

The 5th BJMP HRMO Congress

Theme: BJMP Human Resources: Braving the Challenges of Time in Jail Management

The 2020 BJMP HRMO Congress, with the support of the International Committee of the Red Cross, is a nationwide gathering of human resources in the Jail Bureau for learning-filled online sessions. It will feature top-notch speakers from various fields to discuss HR concepts, policies and practices to further create change and transform the different systems of the agency towards jail service excellence.

As Charles Dickens' Tale of Two cities said: "We are all living in the best of times and the worst of times." Year 2020 has been a confusing and challenging year for BJMP. It has changed the way we live, learn, and work. COVID-19 pandemic has drastically altered the way we look at organizations as well as employment. However, the present situation offers us a golden opportunity to reassess the capabilities of our agency especially in the area of human resources and thereby introduce innovations as people become more important during a crisis.

Our human resource practitioners are the most critical sustainability leaders we could have in the agency to ensure that our human resources are managed and developed efficiently and effectively. If there is one familiar function to tie social sustainability together and which the post-pandemic world order needs– it is human resources. Thus, our leaders who protect the well-being of our human resources and engage them to go the extra mile must be well positioned in the ourganization to instill a moral compass rooted in sustainable values. We must also ensure that purposeful leadership grows and thrives in the organization.

HR leaders and practitioners, more than ever before, need to adapt quickly to address the rapidly-evolving needs of its human resources and clientele. We will need to accelerate the quality of data and signals we collect to make important decisions, faster than ever before. We will need to adopt a more inclusive, collaborative, and people-driven approach while inspiring our teams. There are still a lot of challenges ahead. However, together, we can brave the challenges of time in jail management.



About the Logo

The BJMP HRMO Congress was created with the concept of expanding the horizons of HR officers in the Jail Bureau. Inside the circle, are two hands which represent solidarity in improving the different HR systems and competencies in the agency. With the image of people being the focal point, the logo underscores the importance of investing in the development of human resources and breaking free towards a more strategic direction in jail management. The circle is not closed to signify flexibility where ideas could freely interact and for people to reach their full potential. The gray color signifies the institutional color, blue for camaraderie and red for the firing desire to break free from present transactional approach of doing HR works to a more strategic approach. The letters HRM and BJMP logo represent all the jail personnel involved in HR who are linked together for the realization of the Jail Bureau's vision. The theme is written beside the BJMP logo as a reminder that the HR practitioners are strategic partners of the management which support leadership in understanding what makes people engaged, what cultures drive the most productive workplaces and what equations enable a true merging of human capability with other systems of human resources.

THE 2020 BJMP HUMAN RESOURCE CONGRESS PROGRAM FLOW

<p>1. Formal Opening Program of the BJMP Human Resource Congress 2020</p>	<p>December 14, 2020; 9:00-10:00 AM</p>
<p>2. BJMP Human Resource Congress 2020</p>	<p>ADMINISTRATIVE EXPERT</p> <p>Facilitator's Guide The BJMP Merit Selection Plan Probationary Period Equal Employment Opportunity The BJMP Comprehensive Administrative Disciplinary Machinery</p> <p style="text-align: center;">- December 14, 2020</p>
	<p>ADMINISTRATIVE EXPERT</p> <p>Facilitator's Guide Retirement, Separation and Benefits Records Management Common Requirements for Appointment in the BJMP Recent CSC Issuances Due to COVID-19 Reminders of the Director for Personnel and Records Management</p> <p style="text-align: center;">- December 15, 2020</p>
	<p>EMPLOYEE CHAMPION</p> <p>Facilitator's Guide Learning and Development Coaching and Mentoring Search for Outstanding Government Workers</p> <p style="text-align: center;">- December 16, 2020</p>
	<p>EMPLOYEE CHAMPION</p> <p>Facilitator's Guide The Occupational Safety and Health (OSH) Program of BJMP Depression and Spirituality: A Psycho-Spiritual Approach</p> <p style="text-align: center;">- December 17, 2020</p>
	<p>EMPLOYEE CHAMPION</p> <p>Facilitator's Guide COVID-19 and the "New Normal in BJMP" Employee Mental Health/Tele-Psychology Purposeful Leadership in the "New Normal"</p> <p style="text-align: center;">- December 18, 2020</p>
	<p>CHANGE PARTNER</p> <p>Facilitator's Guide The Nelson Mandela Rules: Prison Staffing</p>

	<p>The BJMP Minimum Deployment Standards</p> <ul style="list-style-type: none"> - December 21, 2020
	<p>CHANGE PARTNER Facilitator's Guide Developing Your Leadership Potential</p> <ul style="list-style-type: none"> - December 22, 2020
	<p>STRATEGIC PARTNER Facilitator's Guide The BJMP 5-Year Strategic Human Resource Plan Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM)</p> <ul style="list-style-type: none"> - December 23, 2020
	<p>The BJMP 5-Year Strategic Human Resource Plan Video Material</p> <p>Feedback of the BJMP HR Congress 2020</p> <ul style="list-style-type: none"> - December 24, 2020
<p>3. Submission of Certification by Wardens for those who have completed the seminars to the Regional Office</p>	<p>December 29 to January 8, 2021</p>
<p>4. Submission of Certification by the Regional Directors through the HRDD to the National Headquarters (Attention: DHRD)</p>	<p>January 11-15, 2021</p>
<p>5. Electronic Certificates of Completion forwarded to Regional Offices</p>	<p>January 18, 2021- February 28, 2021</p>

