

DATE : March 27, 2015

FROM : MS. MA. ALICIA S. BONOAN
Regional Director

TO : SURVEY RESPONDENTS (see attached Annex A)

RE : ORGANIZATIONAL ASSESSMENT SURVEY

The ever increasing demands on DSWD promotive and protective programs has changed how the Field Offices operate. A study then on the ability of the FOs to deliver their goals and objectives following the agency's mandate, targeted results and outcomes given the context of the environment of the Department needs to be done.

The ongoing Organizational Assessment is reviewing the capacity of the FOs to implement the Pantawid and other related promotive interventions. It is looking at the external environment (economic, political, culture, conflict and peace, climate change) as well as the internal environment of the organization (structure, leadership, HR system and processes, physical environment, technology management, program and service management and financial management,).¹ This in turn will help the Institutional Development Group (IDG) identify priority interventions to enable the FOs to deliver their mandate and target.

Our Field Office is one of the six (6) chosen for a full-blown Organizational Assessment because of the size of the region and the location. It will show our strengths and areas for improvement so that we can be clearer and more purposive about the assistance that we ask for from the CO.

You have been randomly chosen as a respondent of the OA Survey. Please answer as openly as you can. Low ratings are not necessarily bad or embarrassing. It will inform the IDG how to best help our Field Office and to design interventions that we most need. The more accurate your assessment is, the better for us to understand what is working and what is not working. We appreciate your sincerity in answering the Survey.

The OA Survey is available in the FO V Website. Deadline for the Survey is April 10, 2015.

Thank you for participating in the Survey.

¹ Organizational Assessment Framework by International Development Research Center (Canada)

Annex A

List of Randomly Selected Survey Respondents

REGULAR

	POSITION	INCUMBENT
1	SWO II	ABADIEZ, ROXANNE A.
2	SWO II	ABUSO, MARILYN M.
3	SWO II	ADDATU, JAY-AR V.
4	SWO I	ADORABLE, RHEODARA C.
5	PDO II	ADRIANO, ERNESTO J.
6	AAST III	AFICIAL, ANTONIO S.
7	SWO II	ALCANTARA, ANTHONY L.
8	TS III	ALIANZA, APRIL P.
9	SWO II	ALIOLA, BRYAN G.
10	SR.MDO	AMAN, KHARL
11	PSY I	AMORANTO, ICCY ROSE
12	SWO II	ANDAY, REMEDIOS A.
13	MDO II	ANTENOR, GINA L.
14	SWO III	ARCANGEL, HERMINIA S.
15	PSY I	ARCAYA, DONNA MARIE N.
16	MDO II	ARCEO, EMERLINE C.
17	DENT II	ARINTO, JESUSA D.
18	SWO II	AWITAN, GRACE
19	HP III	BALEAN, ESTER B.
20	SWO I	BARAGA, GLOCHELLE C.
21	SWA	BAS, FERDINAND
22	AASST. II	BATUNGBAKAL, RAUL G.
23	SWO II	BAYAS, VIVIENE MARIE
24	SWO II	BELIZARIO, ROWENA B.
25	DIR IV	BONOAN, MA. ALICIA S.
26	PDO II	BRENCHES, JERRY E.
27	PDO II	BUENAFE, RAMON A.
28	SWO II	BUENSALIDA, MARY ANN A.
29	SWO I	CABOBOY, PEARL ROSE
30	SR. MDO	CALABAZARON, FLOR CECILE
31	SWO II	CALMA, CINDY M.
32	HP IV	CASA, JUDITH C.

