|    | COMPETENCIES   | Dir.     | Mun. Health Officer | Docto the Ba | Dev Mgt Off | Med Off | Hith Prog Officer | Nurse | Pub Hith Nurse | Den-tist | Pharm | Ento-mgst | tic Off | HP Reschr     | Med. Tech.    | Mid-wife | Sta- ti'n | San. Ins. | Bgy. HW | Nurs Attndt | Med Asst | Dent Aide | Sani Aide | Data Enc. | Maint, Care Taker | Agy Nut Sch | Lab Aide  | Adm Aide | Service Court |
|----|--|----------|---------------------|--------------|-------------|---------|-------------------|-------|----------------|----------|-------|-----------|---------|---------------|---------------|----------|-----------|-----------|---------|-------------|----------|-----------|-----------|-----------|-------------------|-------------|-----------|----------|---------------|
|    | CORE COMPETENCIES  |          |                     |              | _           |         |                   |       | _              |          |       |           |         | _             | _             | _        | _         | _         |         |             | _        |           | _         |           |                   | _           |           |          | 1             |
| 1  | Exemplifying Integrity   | 4        | 4                   | 4            | 3           | 3       | 3                 | 3     | 3              | 3        | 3     | 3         | 3       | 2             | 2             | 2        | 2         | 2         | 2       | 2           | 2        | 2         | 2         | 2         | 2                 | 2           | 1         | 1        | đ             |
| 2  | Professionalism  | 4        | 4                   | 4            | 3           | 3       | 3                 | 3     | 3              | 3        | 3     | 3         | 3       | 2             | 2             | 2        | 2         | 2         | 2       | 2           | 2        | 2         | 2         | 2         | 2                 | 2           | 1         | 1        | -             |
| -  | Service Excellence   | 4        | 4                   | 4            | 3           | 3       | 3                 | 3     | 3              | 3        | 3     | 3         | 3       | 2             | 2             | 2        | 2         | 2         | 2       | 2           | 2        | 2         | 2         | 2         | 2                 | 2           | 1         | 1        |               |
|    | ORGANIZATIONAL COMPETENCIES  |          |                     | HO.          | -           |         |                   |       | 2              |          | -     |           |         |               |               |          |           |           |         |             |          |           | lie.      | _         |                   | 000         | -         |          | -             |
| 1  | Effective Communication Skills   | 4        | 4                   | 4            | 3           | 3       | 3                 | 3     | 3              | 3        | 3     | 3         | 3       | 2             | 2             | 2        | 2         | 2         | 2       | 2           | 2        | 2         | 2         | 2         | 2                 | 2           | 1         | 1        | ī             |
| -  | Effective Interpersonal Skills   | 4        | 4                   | 4            | 3           | 3       | 3                 | 3     | 3              | 3        | 3     | 3         | 3       | 2             | 2             | 2        | 2         | 2         | 2       | 2           | 2        | 2         | 2         | 2         | 2                 | 2           | 1         | 1        | -             |
| 3  | Organizational Awareness and Commitment  | 4        | 4                   | 4            | 3           | 3       | 3                 | 3     | 3              | 3        | 3     | 3         | 3       | 2             | 2             | 2        | 2         | 2         | 2       | 2           | 2        | 2         | 2         | 2         | 2                 | 2           | 1         | 1        |               |
| 4  | Promoting Innovation   | 4        | 4                   | 4            | 3           | 3       | 3                 | 3     | 3              | 3        | 3     | 3         | 3       | 2             | 2             | 2        | 2         | 2         | 2       | 2           | 2        | 2         | 2         | 2         | 2                 | 2           | 1         | 1        |               |
| -  | LEADERSHIP COMPETENCIES  | 100      | Bul                 | line.        | -           |         | 250               | N. I  |                |          | 100   |           |         | - 1           | -             | -        | *         |           | (C-3)   |             |          |           | 100       |           | 800               |             | -         | *        | 4             |
| 1  |  | 4        | 4                   | 3            |             |         |                   |       |                |          |       |           |         | _             | _             | _        | _         | -         |         |             |          |           | _         |           |                   |             |           | _        | 1             |
| -  | Building Collaborative and Inclusive Relationship  | 4        | 4                   | -            |             |         |                   | Н     | Н              | -        |       |           |         | +             | -             |          | -         | -         |         | _           | H        |           |           |           | Н                 | Н           |           | H        | 4             |
| _  | Leading Change   | 1000     | EG.                 | 3            |             |         |                   | Н     |                | Н        |       |           |         |               | -             | -        | -         |           |         |             |          |           | -         |           | Н                 | $\vdash$    | $\square$ | -        |               |
| 3  | Managing Performance and Coaching for Results  | 4        | 4                   | 3            |             |         |                   |       |                |          |       | 8         |         |               | -             |          |           |           |         |             |          |           |           |           |                   | Н           |           | -        |               |
| 4  | Thinking Creatively and Strategically  | 4        | 4                   | 3            |             |         |                   |       |                |          |       |           | 10      |               |               |          |           |           |         |             | L        | L         |           |           |                   | ш           | Ш         | L        |               |
|    | TECHNICAL COMPETENCIES   | L        | _                   |              |             |         |                   |       |                | _        |       |           | -       | _             |               | _        | _         | -         |         |             |          |           | 100       |           |                   |             |           | -        |               |
