

PROGRAM PROFILE

**OFFICE: PROVINCIAL HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT OFFICE
(PHRMDO)**

**Title: PROGRAM ON AWARDS AND INCENTIVES FOR SERVICE EXCELLENCE (PRAISE)/REWARDS
AND RECOGNITION**

Location: Provincial Government of Benguet, Poblacion, La Trinidad, Benguet

OBJECTIVES:

1. Empower, motivate, encourage and recognize exemplary performances, efforts, talents, contributions and services of all female and male employees including persons with disability (PWD's) members of the LGBTQ+ regardless of age, status and position in the agency for improved employee engagement, morale and retention resulting to effective and efficient government operations.
2. Acknowledge the participation of all employees in the program regardless of sex, gender, physical impairment or disability, age, civil & employment status, political affiliation, religion or sexual orientation (equal opportunity principle) in excelling in their own career through a fair and just rewards and recognition program/ system.
3. Determine reasonable awards to be given to all employees and develop criteria that is inclusive and non-discriminatory to all employees especially to women with special circumstances e.g. single or solo parents, employees who are members of the LGBTQ+ community or employees who are classified as persons with disabilities (PWD).

RATIONALE/JUSTIFICATION:

The most important asset in an organization is the human resources. Human resources pertain to the workforce composing of diverse personalities, abilities, competence and potential of both female and male employees united to meet the mission-vision and goals of the agency. The Civil Service Commission (CSC) is known to be the central human resource management and development agency in the Philippines. The said agency, being compliant to mandates on Gender and Development (GAD) adheres and advocates it through its Program to Institutionalize Meritocracy and Excellence in the Civil Service (PRIME-HRM). The agency through the said program assesses and awards the maturity levels of all Human Resource Core Areas in all government agencies including the Provincial Government of Benguet namely: 1) Recruitment, Selection and Placement (RSP), 2) Performance Management (PM), 3) Learning and Development (L&D) and 4) Rewards and Recognition (R&R). All of the four (4) HR core areas promote the **equal opportunity principle** in all processes and systems of Human Resources in the government sector. In June 17, 2019, the Provincial Government was recognized/accredited by the Civil Service Commission (CSC) in two HR core areas and fortunately, **Rewards and Recognition** was one of them.

Rewards and Recognition is a fundamental part of employee motivation in generating higher levels of performance. Enhancing and implementing this program will help increase employee engagement, increase retention, and help create a more positive overall work environment. The system

of rewards and recognition in the Provincial Government of Benguet has improved through the years. Criteria for awards were becoming more inclusive and non-discriminatory and female employees who compose most of the workforce in the Provincial Government of Benguet regardless of their circumstances are more empowered, recognized and appreciated because they qualify based on their exemplary behavior, merit, performance and competence. Through the improved process and system of rewards and recognition, gone are the days where only men were considered as competent in the civil service and in the workplace in general.

Due to issues such as lack of opportunities for career advancement/promotion and work related stress due to additional workloads and continuing biases and discrimination and decreasing employee morale and motivation among employees especially women, the organization through its Program on Awards and Incentives for Service Excellence (PRAISE) Committee, and the Provincial Human Resource Management and Development Office (PHRMDO), continues to plan and implement the Rewards and Recognition program to address such issues.

EXPECTED OUTPUTS:

- Increased employee value, engagement, motivation and retention
- Encouraged friendly and equal competition among all employees: males & females who are given equal and fair opportunities to be nominated for specific awards
- Improved productivity for both female and male employees
- More empowered/inspired personnel especially female/women employees, persons with disability (PWD's) members of the LGBTQ+ regardless of age, status and position.

IMPLEMENTING SCHEDULE: CY: 2025

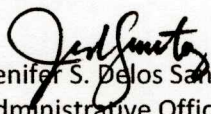
3rd & 4th Quarter

TOTAL AMOUNT: P 4,750,000.00 (Proposed budget for the program)

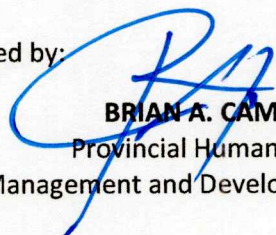
IMPLEMENTING OFFICE:

Provincial Human Resource Management and Development Office in coordination with the Program on Awards and Incentives for Service Excellence (PRAISE) COMMITTEE

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Submitted by:


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