

RE: REQUEST FOR APPROVAL OF THE REVISED QUALIFICATION STANDARD FOR PROJECT DEVELOPMENT OFFICER V AND HUMAN RESOURCE MANAGEMENT OFFICER III IN THE PROGRAM MANAGEMENT OFFICE.

A.M. No. 06-3-07-SC. January 21, 2010

Ponente: NACHURA, J.

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NACHURA, J.:

For this Court's resolution is a request from Edilberto Davis, Judicial Reform Program Administrator, Program Management Office (PMO), for (1) the amendment of the Qualification Standards (QS) for the position of Project Development Officer V; and (2) the approval of the QS for the position of Human Resource Management Officer III, both at the PMO.

In a Memorandum[1] for Atty. Eden T. Candelaria, Deputy Clerk of Court and Chief Administrative Officer, Office of Administrative Services (OAS), dated October 6, 2009, Davis requested the amendment of the QS for the position of Project Development Officer V. He related that the PMO now needs additional staff in the field of engineering/architecture for its infrastructure-related projects, such as the construction of the Manila Hall of Justice. In particular, Davis requested that the QS be as follows:

Education

Graduate of Civil Engineering, with at least 12 units of post graduate course in engineering or related fields

Experience

At least 4 years of relevant professional work experience or as a consultant in project management, implementation, monitoring[,] and evaluation. At least 4 years of supervisory experience with excellent supervisory and interpersonal skills to lead and manage a team of professional staff and administrative staff, as well as the ability to liaise effectively with international organizations and government offices.

Training

At least 24 hours of training in project management and results-based monitoring and evaluation

Eligibility

RA 1080

Other Requirements

- - Excellent analytical skills, attention to details and conceptual thinking in the management of multiple projects
- - Knowledge on the operations of multilateral or bilateral financial institutions[,] such as the ADB, USAID, UNDP[,] and WB is preferred

- - Proficient in the use of MS Office applications
- Experience with the Philippine judiciary is an advantage

In a Memorandum[2] for Chief Justice Reynato S. Puno, dated November 23, 2009, Davis made the same request for the amendment of the QS for the Project Development Officer V position, with the additional amendments that the educational requirement be changed to "post graduate degree in civil engineering, public administration, business administration, finance, economics, social sciences or related fields" and that the eligibility requirement to specifically pertain to "Licensed Civil Engineer."

Davis also sought the approval of the following QS and job description for Human Resource Management Officer III:

Education

Bachelor's degree in human resource management, organizational development, public administration, business administration[,] or related fields

Experience

At least 2 years relevant professional experience [in] human resource management

Training

At least 8 hours of training in human resource development

Eligibility

Appropriate RA 1080 or Career Service Professional (Second Level Eligibility)

Other Requirements

- - Excellent analytical skills, attention to details and conceptual thinking in the management of multiple projects
- - Proficient in the use of MS Office applications and other financial application software
- Experience with the Philippine judiciary is an advantage

Job Description

- - Conducts training needs analysis and develops corresponding training program
- - Prepares Human Resource (HR)-related project proposals for funding
- - Evaluates and assesses HR-related activities under the APJR
- - Assists in HR-related functions[,] such as[,] but not limited to[,] classification of positions, preparation of position specifications, job analysis, preparation of examinations, evaluation of applicants, research, test validation, compensation studies, work relations, recruitment and manpower forecasting
- - Assist[s] in the development or selection of training materials such as training handbooks, demonstration models, multimedia visual aids, reference works, etc.
- - Liaise[s] with HR-related funding institutions
- - Perform[s] such other duties as may be assigned by the Program Director

Davis, likewise, asked for the deletion of the positions for Chief Judicial Staff Officer and Human Resource Management Officer V, which have been converted to the Project Development Officer V and Human Resource Management Officer III positions, respectively, from the PMO's plantilla.

By way of reply, Atty. Candelaria, in a Memorandum[3] dated January 5, 2010, argued that:

It is observed that the request of Mr. Davis for the amendment of the education and eligibility requirements of the position of Project Development Officer V would only confine the selection of applicants to licensed civil engineers although the education[al] requirement is "post graduate degree in [civil] engineering, public administration, business administration, social sciences or related fields." The eligibility requirement will not jibe with the recommendation of R.A. 1080 (Licensed Civil Engineer) if one is not a post graduate or with (sic) a masteral degree in Civil Engineering.

Thus, she recommends that the educational requirement be changed to "graduate of Bachelor's Degree in Civil Engineering, with post graduate degree in Civil Engineering."

