



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY

DIVISION MEMORANDUM
No. 355, s. 2022

March 15, 2022

**RECONSTITUTED COMPOSITION AND FUNCTIONS OF THE
PERSONNEL DEVELOPMENT COMMITTEE (PDC)**

To: Assistant Schools Division Superintendent
Division Chiefs
Public Schools District Supervisors
Education Program Supervisors
All Public School Heads
All Public School Teachers
All Program Holders
All SDO Personnel

1. The implementing rules of EO 292 series of 1987 on the Civil Service Law states under Rule VIII Section 14 that "A Personnel Development Committee shall be established in each Department or agency which shall provide support functions to management in selection of agency to training development and scholarship programs in accordance with existing civil service policies and standards".
2. Pursuant to Civil Service Commission Memorandum Circular Number 10 series 1989, the Personnel Development Committee (PDC) of the Department was established with the issuance of Administrative Order Number 42 series 1989. The PDC, herein referred to as the Committee, was reconstituted by virtue of Special Order Number 201 series 2002 with the end in view of enhancing its functions.
3. The field is hereby informed of the Reconstituted Composition of the Personnel Development Committee (PDC) and PDC Secretariat of this Division, to wit:

Chairperson: Cristy C. Epe

Vice Chairperson: Basilio P. Mana-ay, Jr.

Chiefs of Training: Sollie B. Oliver and Beverly S. Daugdaug

Members:

1. Ida I. Juezan
2. Helen Casimiro
3. Peter-Jason C. Senarillos
4. Ronald B. Dedace
5. Airon Alejandro
6. Cherrie Anne B. Bohol
7. Julie Anne P. Ampa
8. Cherry Rossette E. Oliva
9. Jessica Lucero
10. Neil Bongcayao
11. Clarence Pillerin
12. Ferna REnira T. Alde
13. Noreliza A. Misal
14. Francis Jude D. Alcomendras
15. Education Program Supervisors (by invitation)



Secretariat:

1. Ruben Evarretta
2. April Alcala

4. Specifically, the PDC shall:

- Determine the training fees, amount of honorarium for resource person services, and other training-related expenses. All expenditures for that purpose shall be subject to the usual accounting and auditing rules and regulations;
- Authorize the attendance of agency personnel in trainings, seminar-workshops, conventions, conferences, symposia, and for a sponsored by non-governmental organizations or private institutions;
- Authorize the availment of external service providers in conducting in-house learning and development programs;
- Recommend L&D policy improvements;
- Develop and/or implement guidelines for the selection of nominees for L&D and scholarship programs, in accordance with DepEd policies;
- Review and approve L&D plan;
- Review and approve designs and learning resource packages for L&D programs;
- Track progress of L&D program delivery;
- Ensure that L&D QATAME processes, procedures and reporting are implemented;
- Ensure that L&D opportunities are equitably distributed and are awarded to deserving employees considering such factors as length of service, performance level, learning and development needs and when necessary, status of appointment; and
- Ensure that there shall be no discrimination in the selection of candidates on account of the following:
 - age,
 - age shall not be a basis for participation in Learning and Development activities unless it is intended by the objectives of the training. Provisions shall be available for personnel who have special needs due to their advanced age;
 - gender,
 - in line with Republic Act 9710, the Magna Carta of Women, the participation and representation of women, as well as the provision of equal opportunities shall be ensured. Equal access to trainings, career advancement and leadership positions shall be open to women;
 - persons of different sexual orientation, gender identity, and gender expression (SOGIE) shall not be discriminated;
 - civil status,
 - civil status shall not be a consideration in the selection of participants to activities;
 - disability,
 - the rights of Persons With Disabilities (PWD) shall be protected in adherence to the provisions of Republic Act 7277, also known as the "Magna Carta of Disabled Persons". Their special needs for mobility shall be considered as provided for in Batas Pambansa Bilang 344 (Accessibility Law);

- religion,
- no personnel shall be refused participation in Learning and Development activities by reason of religious beliefs. Consideration should be given to religious observances and restrictions in the design and environment of training activities;

- ethnicity,
- equal protection and non-discrimination shall be accorded to members of indigenous cultural communities by adhering to the policies on respect for culture and social justice as contained in Republic Act 8371, the Indigenous Peoples' Rights Act of 1997;

- political affiliation
- no personnel shall be denied participation in Learning and Development activities by reason of political affiliation;

unless specifically indicated in the training course or by the sponsoring agency. In addition, the same principle shall be applied in the conduct or implementation of the L&D activities;

- Review and endorse report on accomplishment and results to the SDS for approval.

The Secretariat shall assist the PDC in performing functions, specifically in preparing documentation of candidates, study grants, PDC deliberations, etc.

Specifically, the PDC Secretariat shall:

- Ensure that the approved guidelines and documented agreements are followed in the process of identifying personnel to scholarship and trainings;
- Raise issues encountered for resolution of the PDC if needed;
- Continuously explore training opportunities, scholarship programs and other capability building activities for all employees offered by local and international agencies;
- Ensure wide and timely circulation to the extent possible of notices and invitations for personnel development such as but not limited to scholarships, trainings, seminars, conferences and study opportunities;
- Clarify information regarding invitations to scholarships, training programs, and other related travels abroad;
- Update the pool of potential candidates taking into account the career development plan for each employee;
- Prepare response to written queries of nominees to the status of their applications;
- Assist the PDC during criteria setting and deliberation by preparing the matrix of qualified candidates based on the submitted nominations and preparing the minutes of PDC meetings, resolutions and other required documents;
- Prepare report informing all units of the agency's official nominees to training programs, scholarships, seminars, conferences;
- Assist the nominees by preparing supporting documents relative to the scholarship and training grants, coordinating, and establishing network with agencies concerned, maintaining the confidentiality of records, establishing and maintaining an inventory of employees who have availed the scholarship and trainings;
- Monitor of the progress of the scholars/grantees;
- Prepare periodic report on the accomplishment/status of training and career development programs. The report shall include the review of post evaluation of the trainings attended

- The PDC shall have the primary responsibility of formulating and establishing the Learning and Development (L&D) Program for all the personnel in the Division.
5. For information, dissemination, and compliance.



CRISTY C. EPE
Schools Division Superintendent

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3/15/22

DepEd Schools Division of Davao City
RECORDS SECTION

RELEASED

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DATE: JUN 07 2022 TIME: 2:04pm

BY: *[Handwritten signature]*