	POSITION	INCUMBENT
33	SWO II	CASIANO, MARISDEN M.
34	NURSE I	CASINTAHAN, BERNADETH
35	MDO I	CASTRO, CLEMENCIA S.
36	SWO II	CATANGAY, MARCIA
37	SWO IV	COLICO, ADA
38	HP IV	COLLADO, MARLENE N.
39	SWO III	COMOTA, MYRNA
40	NURSE I	CONSTANTINO, ELVIN ACE
41	SWO II	CRUZ, ELVIRA L.
42	SWO II	CUETO, MARIA PILIPINA
43	SWO III	DANILES, VIRGINIA C.
44	AO V	DAVID, IMELDA I.
45	ND III	DE MESA, MELISSA LOURDES F.
46	SWO II	DE ROBLES, MARIA LOURDES
47	PSY I	DELOS REYES, ELOISA L.
48	SWO II	DEMABILDO, LILY C.
49	SWO II	DUGONG, RODALYN H.
50	NURSE I	DULAY, AUREA T.
51	SWO II	ERIPOL, REMEDIOS B.
52	SWO II	ESMAS, ERIC FRANCO C.
53	SWO II	ESTORNINOS, MARYLOU A.
54	SWO II	FAROL, JEREMIAH JOE
55	PSY I	FLORES, JASMINE B.
56	SWO III	FRESCO, ADELAIDA E.
57	PSY I	GABRIEL, KAREN ARVIE S.
58	SWO II	GABRIEL, VIVIAN A.
59	PDO I	GALVERO, DANILO F.
60	MDO I	GAÑAS, JOCELYN S.
61	SWO II	GANTUANGCO, NINFA L.
62	SWO II	GARCIA, JELYN
63	SWO III	GARCIA, MARK M.
64	SWO II	GASCO, LAEL B.
65	NURSE I	GESMUNDO, MIRIAM A.
66	SWO V	GODINEZ, DOMINICA P.
67	SWO II	GREGORIO, CHARM SUZETTE
68	PO II	GUMIRAN, REMILYN G.
69	SWO III	GUZMAN, MARLENE C.
70	HP III	HERRERA, MA. MORITA P.
71	SWO III	HIZON, ROWELA
72	SWO II	KINILITAN, EVITA Q.

	POSITION	INCUMBENT
73	SWO II	LACSON, MYRNA
74	HP III	LAGASCA, EDITHA
75	MDO I	LAS MARIAS, GLADYS V.
76	MO III	LAZO, MELODY
77	HP IV	LIAMANZARES, BERNARD A.
78	SWO II	LLAMANZARES, EDEN N.
79	NURSE I	LOZA, RAMON FELIPE E.
80	SWO III	MACAPANPAN, AMOR D.
81	MDO I	MACAPUTOL, ROSALIA P.
82	SWO I	MAGANTE, RYAN V.
83	SWA	MAGSANAY, FELMA B.
84	MS I	MANALANG, AMELITA C.
85	PDO II	MANGOBA, ESPERANZA A.
86	SWO II	MARCELINO, NORMA
87	SWO II	MARQUEZ, SONIA P.
88	NURSE I	MARTINEZ, MERVIN G.
89	PDO II	MEDIANISTA, JUDITH R.
90	MDO II	MENDOZA, TERESITA E.
91	SWO V	MILITANTE, HAZEL
92	HP III	MONCADA, HERMAN P.
93	SWO III	MORATA, EDWIN
94	MO III	MUSCAT, GEORGE
95	SWO II	NACABUAN, JASMINE E.
96	SWO I	NACINO, MASACHUSSETTE B.
97	NURSE I	NALVA, EVELYN G.
98	SWO III	NAÑOLA, CATHERINE T.
99	TS II	NICOLAS, LUCILA Q.
100	MDO I	NUBLA, MYRNA S.
101	MO III	NUGPO, LIZA MARIE M.
102	HP III	NULLAR, MELCHORA F.
103	SWO II	NUYLES, SUSAN B.
104	NURSE I	OCBINA, DOMINGO
105	SWO II	OLORES, MA. ESTELA
106	SWO III	ORTEGA, MARGARITA J.
107	MDO I	OTIC. AILA A.
108	CHIEF FO	PAGADUAN, ALICIA K.
109	SWO V	PAGUIO, JACEL J.
110	MO III	PAMA, EDEN
111	SWO V	PANAMBO, ELIZABETH
112	SWO III	PANGILINAN, JOEL S.

