



## No effort is wasted in instituting Meritocracy and Excellence in Government Service

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I am Jocelyn “Jing” Deco, and I am part of the central personnel unit of the Civil Service Commission assigned to the Department of Education in the National Capital Region (NCR). It is the CSC’s mandate to help uplift the level of the delivery of human resource management services in the whole bureaucracy. To this effect, the Civil Service Commission issued a policy for the gram to Institutionalize Meritocracy and Excellence in Human Resource Management

(PRIME-HRM) covering recruitment performance, learning and development as well as rewards and recognition. PRIME-HRM is a program of the CSC to continuously capacitate agencies in the performance of their human resource management functions, recognize best practices in the various areas of HRM, and serve as a venue for exchange and development of expertise in HRM in the Philippine public service.

The proposed roll-out of PRIME-HRM was to conduct this in all DepEd Offices in the National Capital Region. This covered 20 schools in Manila. The aim of the program was to attract the ‘cream of the crop’. As a result of improved recruitment mechanisms in the public schools, there was increased competitiveness between the private to the public schools, both in the teaching staff and the non-teaching support personnel.

Because we were part of an audit scheme, I had to overcome DepEd’s negative perceptions towards us. Together with Regional Director Castillo of NCR, we explained to the various DepEd offices that what the CSC wanted was a partnership with DepEd, and together we could solve various problems. Tools and mechanisms on how improve DepEd’s services, continuous learning and development for teaching personnel per school such as training sessions, seminars and master’s degrees, and stronger support for the non-teaching personnel were discussed. These included IT solutions for records management and recruitment, and productivity bonuses. Best practices that were previously unrecognised were publicised and shared. The local government also partnered with DepEd in searching for outstanding teachers who excelled in various fields.

The lessons that I’ve learned would be that no effort is wasted if you just keep pursuing excellence in the service. I’m particularly proud of how the Civil Service Commission has evolved over the years. We are taking a more active role now that actually allows us to establish capacity building mechanisms. We are no longer merely the enforcement arm of the Civil Service Commission. I really hope that this productive DepEd-CSC partnership will continue.