



PGAS
2025

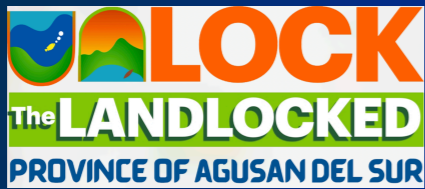
PGAS GOVERNANCE REFORMATION INITIATIVE



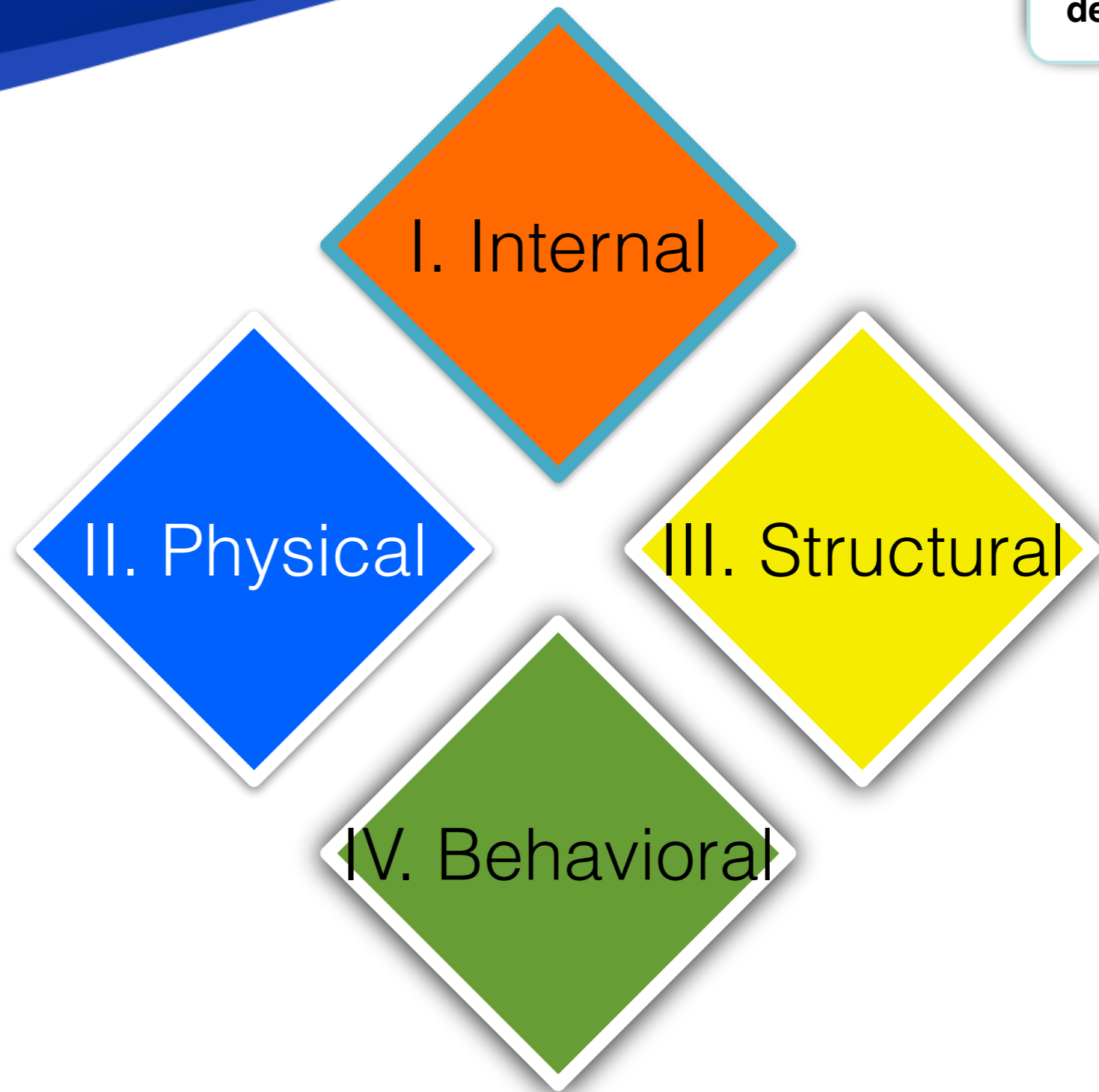
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REFORM AREA



