



**PRIME-HRM BRONZE AWARD**  
Maturity Level II – Accreditation  
Re: **Bureau of Jail Management and Penology -  
National Headquarters**

Number: 1901327  
Promulgated: 29 OCT 2019

x-----x

### RESOLUTION

**WHEREAS**, pursuant to Section 3, Article IX B of the 1987 Philippine Constitution, the Civil Service Commission, as the central personnel agency of the government, is mandated to establish a career service and adopt measures to promote morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the civil service; and strengthen the merit and reward system, integrate all human resource development programs for all levels and ranks, and institutionalize a management climate conducive to public accountability;

**WHEREAS**, the Commission is also mandated under Section 12 (15), Chapter 3, Book V of Executive Order No. 292 to “inspect and audit the personnel actions and programs of the departments, agencies, bureaus, offices, local government units and other instrumentalities of the government including government-owned or controlled corporations; conduct periodic review of the decisions and actions of offices or officials to whom authority has been delegated by the Commission as well as the conduct of the officials and the employees in these offices and apply appropriate sanctions whenever necessary”;

**WHEREAS**, in response to the abovementioned mandated functions, the Commission launched the CSC Agency Accreditation Program (CSCAAP) in 1991, which was enhanced through the Personnel Management Assessment and Assistance Program (PMAAP) in 2004. In 2012, the Commission adopted the Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) which integrated and enhanced the PMAAP and the CSCAAP;

**WHEREAS**, PRIME-HRM aims to successfully transform the agencies' HRM systems, competencies and practices to elevate public sector HR to a level of excellence for good governance and for efficient and effective public service delivery;

**WHEREAS**, PRIME-HRM strategically aligns government agencies' operations in achieving their mandates, vision and mission; empowers the agencies in the performance of human resource management functions; and provides a venue for the exchange and development of expertise in the area of HR among government offices.

**Certified True Copy:**

**ARTHUR P. SALONGA**  
Chief Human Resource Specialist  
Commission Secretariat and Liaison Office

*ku*  
Bawat Kawani, Lingkod Bayani

It is designed to encourage creativity, innovativeness, integrity and productivity in the public service by recognizing, awarding and providing incentives to agencies that meet certain level of maturity indicators;

**WHEREAS**, pursuant to CSC MC No. 19, s. 2016 (Guidelines on the Conferment of HR Recognition and Awards), agencies found to have met the maturity level indicators in all four (4) HRM systems shall be awarded accordingly;

**WHEREAS**, following the enhancement of the PRIME-HRM maturity indicators in 2016 pursuant to CSC Resolution No. 1601209 dated October 21, 2016, the agencies which were previously assessed using the old PRIME-HRM indicators were re-assessed through self-assessment to determine their maturity level in the following four (4) core HRM systems: Recruitment, Selection and Placement; Performance Management; Learning and Development; and Rewards and Recognition. The CSC Regional/Field Offices provided assistance in addressing the gaps identified as a result of the self-assessment and recommended agencies for onsite assessment;

**WHEREAS**, the **Bureau of Jail Management and Penology – National Headquarters** is one of the agencies subjected to onsite assessment by the Civil Service Commission National Capital Region (CSC NCR);

**WHEREAS**, the results of the onsite assessment by the CSC NCR at the **Bureau of Jail Management and Penology – National Headquarters** on **May 6-10, 2019**, show that the said agency has met the PRIME-HRM Level 2- Maturity Indicators in the Systems, Practices and Competencies of the following four (4) core HRM Systems: Recruitment, Selection and Placement; Performance Management; Learning and Development; and Rewards and Recognition. It was also found to be consistently compliant with the Civil Service Law and rules in terms of the implementation of the other HR programs and the maintenance of HR records;

**WHEREAS**, the CSC NCR recommended to the Commission the conferment of PRIME-HRM Bronze Award to the **Bureau of Jail Management and Penology – National Headquarters**. Based on the validation conducted by the Human Resource Policies and Standards Office (HRPSO), the said agency is confirmed to have met the PRIME-HRM Level 2-Maturity Indicators of all the four (4) core HRM systems and was found to have observed the Civil Service Law and rules on the issuance of appointments and other HR programs and has maintained its HR records management.

**WHEREFORE**, the Commission **RESOLVES** to confer the PRIME-HRM Bronze Award to the **Bureau of Jail Management and Penology – National Headquarters** and grant the following privileges:

1. Authority to approve appointments, subject to post audit;
2. 20% discount for the HRMO or Agency Representative on trainings/conferences conducted by the Civil Service Institute;

**Certified True Copy:**

**ARTHUR P. SALONGA**  
Chief Human Resource Specialist  
Commission Secretariat and Liaison Office  
Civil Service Commission

161

3. Endorsement or recommendation for scholarship grant offered by other institutions;
4. Nomination to Civil Service Commission's Certification Program for HRMOs subject to the guidelines to be issued by the Commission;
5. Exclusive membership to community of learners who shall have access to digital learning resources and other developmental opportunities subject to the guidelines to be issued by the Commission;
6. Announcement of the agency's programs/projects bureaucracy-wide through the CSC website; and
7. Such other benefits that the Commission may approve in the future.

The Commission **FURTHER RESOLVES** that as a Bronze Awardee, the **Bureau of Jail Management and Penology – National Headquarters** shall be responsible for the following:

1. To maintain the status under Level 2 and continue to improve on its HRM systems to meet the indicators of the next higher level;
2. To comply with the 2017 Omnibus Rules on Appointments and Other Human Resource Actions, Revised July 2018 and other Civil Service Law and rules in the issuance of appointments and implementation of other HR actions; and
3. To partner with CSC in providing assistance to other agencies in the development or improvement of HRM systems.

The CSC NCR shall evaluate the extent of compliance with the abovementioned responsibilities every two (2) years. The agency's accreditation shall be revoked if found to have reneged its above-stated responsibilities under items 1 and 2 within the period of accreditation. The CSC Field Office – DILG shall extend technical assistance to ensure continuous improvement of the HRM systems in the said agency.

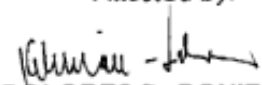
Quezon City.

  
ALICIA dela ROSA-BALA  
Chairperson

  
LEOPOLDO ROBERTO W. VALDEROSA, JR.  
Commissioner

  
AILEEN LOURDES A. LIZADA  
Commissioner

Attested by:

  
DOLORES B. BONIFACIO  
Director IV

Commission Secretariat and Liaison Office

**Certified True Copy:**

  
ARTHUR P. SALONGA  
Chief Human Resource Specialist  
Commission Secretariat and Liaison Office  
Civil Service Commission

