

## GSIS Competency Framework now in place

GSIS Competency Framework (CF), a structure for organizing a set of competencies that impact the quality of employees' work, is now in place.

Competencies are specific knowledge and skills applied within an occupation or industry level in accordance with set standards.

CF is the starting point in developing competency-based human resource programs and systems. It is grouped into three, namely, Core, Organizational, and Technical.

The Core Competency Category pertains to GSIS's values, mission, strategy, and organizational core capabilities that should be possessed by all employees.

The Organizational Competency Category focuses on those that are critical to the level and role of various rank and file, middle management and executive positions.

The Technical Competency Category refers to specific knowledge and skills related to the function of the unit where a position belongs.

GSIS CF is being implemented per Board Resolution No. 21-2015 and in response to the Civil Service Commission's call for a customized CF.

The CF provides a clear direction for developing competencies that are valued by GSIS and ensures that individual professional training and development is directly linked to the needs of the organization.

## DENR certifies GSIS's compliance with National Greening Program

The Department of Environment and Natural Resources (DENR) certified in February that GSIS has satisfactorily complied with the government's National Greening Program (NGP).

In 2011, President Benigno Aquino enjoined government agencies in a massive forest rehabilitation program via

Executive Order No. 26 or the NGP.

The GSIS NGP Oversight Committee responded by holding tree-planting activities in 2012. Soon after, the activities were replicated in the GSIS branch offices.

In 2014, GSIS entered into a tripartite agreement with

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## GSIS Adopt-a-School Program assists public schools

GSIS, through its 2014 Adopt-a-School Program (ASP), turned over its assistance to select public schools in the country.

In NCR, Rosauro Almario Elementary School Annex – Isla Putting Bato in Tondo, Manila received two stainless water tanks. Its classrooms' interior and exterior walls also

got a fresh coat of paint; its sewer pipes and toilets were unclogged; and the restrooms installed with new faucets, tiles and pipes. Pedro Tuazon Elementary School in Cubao, Quezon City were installed with barbed perimeter fences while Tanza National High School in Cavite was refurbished with new steel windows and door grills.

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