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AREA-I

LAMBO
Agusan
del Sur



Strengthening of the core reformist GROUP



Creation of the reformist TEAM

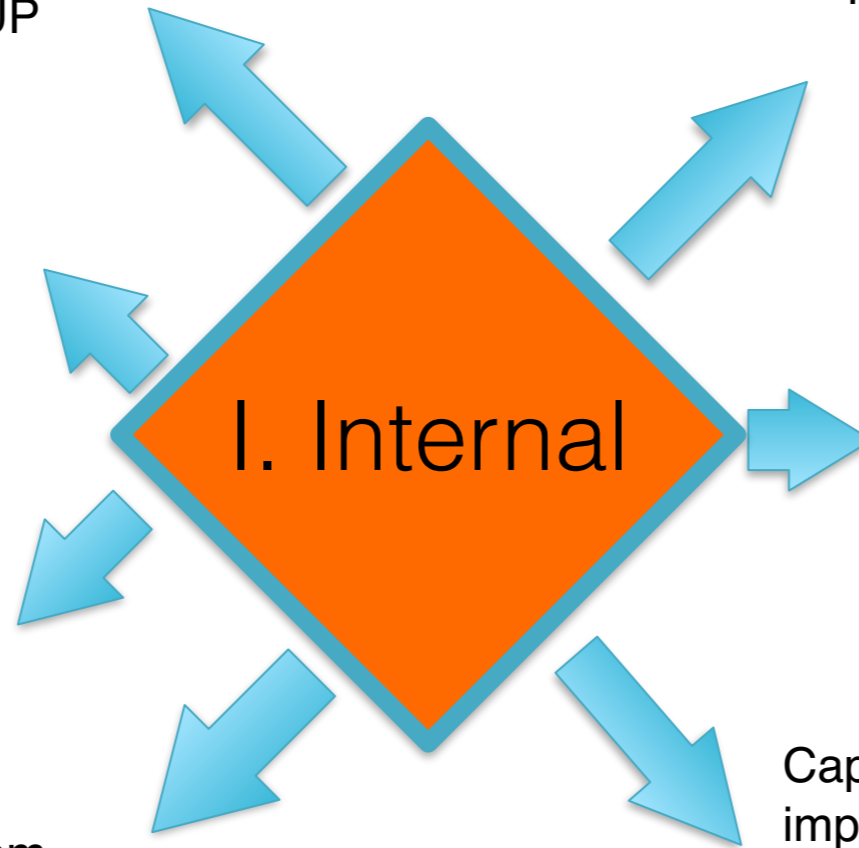


Conduct resource inventory
(Material & Human)



Diagnosing the problem

(Administrative, PPAs , Working relations with municipalities, Governance (social, economic, political and cultural)



Macro strategic formulation



Training and workshop on "Bottom-Up" strategic approach



Capacity development for implementing offices for a research-based formulation of PPAs



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AREA-II

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II. Physical



SMART PROVINCE



Fix and repair structures that have been neglected such as:

- * roads,
- * sanitary structures, and
- * other physical government structures

Employ concept of geography/sense of place in order to contextualize physical ordering with projection of:

- * Identity;
- * Development;
- * Modernity; and,
- * Efficiency.



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AREA-III

Strengthening of the M&E in every office along with corresponding protocol in the categorization of information (i.e. classified for public consumption, etc.) and the flow of information from down-up and vice-versa;



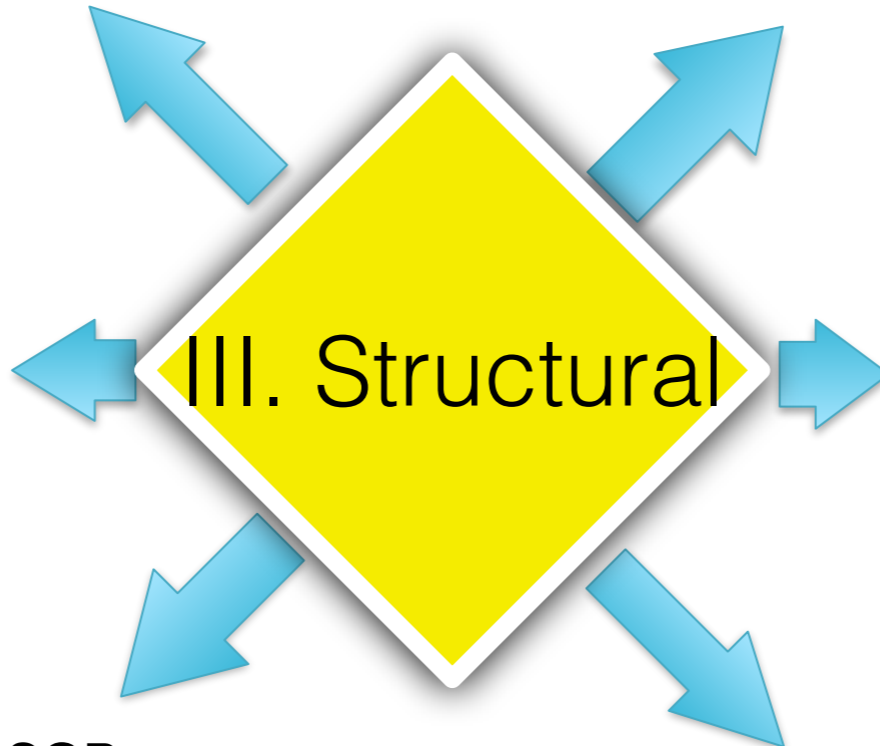
Review of existing systems and processes;