	POSITION	INCUMBENT
113	SWO I	PANGILINAN, MERCY L.
114	SWO II	PATIGAS, SONIA T.
115	SWO III	PEREYRA, HELEN M.
116	NURSE II	PRADO, JAIME B. JR.
117	SWO I	QUIOM, BENGIE
118	AASST III	RACELIS, CARMENCITA M.
119	NURSE II	REGALA, GLORIA F.
120	PDO I	ROMANA, ADENaida A.
121	SWO III	RUBIO, LYDIA O.
122	SWO V	SACEDOR, EDNA J.
123	SWO II	SALINAS, MARIBETH
124	SWO III	SALVADOR, JANET
125	AASST II	SAÑADA, SUSAN A.
126	SR. MDO	SANTOS, FAUSTO C.
127	PDO II	SANTOS, FERNANDO G.
128	SWO II	SANTOS, MARY ANN
129	MDO I	SANTOS, REYNALDO V.
130	NURSE I	SARTE, ALFREDO
131	SWO II	TAGUIAM, IMELDA B.
132	AO II	TALENJALE, CARLITO S.
133	SR. MDO	TAMAYO, ANA CLARIFE M.
134	FSS II	TAMONDONG, LAUREN ROSE II
135	RIO II	TEJADA, PAUL DOMINIQUE
136	MDO I	TEVES, ALEX N.
137	DENT II	TOLENTINO, ELMA R.
138	SWO V	VALENTINO, TERESITA
139	AO III	VALENZUELA, CATHERINE B.
140	SWO II	VIDUYA, THELMA
141	PSY I	VILLAR, JOBEGAIL
142	SWO II	VILLEGAS, EVA N.
143	PDO II	YULAS, MARY ANN D.
144	PDO II	YULAS, SALVADOR S.
145	NURSE I	ZAÑO, ALEXIS O.

CONTRACTUAL

	POSITION	INCUMBENT
1	AASSISTANT III	ABELLA, SEVILLA
2	AASST II	ALAPIT, MARY ROSE
3	PDO II	ATIM, JESSA CHRISTIE C.
4	AO II	BAHANDI, ROHANNA MARIE
5	PDO II	BAUTISTA, MARVIN J.
6	SWO II	BERAN, KIMBERLY
7	PDO II	CADIANG, CRISTIAN DAVID A. JR.
8	PDO II	CAJES, LOENILA C.
9	NURSE I	CASILIHAN, HERMINIA E
10	AASST II	CESARIO, ROXANNE
11	PDO II	CONSULAR, SALLY P.
12	PDO II	CORTON, MARCIA
13	RIO II	CRUZ, MISCHELLA
14	PDO II	DELA PENA, AIBE G.
15	ITO I	DESEAR, DANDREB
16	AA III	ESTUARIA, VANESSA L.
17	PDO II	GASPAR, ROMEO N.
18	SWA	GENEROSO, CYNTHIA G.
19	PDO II	GONZALES, RITA S.
20	AASST II	IBAÑEZ, ROWENA
21	AA II	LAMPAWOG, JACQUILYN
22	NURSE I	LUALHATI, MARIAN VANESSA C.
23	PDO II	LUCAS ANNA CARMILIE M
24	PDO II	LUNA, NOLI M.
25	AASSISTANT II	MACERO, MA. SOPIE
26	PDO II	MALLEN, MA. VICTORIA P.
27	ITO IV	MERCADO, MICHAEL S.
28	AA III	MONTESA, BABE GENEVIVE
29	PDO II	MORAUDA, JANET H.
30	AO I	RED, EUGENIO
31	ITO II	REGIO, JERVIN
32	AASST II	REYES, ANALIZA
33	CMT II	REYES, CHRISTOPHER
34	HP III	ROCERO, GINA A.
35	CMT II	TAGUIAM, JULIUS JAN
36	STAT II	TOLOSA, HERO L.