| 1  | Achieving High Standard  |          |                     | 4            |             |         |                   |       |                |          |       |           |         |               |               |          |           |           |         |             |          |           |           |           |                   |             |           | L        |               |
| 2  | Advocating Public Health   |          | L                   |              |             |         |                   |       |                | 3        |       |           |         |               | _             |          |           |           |         |             | L        |           |           |           |                   |             |           | L        |               |
| 3  | Building Relationship with Stakeholders  | 4        |                     | 4            |             | 3       | 3                 |       | 3              |          |       |           | 2       |               |               | 2        | 1         | 2         |         |             |          |           |           |           |                   | 3           |           | L        |               |
| 4  | Case Management  |          | 4                   |              |             |         |                   |       |                |          |       |           |         |               |               |          |           |           |         |             |          |           |           |           |                   |             |           |          |               |
| S  | Communicating and Listening  |          |                     |              |             | 3       |                   |       |                |          |       |           |         |               |               |          |           |           |         |             |          |           |           |           |                   |             |           |          |               |
| 6  | Communicating Technical Information  |          | Г                   |              |             |         |                   | П     |                |          |       | 3         |         | 2             |               |          | 1         |           |         |             |          |           | 100       |           |                   | П           |           | Г        | Ī             |
| 7  | Computer Literacy  |          | Г                   |              |             |         |                   | П     | П              |          |       |           |         |               |               | $\neg$   | 1         |           |         | 2           | 2        | 2         | 7         | 2         |                   | П           | П         | Г        |               |
| 8  | Conflict Resolution  | 4        |                     |              |             | -       | 7                 |       |                |          |       |           |         |               |               |          |           |           | -       |             |          |           |           |           |                   |             |           | Г        |               |
| 9  | Continuous Learning  |          |                     | 4            |             |         |                   |       |                |          |       |           |         |               | $\exists$     |          |           |           |         |             | Н        |           |           |           |                   | П           | П         | Т        | i             |
| 10 | Data Gathering and Analysis  |          |                     |              |             |         |                   |       |                | П        |       |           |         | 2             |               | $\neg$   |           |           |         |             |          |           |           |           |                   | П           |           | Т        | i             |
| 1  | Data Management  | $\vdash$ | $\vdash$            |              |             |         |                   | Н     | Н              |          |       |           |         | 2             | $\dashv$      |          |           |           |         |             | Н        |           |           |           |                   | Н           | Н         | Н        | -             |
| 2  | Decision Quality   |          | $\vdash$            |              |             | 3       |                   |       |                |          |       |           |         |               | -             |          |           |           |         |             | Н        |           |           |           |                   | Н           | Н         | H        |               |
| 13 | Driving and Transportation Proficiency   | Н        | Н                   |              |             |         |                   | Н     | Н              |          |       |           |         | +             | $\dashv$      | $\dashv$ |           |           |         |             | Н        |           |           |           | Н                 | Н           | Н         | Н        |               |
| 4  | Developing Personal and Organizational Capability  | Н        | 4                   |              | Н           |         |                   | Н     | Н              | Н        | Н     |           | н       | +             | -             | $\dashv$ | -         | -         | Н       | Н           | Н        |           |           |           |                   | Н           | Н         | Н        |               |
| 5  | Financial Acumen   | H        | 100                 |              |             |         | 3                 |       | Н              | -        | -     | -         | -       | +             | $\dashv$      | -        |           | -         |         |             | H        |           | -         |           |                   | Н           |           | -        |               |
| -  | - Control of the Cont | 4        | H                   |              |             | Н       | 3                 | Н     | Н              | -        | -     | -         | -       | -             | -             | $\dashv$ |           | -         |         | _           | H        | -         |           |           | Н                 | Н           | Н         | H        |               |
| 6  | Government Accounting and Budgeting  |          | H                   | H            | Н           | Н       |                   | Н     | Н              | -        | _     |           |         | $\rightarrow$ | $\rightarrow$ | -        | -         | -         | Н       | _           | H        |           | -         | Н         |                   | Н           | Н         | H        |               |
| 7  | Government and Departmental Policies & Procedures  | 4        | _                   |              |             |         |                   |       |                | _        |       | _         | 3       | _             | -             | _        |           | -         |         |             | L        |           | -         |           |                   | Н           | Ш         | -        | _             |