Automation to integrate all functioning systems and processes;



Establishment of official SOP and implementation of operations manual;



Creation of a quick reaction team and the standard operating procedure for crisis management along with the corresponding administrative, material, and physical infrastructure.



Capacity development of concerned offices for a research-based PPA formulation.



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AREA-IV

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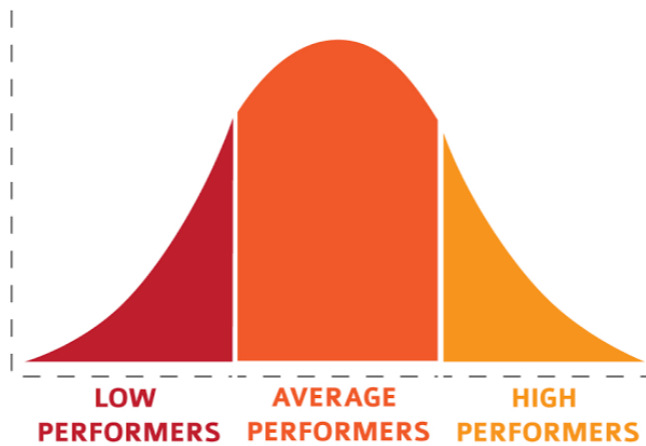
Creation of second liner management team

Strict Implementation of employee's manual



Cascading of the core reformist team, core values, principles through apprenticeship under the principle of leadership by example

Standard Merit System



Quarterly appraisal of employee's manual for the first year; Bi-annual for the next two years; annual thereafter.



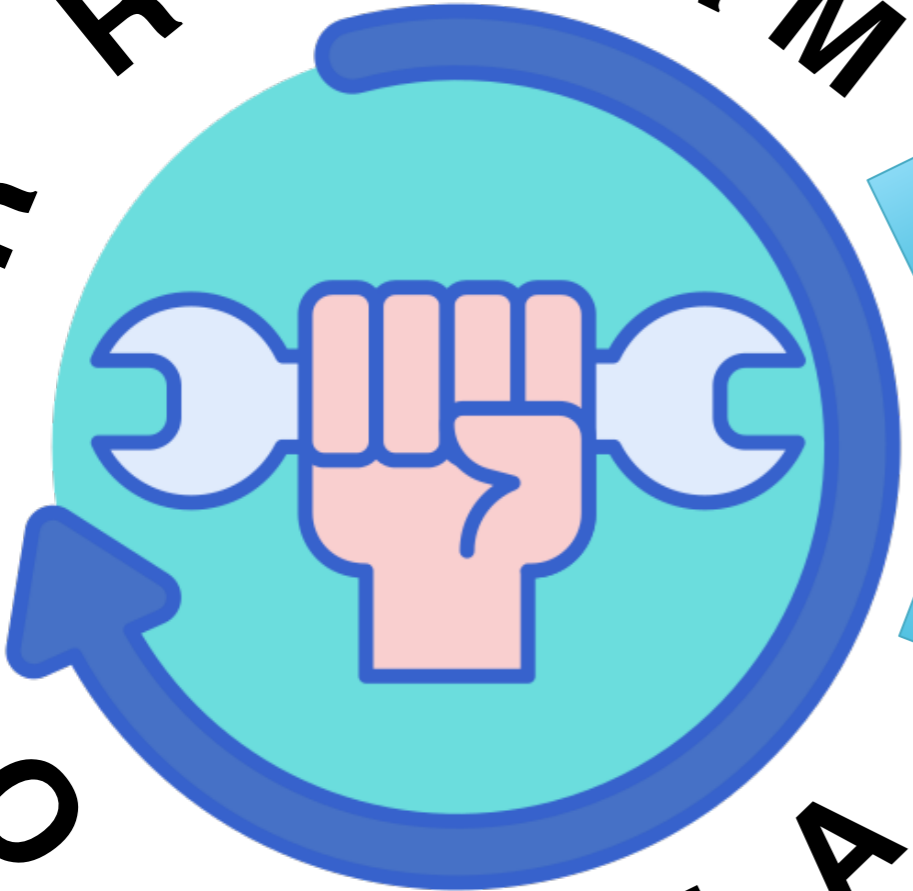
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THE REFORM AREA



