

Orientation Meeting of Newly Hired Employees of DENR-PENRO Cotabato

The DENR-PENRO Cotabato held an orientation meeting for newly hired employees from August 9-10, 2016 at Elai Resort Hotel, Paco Kidapawan City as the result of Executive Order 366 or otherwise known as the Government Rationalization Program issued on October 2004. The said orientation was attended by 74 newly hired employees of DENR-PENRO Cotabato. It aims to reinforce the participant's understanding on the importance of Values Orientation as well as enhancing their knowledge on how to become effective employee.

During the Orientation, Chairpersons from different divisions of DENR-12 gave presentations of protocol about Administrative Policies and Procedures of DENR, Organizational Structure, Financial Matters, Human Resource Management, Employee's Union/Cooperative and Good governance.



Forester Vicente Y. Curtiz, the Chief of Planning and Management Division of DENR-12 as the first speaker told the employees that this orientation is a “critical” meeting and he encouraged to understand the importance and the core value/functions of this organization. He also intensely added this statement to the staff, not only to learn, but to comprehend the intended meaning as it will conduct and accomplish the aim of DENR.

During the presentation of Bai Mariam K. Sabdullah, the Administrative Division Chief of DENR-12, she urged the employees to “show up positive attitude at all time in the working position and become a solution to the problem and not the root of the problem”. She also explained and traced the limits of authority at various strata of management from top to bottom within the organization. With her last statement, she gave special importance on the Omnibus Rules Implementing Book V of EO 292 also known as Omnibus Rules on Leave. She emphasized the privileges and conditions of an employee regarding on their leave.

Finance Division Head of DENR-12, Ms. Marilyn G. Baldonado, presented the COA Rules and Regulations and Mandatory Salary deductions. She gave more importance the old process of downloading NCA (Notice of Cash Allocation) and NTA (Notice of Transfer Allocation) as it was released from DBM (Department of Budget and Management).



In order to gain a complete knowledge of all newly hired employees, Forester Lary P. Curias delivered his presentation concerning DENR12 Cooperative and Employees Union. He explained the importance of creating a union and cooperative. He said that the employees must be cognizant of their rights and obligations prior to legality. “It’s always been the mandate to ensure that newly engaged employees were given adequate trainings and seminars to enable them to do their job well, Curias stated.

Participants of the said orientation had actively taken part in the whole training duration and lectures, discussion were just some of the actions initiated with the participation of the attending employees.