	November 12-15, 2019
Region 5	SDO Camarines Sur	December 3-6, 2019
Region 6	SDO Guimaras	November 19-22, 2019
Region 7	SDO Tagbilaran City	November 18-21, 2019
Region 8	RO 8 Proper	November 26-29, 2019
Region 9	RO 9 Proper	December 10-13, 2019
Region 10	SDO Bukidnon	January 6-9, 2020
Region 11	RO 11 Proper	December 9-12, 2019
Region 12	SDO General Santos City	January 13-16, 2020
Caraga	RO Caraga Proper	January 7-10, 2020
CAR	RO CAR Proper	October 21-24, 2019
NCR	SDO Quezon City	November 4-7, 2019
BARMM	BARMM	January 14-17, 2020
Central Office	SDO Nueva Ecija	January 21-24, 2020

For your guidance.


JENNIFER E. LOPEZ
Education Program Supervisor
Officer-in-Charge
Office of the Director III, BHROD

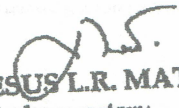


Republic of the Philippines
Department of Education

Tanggapan ng Pangalawang Kalihim
Office of the Undersecretary

MEMORANDUM
DM-PHRODFO-2019-00853

TO: Regional Directors
Schools Division Superintendents
All Others Concerned

FROM: 
JESUS L.R. MATEO
Undersecretary

SUBJECT: Recruitment, Selection, Placement (RSP) Capability Building for Human Resource Merit Promotion and Selection Board (HRMPSB)

DATE: September 27, 2019

The recruitment, selection, and placement (RSP) system is a core component of the overall strategic Human Resource Management system of the Department of Education (DepEd). In 2017, the Human Resource Development Division of the Bureau of Human Resource and Organizational Development (BHRDD-HRDD) began reviewing the Department's RSP system. Since then, a series of national consultations have been conducted in order to meet the following key objectives:

1. review and update the Agency Merit Selection Plan (MSP), the Qualification Standards (QS) for all DepEd unique positions, and the existing hiring and promotion policies; and
2. ensure alignment of the Department's competency-based RSP system with the revised Omnibus Rules on Appointment and Other Human Resource Actions (ORA-OHRA) issued by the Civil Service Commission (CSC) as well as the Philippine Professional Standards for Teachers (PPST), which was officially adopted through DepEd Order No. 42, s. 2017.

In line with the foregoing, a Recruitment, Selection, and Placement (RSP) Capability Building for Human Resource Merit Promotion and Selection Board (HRMPSB) shall be conducted for the ROs/SDOs. The four-day capability building program aims to:

1. orient the appointing authorities and HRMPSB members in all governance levels on the new MSP, QS, and hiring and promotion guidelines for teaching, school administration, related teaching, and non-teaching positions;
2. practice the processes and procedures of RSP through simulation activities; and
3. prepare a comprehensive action plan that applies the principles, processes and procedures of the revised RSP policy of the Department.

BHRDD-HRDD/SBiling

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Department of Education

Tanggapan ng Pangalawang Kalihim
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In this connection, the Regional Directors are requested to ensure the participation of the appointing officers/authorities and members of the HRMP SB of the RO as well as the SDOs under their jurisdiction through the release of the appropriate issuances, travel authority and/or provision of fund support for travel expenses, as necessary. Please refer to the prescribed list of participants in *Annex A*. In addition, the participation of the RSPI National Technical Working Group (NTWG) members listed in *Annex B* is likewise requested. Pursuant to DepEd Memorandum No. 117, s. 2017, the RSPI NTWG members, as developers and subject matter experts of the revised policies, shall serve as resource persons and learning facilitators during the capability building activity. Hence, their participation is critical in the success of the capacity building activities. Details on the venue and dates are as follows:

Batch	Target Region	Date	Venue* <i>*Exact venue to be announced in a separate advisory</i>
1	DepEd Cordillera Administrative Region (CAR)	October 21-24, 2019	Within Baguio City
2	DepEd Region I	October 22-25, 2019	Within Pangasinan
3	DepEd National Capital Region (NCR)	November 04-07, 2019	Within Metro Manila
4	DepEd Region II	November 05-08, 2019	Within Cagayan
5	DepEd Region III	November 11-14, 2019	Within Pampanga
6	DepEd Region IV-B	November 12-15, 2019	Within Palawan
7	DepEd Region VII	November 18-21, 2019	Within Bohol
8	DepEd Region VI	November 19-22, 2019	Within Iloilo
9	DepEd Region IV-A	November 25-28, 2019	Within Metro Manila
10	DepEd Region VIII	November 26-29, 2019	Within Leyte
11	DepEd Region V	December 03-06, 2019	Within Camarines Sur
12	DepEd Region XI	December 09-12, 2019	Within Davao
13	DepEd Region IX	December 10-13, 2019	Within Zamboanga
14	DepEd Region X	January 06-09, 2019	Within Bukidnon
15	DepEd XIII CARAGA Administrative Region	January 07-10, 2019	Within Siargao
16	DepEd Region XII	January 13-16, 2019	Within General Santos
17	DepEd BARMM	January 14-17, 2019	Within General Santos
18	DepEd Central Office	January 21-24, 2019	Within Nueva Ecija

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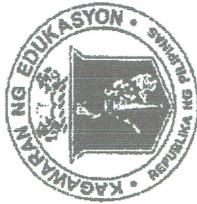
Annex A: List of Participants

DepEd Regional Office and Schools Division Office

	Regional Office	Schools Division Office
Participant	Position	Position
Appointing Authority	Regional Director	Schools Division Superintendent
HRMP SB Chairperson	Assistant Regional Director/s	Assistant Schools Division Superintendent/s
HRMP SB Members	Chief of the Administrative Division Chief of the Human Resource Development Division Administrative Officer V for Personnel (HRMO) Representative of the Accredited Employees Union	Chief of the School Governance and Operations Division Administrative Officer V for the Administrative Services Section Administrative Officer IV (HRMO) Representative of the Accredited Employees Union

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Annex C: Schedule of Activities

Management of Learning Activity		Management of Learning Activity		Management of Learning Activity	
08:00 - 10:00		Module 2: Structure and Processes Session 1: RSP Stakeholders and Roles	Module 2: Structure and Processes Session 5: Hiring and Promotion Policy (Non-Teaching, Related Teaching, School Administration Positions)	Module 3: Integration & Action Planning	
10:00 - 12:00		Module 2: Structure and Processes Session 2: RSP Handbook		Closing Program: Commitment Setting	
01:00 - 03:00	Opening Program: Preparing the Learning Environment Module 1: Principles and Perspectives Session 1: HR Overview Session 2: RSP Rationale and Road Map	Module 2: Structure and Processes Session 3: Behavioral Events Interview (BEI)	Module 2: Structure and Processes Session 6: Hiring and Promotion Policy (Teaching Positions)		
03:00 - 05:00	Module 1: Principles and Perspectives Session 3: DepEd Merit Selection Plan	Module 2: Structure and Processes Session 4: Qualification Standards and Incremental Scales			

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