Regular meeting of Core Reformist Group

EXECOM

Identification of problem areas

- Systems and Procedures
- Use of eSPMS
- Planning & Budgeting Linkage
- BAC processes
- Diagnosis and prognosis of current/pressing problems

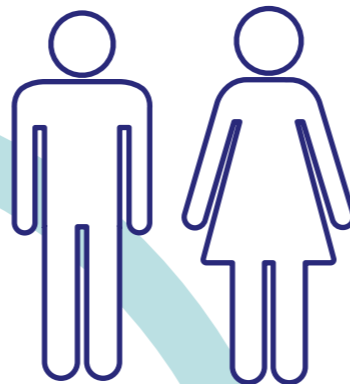


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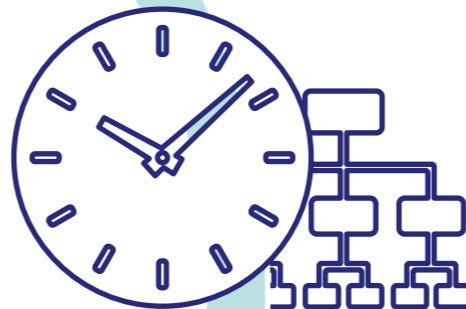
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Creation of Reformist Group



Identified 6 persons and later expanded to 8



Served as informal EXECOM until
December 2019



EO creating EXECOM was issued in 2020



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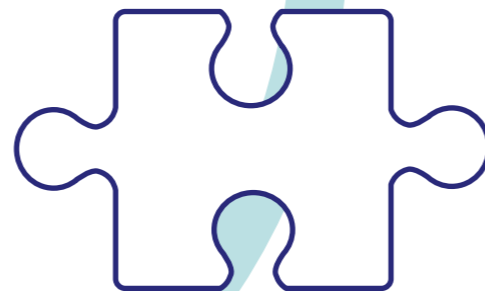
I. Internal



Implementation of online Project Monitoring which is widely use during the COC meeting

Diagnosis of internal problems such as:

- Administrative
- PPAs
- Working relations with municipalities



Major issues were discussed by sir Popong and sir Efren.



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II. Physical

Existence of Sanitary Landfill

Standardized installation of Aircon bracket

Non-compliant to Fire Safety Standard (Sprinkler, etc.)

Unstable water supply

On-going construction of Archive Building, Flag Poles

Fix and repair structures that have been neglected

Substantially completed sports complex

On-going installation of hybrid streetlights

Functional DLMCC (need refurbishment)

Children's playground needs rehab

Road to DLMCC needs repair (drainage)



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II. Physical

Employ concept of geography/
sense of place in order to
contextualize physical ordering
with projection of:
Identity;
Development;
Modernity; and,
Efficiency.



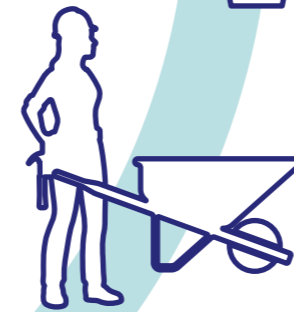
Completed tourism office and museum



Planting of trees and
landscaping



Regular housekeeping of
the executive and
legislative building



Rehabilitation and renovation
of major offices within the
capitol



No approved Site Development
Plan (Gov't. Center)



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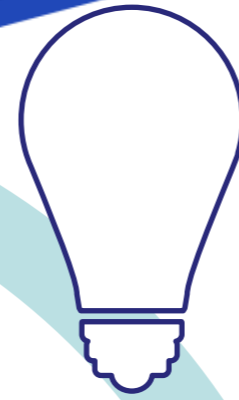
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III. Structural

Automation to
integrate all
functioning
systems and
processes



Not fully utilized
Information Systems
in decision making



Implementation of
digital signatures
(paperless/less paper
transactions)



Absence of implementing
policies on e-PGAS (EO)



