



MC NO. 25 s., 1997

MEMORANDUM CIRCULAR

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

SUBJECT : **BREAKTHROUGH 21, an HRD Program for Human Resource Management Officers in the Philippine Civil Service**

The Civil Service Commission has initiated a project entitled **BREAKTHROUGH 21: A Program for Better Governance Through Improved Human Resource Management**. The Project advocates continuous and sustained interventions to develop and empower the government's human resources. The strategies of this Project include the improvement of human resource management (HRM) systems and the establishment of a core professional human resource management officers (HRMOs) in the public sector.

Designed primarily for all HRMOs in government, this Project is estimated to reach about 1,500 HRMOs in the public sector through training and other development activities. One of the outputs of this Project is an HRMO Training and Development Plan which identifies short and long-term training and education activities that an HRMO in the public sector ought to undergo. These activities focus on providing HRMOs with new perspectives on their strategic roles, functions and basic skills such as designing training and learning programs, conciliating and negotiating skills, and development of effective HRM systems, e.g. Selection and Recruitment, Career and Development, Performance Evaluation, Employee Suggestions and Incentives Awards and Grievance Machinery. As an important input to this Project, a research on the current HRM situation in the public sector including a survey on the training needs of HRMOs and core competencies of the 21st century HRM professionals will be undertaken.

..P2

In this regard, pursuant to CSC Resolution No. 97-3971 dated October 5, 1997, the Commission enjoins your support in the following initial activities of the program:

1. Allowing their HRMOs to participate in the needs assessment, data gathering and pilot testing of the training program;
2. Making a senior official responsible for human resource management in the agency available for interview by CSC staff; *and*
3. Accomplishing the survey instruments designed for the purpose.


CORAZON ALMA G. DE LEON
Chairman

October 5, 1997

mzf/RDO-2
comsec/b