



HR Currents

GALING ng GSIS to recognize exemplary employees

The Gawad LINGkod ng GSIS (GALING ng GSIS) is now in place to pay tribute to exemplary achievements of GSIS executives and employees.

GALING ng GSIS is categorized into awards and incentive. The former consists of GALING Kawani, GALING Sangay, and GALING Pagbabago. GALING Karunungan is the lone category under incentive.

Employees may nominate their deserving staff or colleague. Awardees will receive certificates and cash reward.

This latest GSIS awards and recognition system has been realigned with the Civil Service Commission Program on Awards and Incentives for Service Excellence. For more details, check out PPG 294-15. (CIBP)

Cross-training guidelines issued

Employees will now have opportunities to move across jobs, gain valuable insights, and broaden their exposure to various works in GSIS through the GSIS Cross-Training Program. PPG No. 290-15 provides detailed information on how to go about it. (PALT)

Employee development program created

The Employee Development Program (EDP), a holistic approach in providing employees with developmental interventions in different stages of their career in GSIS, has been created via PPG 289-15. The new program covers all permanent, temporary, and coterminous officers and employees of GSIS. The PPG replaces PPG 245-13 (Interim Policy on Training and Development). (CIBP)

New program to develop future leaders

The GSIS Leadership Development Program has been approved to identify and develop high performing and high potential employees, based on the principle of "acceleration pool", to become GSIS's future generation of leaders. See PPG 291-15 for more details. (WRLL)

New overtime policies implemented

The GSIS is now implementing new policies on rendering overtime services under PPG 287-15.

Permanent, contractual, temporary, or coterminous GSIS employees who have no representation and transportation allowance are entitled to overtime pay, provided they did not report late for work or incur undertime.

New overtime pay computation is now higher by 36% on regular work days than the old formula, while those that rendered work on Saturdays, Sundays, and holidays, by 57%.

Every minute of overtime work rendered is now accounted and paid. For instance, if employees timed out at 7:35 p.m., they will receive the corresponding pay for 2 hours and 5 minutes. Under the old policy, where overtime work is paid in multiples of 15 minutes, only 2 hours are paid. (CIBP)

Recruitment exam policies for rank and file revised

A number of policy shifts on the recruitment examination for the rank and file have taken shape under Board Resolution No. 98 signed last July 9.

One of such changes is the conduct of a written qualifying examination every six months for rank-and-file employees who desire to be included in the roster of eligible candidates from which the most qualified may be readily selected once a vacancy occurs. This semiannual examination, which will be held regardless of whether a vacancy exists or not, is in addition to the recruitment examination conducted to fill up current vacant positions.

Further, under this policy, examinees who failed the examination may now retake the same after six months. Previously, a retake was only allowed one year after the first take.

Another policy revision put in place is the process of screening eligible internal candidates for promotion to SG 12-15 and 16-18 positions. Internal applicants who have passed the examination and obtained at least a Very Satisfactory rating in the period immediately preceding the application for promotion

shall be prioritized and evaluated first. After all the candidates from the first category have been considered, those who got a "semipassed" score in the examination and obtained at least two Very Satisfactory performance ratings within the last four rating periods prior to the application for promotion shall be evaluated. A "semipassed" score is equivalent to a raw score of 48-51 in Level 2. In case no one from the first two categories gets considered, those who passed the examination and obtained a performance rating of Satisfactory in the period immediately preceding the application for promotion shall be evaluated. The list of candidates under these categories shall be forwarded by HRO to the functional groups.

For external applicants who will take the Level 2 recruitment exam and those who took it before, the passing score has been adjusted to 54. Those who met this score shall be notified by the HRO. If they will apply again for a Level 2 position, they are no longer required to retake the exam. For internal applicants, the passing score for Level 2 remains at 52.

The details of revised policies are in the HRO advisory. (MIDT)

Top 12 facilitators in FGD Workshop



Twelve employees topped the Focus Group Discussion (FGD) Facilitators' Workshop held at the GSIS Head Office in Pasay City last July 2-3. They are (from left) Edwin S. Alconera (Davao), Nita Flor F. Patiag (Bataan), Kristine N. Aurelio (Tagum), Maria Victoria M. Macatangay (Quezon City), Josephine F.

Reyes (Kidapawan; sixth), (eight to fourteenth) Romana A. Lacaba (Tacloban), Geil F. Lepiten (Bohol), Senia G. Mariveles (NCR 1), Christina Marie P. Legaspi, (Bacolod), Rona T. Ferraris (Iloilo), Reynaldo M. Macario (Zamboanga), and King D. Buencamino (Naga). A total of 83

Head Office and branch office employees were deployed to conduct a customer feedback survey (CFS) and FGDs this year. First implemented in 2014, the CFS-FGD gathers feedback on GSIS's policies, programs, communication efforts, and service responsiveness from stakeholders. (WADC)

Employees trained as brand ambassadors

Over 1,000 head office and branch office employees have attended *Mikropono* to date. The Board-directed corporate awareness seminar equips participants with information on GSIS's programs, policies, and services. Right photo shows participants brainstorming for their presentation during the *Mikropono* held at the Pampanga Branch Office last April 25. *Mikropono* sessions for employees in Palawan, Bataan, Cabanatuan, Quezon City and Pasig will also be held within the year.



500 GSIS employees run for cause



Over 500 GSIS employees participated in the Civil Service Commission's R.A.C.E. to Serve V Fun Run last September 12 at the Quirino Grandstand in Manila. Organizers estimated that 21,000 government employees joined to support the activity. The race is part of the celebration for the 115th Philippine Civil Service Anniversary. Proceeds will go to the *Pondong Pamanang Lingkod Bayan*, an endowment fund for families of public servants who died in the line of duty. PGM Vergara (extreme left) is shown with actor Dingdong Dantes giving the starting signal for the five kilometer category.

GSIS volunteers for coastal cleanup

Around 60 GSIS employees volunteered in cleaning the Manila Bay of trash and rubbish last September 19. The activity was in observance of the 30th anniversary of the International Coastal Cleanup. It aims to increase environmental care and promote recycling. GSIS partnered with SM Mall of Asia, City Government of Pasay, Department of Environment and Natural Resources, Philippine Coast Guard, and Ocean Conservancy. GSIS fosters environmental awareness and encourages employees to participate. Some 37 teachers from different schools in the country also joined the activity.