The PMO's recommendations are meritorious. We approve its recommendations for the QS for the positions of Project Development Officer V and Human Resource Management Officer III.

First, on the QS for Project Development Officer V.

Atty. Candelaria misconstrues the import of the amendment introduced by the PMO. The requirement of a postgraduate degree in Civil Engineering, Public Administration, and other related courses is not in conflict with the requirement of being a licensed civil engineer.

To be a licensed civil engineer, one has to be a "graduate of a four-year course in civil engineering from a school, college or university recognized by the Government or the State wherein it is established." [4] Necessarily, therefore, a duly licensed civil engineer must have obtained a bachelor's degree in civil engineering.

However, a licensed civil engineer who opts for further studies may take courses in fields other than civil engineering.

Nowadays, a variety of postgraduate courses is being offered in schools. Professionals often take courses that they believe will help them advance their careers. Engineers may decide to take postgraduate courses not only in engineering, but also in Business, Finance, Economics, Information Technology, and related fields. A civil engineer working for the government may decide to pursue a master's degree in Public Administration. Postgraduate degrees in other disciplines do not, in any way, affect compliance with Republic Act (R.A.) No. 1080, since a postgraduate degree is not a requirement for a licensed civil engineer.

The OAS' recommendation is also unduly limiting. For example, a licensed civil engineer who has obtained a Master in Business Administration degree, or a government civil engineer who has a master's degree in public management, would be barred from applying for the position.

If the objective of setting the QS is for the Court to find the best possible person for the job, then unduly limiting the QS would not be in the Court's best interest.

As to the QS and job description for Human Resource Management Officer III, we note that the OAS has recommended the approval of the PMO's proposal, in toto.

WHEREFORE, the foregoing premises considered, the Court APPROVES the following Qualification Standards for the position of Project Development Officer V, Program Management Office:

Education

Postgraduate degree in civil engineering, public administration, business administration, social sciences, or related fields

Experience

At least 4 years of relevant professional work experience or as a consultant in project management,

implementation, monitoring, and evaluation. At least 4 years of supervisory experience with excellent supervisory and interpersonal skills to lead and manage a team of professional staff and administrative staff, as well as the ability to liaise effectively with international organizations and government offices

Training

At least 24 hours of training in project management and results-based monitoring and evaluation

Eligibility

RA 1080 (Licensed Civil Engineer)

Other Requirements

- - Excellent analytical skills, attention to details and conceptual thinking in the management of multiple projects
- - Knowledge on the operations of multilateral or bilateral financial institutions, such as the ADB, USAID, UNDP, and WB is preferred
- - Proficient in the use of MS Office applications
- Experience with the Philippine judiciary is an advantage

and the Qualification Standards and Job Description for the position of Human Resource Management Officer III:

Education

Bachelor's degree in human resource management, organizational development, public administration, business administration, or related fields

Experience

At least 2 years relevant professional experience in human resource management

Training

At least 8 hours of training in human resource development

Eligibility

Appropriate RA 1080 or Career Service Professional (Second Level Eligibility)

Other Requirements

- - Excellent analytical skills, attention to details and conceptual thinking in the management of multiple projects
- - Proficient in the use of MS Office applications and other financial application software
- Experience with the Philippine judiciary is an advantage

Job Description

- - Conducts training needs analysis and develops corresponding training program
- - Prepares Human Resource (HR)-related project proposals for funding
- - Evaluates and assesses HR-related activities under the APJR
- - Assists in HR-related functions, such as, but not limited to, classification of positions, preparation of position specifications, job analysis, preparation of examinations, evaluation of applicants, research, test validation, compensation studies, work relations, recruitment and manpower forecasting
- - Assists in the development or selection of training materials such as training handbooks, demonstration models, multimedia visual aids, reference works, etc.

- - Liaises with HR-related funding institutions
- - Performs such other duties as may be assigned by the Program Director

SO ORDERED.

Puno, C.J., Carpio, Corona, Carpio Morales, Velasco, Jr., Leonardo-De Castro, Brion, Peralta, Bersamin, Del Castillo, Abad, Villarama, Jr., and Perez, JJ., concur.
Mendoza, J., on leave.

[1] Rollo, pp. 13-15.

[2] Id. at 8-12.

[3] Id. at 1-7.

[4] Professional Regulations Commission website,
http://www.prc.gov.ph/portal_articles.asp?pid+41&sid=129&aid=2285 (accessed on January 14, 2010).

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