

Republic of the Philippines  
**CIVIL SERVICE COMMISSION**



MC NO. 9, s. 1998

**MEMORANDUM CIRCULAR**

TO : ALL HEADS OF DEPARTMENTS, BUREAUS AND AGENCIES OF THE NATIONAL AND LOCAL GOVERNMENT, INCLUDING GOVERNMENT-OWNED AND CONTROLLED CORPORATIONS AND STATE COLLEGES AND UNIVERSITIES

SUBJECT : **BREAKTHROUGH 21: TRAINING PROGRAM FOR HRMOs**

The Civil Service Commission is undertaking the Project "Breakthrough 21: A Program for Better Governance Through Improved Human Resource Management" which advocates continuous and sustained interventions to develop and empower the government's human resources. Among the Project strategies are the improvement of human resource management systems and the establishment of a core of professional human resource management officers (HRMOs) in the public sector.

Under CSC Resolution No. 97-3971, the Commission enjoined the agencies to support the training needs assessment activities of the Project. The training needs assessment process is now completed and inputted in the development of the Project outputs, one of which is a Training Program for HRMOs which will equip them with basic and advanced skills in HRM work. The training shall be jointly conducted by the CSC and an academic training institution.

In this regard, pursuant to CSC Resolution No. 98-0561 dated March 17, 1998, the Commission hereby enjoins your support, including that of the Regional Council of Personnel Officers, for the successful conduct of the trainings, by nominating two (2) HRMOs from each agency with the following qualifications:

- 1) holder of HRMO IV or V position;
- 2) must be a permanent employee;
- 2) must not be retiring within the next five (5) years.

Attached is an information sheet to be accomplished by nominees which shall serve as the major basis for acceptance. All nominations must be submitted to the Civil Service Commission not later than April 30, 1998. For inquiries, please call the Breakthrough 21 Project Management Office at Tel. Nos. 9317987 or 9317935 local 218.

The cooperation of all concerned is hereby enjoined.

  
CORAZON ARANA G. DE LEON  
Chairman

March 18, 1998  
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Republic of the Philippines  
**CIVIL SERVICE COMMISSION**



**BREAKTHROUGH 21: Training Program for HRMOs**

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RESOLUTION NO. 980561

WHEREAS, the Civil Service Commission is undertaking the Project "BREAKTHROUGH 21: A Program for Better Governance Through Improved Human Resource Management" which advocates continuous and sustained interventions to develop and empower the government's human resources. Among the Project strategies are the improvement of human resource management (HRM) systems and the establishment of a core of professional human resource management officers (HRMOs) in the public sector;

WHEREAS, under CSC Resolution No. 97-3971 the Commission enjoined the agencies to support the training needs assessment activities of the Project;

WHEREAS, the training needs assessment process has been completed and has been considered in the development of the Project outputs;

WHEREAS, one of the outputs of the project is a Training Program for HRMOs which will equip them with basic and advanced skills in HRM work. The training shall be jointly conducted by the CSC and an academic training institution;

NOW, THEREFORE, the Commission resolved, as it hereby resolves, to enjoin the support of all government agencies, including the Regional Council of Personnel Officers, to nominate participants with the following qualifications:

- 1) holder of HRMO IV or V position;
- 2) must be a permanent employee;
- 3) must not be retiring within the next five (5) years.

Resolves further that all nominations must be submitted to the Civil Service Commission not later than April 30, 1998.

Quezon City, MAR 17 1998

  
CORAZON ALMA G. DE LEON  
Chairman

  
THELMA P. GAMINDE  
Commissioner

  
JOSE F. ERSTAIN, JR.  
Commissioner

Attested by:  
  
CARMENCITA GISELLE B. BORILLO  
Board Secretary