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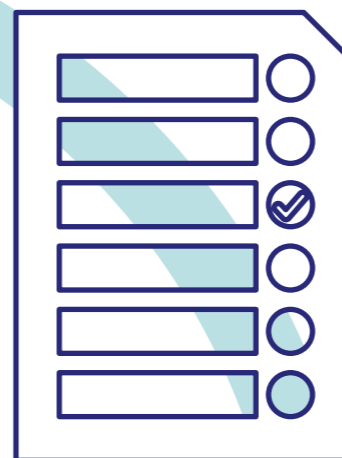
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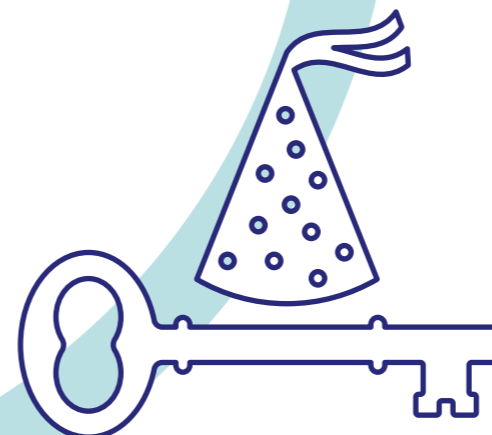


III. Structural

Establishment of
'official standard
operating
procedure' (OSOP)
and implementation
of operations
manual



Employees
handbook was
finished but was not
properly PACKAGED



Not sustained
program on
induction of new
employees



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III. Structural

- No appreciation on M&E system
- Absence of Protocol in the categorization of information (i.e. classified, and public, etc.) and the flow of information from down-up and vice-versa



Implemented real time monitoring system through PROMIS, Cloud storage and organizational email system as the medium of communication



Lack of accountability



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III. Structural

Distorted Practices



Advance conduct of activity



late/partial delivery of supplies



deliveries not in accordance with specifications



delivery negotiation between the supplier and end-user



advance delivery-late information to inspectorate



delayed processing of payment due to delayed settlement of obligation by the supplier



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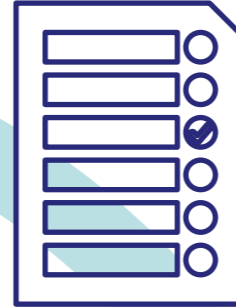
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III. Structural

Poor PPA
implementation



Delayed preparation of POW and DED due to non-prioritization of PPAs



Sub-contracting or TAKER System (Royalty)

Implementation: low utilization

- resulting to Low Performance
- more projects handled/ managed by the takers



Financial Assistance is highly politicized (MBCD/ SP)



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IV. Behavioral



Creation of second liner management team:

- Second liners serve as team leaders of USAD
- They served as key activity managers of the naliyagan activities
- ABANTERO

2nd Level CapDev & Management



Cascading of the core reformist team, core values, principles through apprenticeship under the principle of leadership by example:

- collegial decision making principles



- Revitalization of PRAISE
- Conduct of Organizational Development Program (Right-Sizing)



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IV. Behavioral

Need assessment:

Office

1. PPIO – No OIC, No Direction
2. PDRMO – under utilization of funds, inappropriateness of PPAs
3. PEEDO – supply, water system, PLC services
4. PPDO – Strategic planning (core functions), HR relations & leadership
5. PAO – change in project locations



Delayed filling up of plantilla positions

- 2-3mos validation from CSC
- only 5-6 applicants catered daily; only 1 HRM-PSB & 1 incharge
- 15CDs of publications
- 5 days selection line-up
- flooding of applicants (66positions; 1000+ applicants)
- misplaced/missing RSP results/channel

Designation of office in-charge

- over staying of designation (Max: 2years)



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Dissatisfaction



Incompetence

Customer's Perspective



Poor Quality Service



Negative Public Image,
Compromised,
and
Unfavorable
Governance

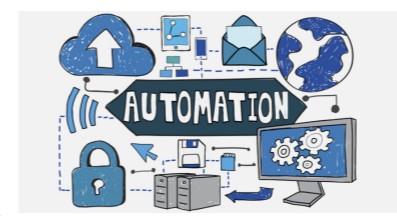


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Automation & institutionalization of Systems & Processes



Recommendations



Rebranding

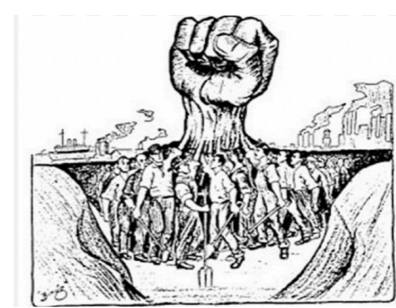


MAN/EXE-COM Reinstated



SUCCESSION PLANNING

Expansion of Mgt. Team



Political Reforms



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