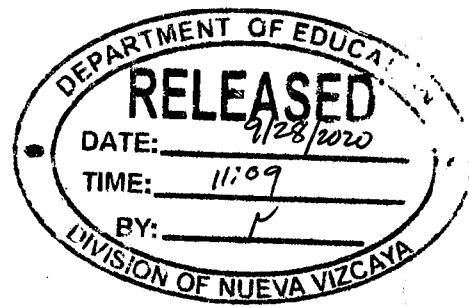




Republic of the Philippines
Department of Education
 REGION II – CAGAYAN VALLEY
 SCHOOLS DIVISION OF NUEVA VIZCAYA



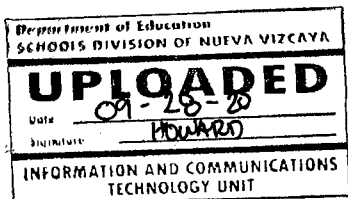
28 September 2020

DIVISION MEMORANDUM
 No. **218**, s. 2020

CORRIGENDUM TO DIVISION MEMORANDUM NO. 66, S. 2020 RE PROGRAM TO INSTITUTIONALIZE MERITOCRACY AND EXCELLENCE IN HUMAN RESOURCE MANAGEMENT (PRIME-HRM) COMPOSITION 2020

To: Office of the Assistant Schools Division Superintendent
 School Governance and Operations Division Chief
 Curriculum Implementation Division Chief
 PRIME-HRM Core Area Chairs and Members
 All others concerned

1. In view of the previous Memorandum, this Office requests the submission of each core's **Action Plan (Maturity Level 3) on or before September 30, 2020** using the templates and other reference materials sent by HRD Section through the SDO-NV PRIME-HRM MOVERS Group Chat last August 3, 2020.
2. Submit the soft copy of your Action Plans to **hrdahavizcaya@yahoo.com** for consolidation and accomplishment of an overall PRIME-HRM Master Plan for 2020.
3. Further, see attached for the revised composition of PRIME-HRM.
4. For information and immediate compliance.



RACHEL R. LLANA PhD, CESO VI
 Assistant Schools Division Superintendent
 Officer In-Charge
 Office of the Schools Division Superintendent

Encl.:
 As stated

References:
 CSC Resolution No. 1200241



Address: Quezon St., Don Domingo Maddela, Bayombong, Nueva Vizcaya
Telephone Nos.: (078) 362-0106, 09171589946
Email Address: nuevavizcaya@deped.gov.ph
Website: www.deped-nv.com.ph

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REVISED COMPOSITION OF PRIME – HRM

Over-all Core Team	Consultant:	Rachel R. Llana PhD, CESO VI	
	Chair:	Mary Julie A. Trus PhD, CESE	
	Members:	Romulo S. Ancheta PhD	
		Evelyn V. Ramos	
		Maritess E. Vidad	
		Atty. Julius Caesar G. Domingo, CPA	
Pink Euria L. Montano			
Recruitment, Selection, Placement and Induction (RSPI)	Chair:	Princes C. Aquitania	
	Co-chair:	Dindo John H. Moreno PhD	
	Members:	Rudy S. Agustin	Maria Licel T. Balico
		Roberto D. Cutillon	Phoebe A. Acojido PhD
		Rubilyn C. Gajo	Rayda Joy C. Calansi
		Erlinda L. Roduta	Marivic C. Bacud EdD
		Razel R. Navarette	Arnel A. Panganiban
		Remedios Panganiban	Eleonor L. Juan
Learning and Development (L & D)	Chair:	Marianne C. Eugenio PhD	
	Co-chair:	Melany M. Asuncion PhD	
	Members:	Julius C. Calangan	Hazel A. Basconcello
		Maria Teresa B. Iglesia	Macrino A. Raymundo EdD
		Yunima T. Batug	Bermelita E. Guillermo PhD
		Gaye D. Castillo	Imelda S. Moreno
		Chester C. Cortez	Josie L. Conde EdD
		Lovely Princess G. Ramos	Arnel Batalla PhD
Performance Management (PM)	Chair:	Rommel S. De Gracia PhD	
	Co-chair:	Noli Mar M. Navarro EdD	
	Members:	Emerson B. Balut, CPA	Orlando D. Vicente PhD
		Merlita C. Padilla PhD	Roger S. Sebastian PhD
		Manuel A. Cariaga	Cesario C. Mariano EdD
		Rudy S. Agustin	Onofre Molina EdD
		Romeo Emmanuel C. Yarcia II	Arlene B. Herrera
		Engr. Caroline Q. Lagula	Dr. Epifania Tumaliuan
	Chair:	Edward M. Santiago	
	Co-chairs:	Maricel S. Franco PhD (For Teaching)	
		Marianne C. Eugenio PhD (For Non-teaching)	



Rewards and Recognition (R & R)	Members:	Roscoe N. Gacusana EdD	Maria Concepcion D. Absalon PhD
		Adelwisa D. Obaña	Lovely Princess G. Ramos
		Jeassel J. Alayu	Nimfa Norie A. Aquino PhD
		Geepee Kelsey E. Vidad	Mona Lisa A. Cabato PhD
		Edgar B. Capuno	Rosie D. Calacala PhD
		Olivia Sta Ines	Dolores A. Catanauan PhD
		Marilou C. Roderos	

*shaded parts refer to the color code of documents' cover page/s per core

PRIME-HRM MATURITY LEVELS ACROSS FOUR CORE AREAS

Maturity Level 1 Transactional HRM	Maturity Level 2 Process-Defined HRM	Maturity Level 3 Integrated HRM	Maturity Level 4 Strategic HRM
Processes are usually ad hoc	Processes are attuned to the Agency's requirements	Quantitative objectives are used to measure the quality and performance of process for continuous improvement	Focuses on continually improving process performance through both incremental and innovative improvements
Some processes are characterized by projects and are often reactive	Programs are performed and managed according to documented processes	HR partners with the Agency leadership to drive HR systems in order to support the agency's business needs	Has quantitative process improvement objectives which are regularly updated to reflect changes in Agency objectives; used to manage process improvements
Often produces services and outputs that work but frequently exceed prescribed timelines Success depends on the competence of people, and not by using proven processes	Some processes are proactively managed through the use of automated systems, but the integration of data is not fully in place	Quality and process performance measures are used to support data-driven decision-making Has developed an HR Management Toolkit	HR helps to drive agency business decision on people, data, and insight HR strategy is part of Agency strategy



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