| 8  | Implementing Health Policies and Regulations   | 4        | 4                   | 4            |             | 3       |                   | 3     | 3              |          | 3     |           | 3       |               | _             |          | 3         | _         |         |             | L        |           |           |           |                   |             | Ш         | L        | _             |
| 9  | Management Acumen  | 4        | L                   |              |             |         |                   | 3     |                |          | 3     |           |         | 2             | _             | _        |           |           |         |             |          |           |           |           |                   |             |           | L        | _             |
| _  | Managing Work  | L        | L                   |              |             |         |                   |       |                |          |       |           |         |               |               |          |           |           |         | 2           |          |           | 2         |           | 2                 |             | 3         | 3        | į             |
| 1  | Operating Medical Machines, Equip. & Tools   |          |                     |              |             |         |                   |       |                |          |       |           |         |               | 3             |          |           |           |         |             |          |           |           |           |                   |             |           | L        |               |
| 12 | Organizing Communities   |          |                     |              |             |         | 3                 |       |                |          |       |           |         |               |               |          |           | 9         |         |             |          |           | 9         |           |                   |             |           | L        | į             |
| 3  | Project/Program Planning and Management  |          | 4                   | 4            | 3           | 3       | 3                 | 3     |                |          |       | 3         | 2       |               |               |          |           |           |         |             |          |           |           |           |                   |             |           |          | Ī             |
| 4  | Providing Support and Services   |          | Г                   |              |             |         |                   |       |                |          |       | 6         |         |               |               |          |           |           |         | 2           | 2        | 2         | 2         | 2         | 2                 | 2           |           | 3        | į             |
| 15 | Records Management   |          |                     |              |             | 8       |                   |       |                | 3        | 3     | 3         |         | 3             | 3             | 2        | 8         | 8         | 2       |             | 2        | 1         | 2         | 2         |                   | 2           | 1         |          |               |
| 16 | Research and Analysis  |          |                     |              |             |         |                   |       |                |          | 3     |           |         | 2             |               |          |           |           |         |             |          |           |           |           |                   | П           |           |          |               |
| 17 | Resilience   |          |                     |              |             |         |                   |       |                |          |       |           |         |               |               |          |           |           |         |             |          |           |           |           |                   | П           |           | Г        |               |
| 18 | Respecting and Caring for Patients   |          | 4                   | 4            |             | 3       |                   |       | 3              | 3        | 3     |           | П       |               | 3             | 2        |           |           | 2       |             |          | 2         |           |           |                   | П           |           |          | i             |
| 19 | Risk Management  | 4        | 4                   | 4            | 3           |         |                   |       |                |          | 3     |           |         |               |               |          |           |           |         |             |          |           | Г         |           | Н                 | Н           |           | H        |               |
| 10 | Safety Awareness   | ۲        | f                   |              | -           |         |                   | Н     |                |          | 3     |           |         |               | +             |          |           | 3         |         |             |          |           | -         |           | 3                 |             | 1         | Н        |               |
| li | Scientific Research for Health /Medical Staff  | -        |                     | -            | 4           |         |                   | Н     |                |          | -     |           |         |               |               |          |           | -         |         |             |          |           | -         |           |                   |             |           | -        |               |
| 12 | Statistical Research for Health  | -        |                     |              |             |         |                   | Н     |                |          |       |           |         | 2             |               |          | 1         |           |         |             |          |           | -         | Н         | Н                 | $\vdash$    | Н         | H        |               |
| -E | Technical Consulting   | 4        |                     |              | 3           | 3       | 3                 | 3     | 3              | 3        | 3     | 3         | 2       | 2             | -             |          | 3         | -         |         |             |          | -         | -         |           | Н                 | $\vdash$    |           | -        |               |
| 12 |  |          |                     |              |             |         |                   |       |                |          |       |           |         | 4             |               |          | 3         |           |         |             |          |           |           |           |                   |             |           |          |               |
| _  | Technical Consolong  | -        |                     |              |             |         | 3                 | -     |                |          |       |           |         |               |               |          |           |           |         |             | -        |           | $\vdash$  |           |                   |             |           |          | ĭ             |