MOA

	POSITION	INCUMBENT
1	AA III	ABOY, MICHELLE A.
2	AA III	ALEGRE, RYAN E.
3	SWO II	ALONTO ABI NUR HAQQ G.
4	SWO I	ALVEZ, CHARMAINE T.
5	SWO II	AMURAO, JENNIFER
6	SWO II	ANGAYEN, BRIGETTE O.
7	SWO II	AQUINO, MA. LUISA M.
8	PDO II	ARCEGA, ROWEL G.
9	SWO II	AUSTIN, ANGELA
10	SWA	BADAYOS, MARILOU
11	NURSE I	BAGASOL, ALICIA A.
12	AA II	BALILING, CRISTITUTO B. II
13	SWO II	BAUTISTA, JESUSA P.
14	AT	BAUTISTA, JUNO
15	FA I	BAYNO, NESTY R.
16	PDO II	BERNALES, RUTH D.
17	SWO I	CABER DAISYMAE T.
18	SWO II	CABERO, JULMAR
19	AT	CABUHAL, MARY ROSE R.
20	AAII	CAHILIG, JEFFREY T
21	PDO II	CAJURAO, HENRY D.
22	NURSE II	CALLANGA, PLACER A.
23	SWO II	CASTILLO, SHERRALYN
24	NURSE I	CASTRO, THESA J.
25	SWO II	CONARES, MA. RITA
26	PDO III	CORRAL, REY LAWRENCE C.
27	SWO I	CRUZ, MARY ANN
28	SWO II	DACUDAG, FANNIE R.
29	SWO II	DAET, JENELMA C.
30	SWA	DAJOTOY, PURIFICACION
31	SWO II	DARADAL, JOY P.
32	PDO II	DARAUAY, JOCELYN P.
33	AA III	DE GUZMAN, MA. THERESA
34	PSY I	DE JESUS, IVY
35	PDO II	DE LENA EDUARDO B. JR.
36	PDO II	DELA CRUZ, CAESAR C.
37	NURSE I	ENCARNACION, EFRIEL MARIE T.
38	AA III	EUSEBIO, SHYRELL B.
39	IO I	FALLARCUNA, ELAINE F.

	POSITION	INCUMBENT
40	NURSE I	FERNANDO, NELLIE ROSE O.
41	HRO I	FLORES, TRISHA MAE
42	PDO III	GUMANGAN, ARNOLD D.
43	SWO I	HADJI GAFOR, SALAMA R.
44	SWO II	HADJI, MONAIM SITTI MAISAH
45	PDO III	JAVIER, KRYSTIAN HAROLD
46	SWO II	JUMAPIT, LYGGENE A.
47	SWO II	LAGARE, FEBELYN P.
48	SWO II	LANDAOS, ELIZABETH M.
49	PDO II	LATOSA, PAULA ANGELYN M.
50	SWO II	LIM, JOSEPH KARLO V.
51	SWO II	LODOR, ROSALIE
52	SWO II	LOPEZ, JELYN B.
53	PDO II	MABAET, GERALDINE T.
54	SWO II	MABAYAN, SERAD
55	AASST II	MABUTAS, LEMUEL
56	AA II	MACUL, CHERYLYN B.
57	SWO II	MADRID, APRIL P.
58	PDO II	MAINES, JESSICA M
59	SWO II	MELGAREJO, GRACE
60	NURSE I	MIRASOL, CIELO MILAN
61	AO II	MORADA, MITZIE
62	AAII	NATIVIDAD MARILOU P.
63	AASST II	NAZARENO, REGINE
64	AT	NEBRIL, JINTAN
65	SWO II	NUYDA, CAROLINA B.
66	SWO I	ONG, RAY- ANN D.
67	SWO II	ORSAL, LUCITA B.
68	ND I	PAGARIGAN, LIZA R.
69	PSY I	PANGGA, KRISTA
70	HRO I	PAROCCHA, MONNA-PI
71	SWO I	PASCUA, DANICA M.
72	SWO I	PASCUA, MADEL E.
73	AA III	PELINO, MELANIE C.
74	SWO II	PERALTA, BAMBI JOY
75	SWO II	PEREZ, JACKIELOU
76	SWO I	PERTIMOS, JAYMART V.
77	SWO II	RAPI, RHEA
78	PDO II	RELLES, JOSE R. JR.
79	AA III	REVILLA, JOEY P.

80	SWO I	REYES, CZARINA D.
81	PDO II	ROTAP, ARIANNE D.
82	PDO II	RUFIN, FABIAN C.
83	SWO III	SALAMANTE , FERNANDO C.
84	SWO II	SALAZAR, KRISHNA
85	PDO II	SALVADOR, CONCEPCION S.
86	SWO II	SAN AGUSTIN, JONATHAN C.
87	NURSE I	SEMINIANO, MARC RONALD P.
88	SWO II	TAMSE, ROMMEL
89	AAII	TEMPONGKO, HANNAH V.
90	SWO II	TOMINES, MELBRYANT A.
91	SWO I	UMAYAM, MARK ANGELO A.
92	AO I	URSUA, MARIVIC
93	SWO II	VALIENTES, CRESSIDA
94	AT	VALUIS, NOEL R.
95	SWO II	VILLACARILLO, CHARMAINE P.
96	AT	VILLANUEVA, LOVELY
97	NURSE I	ZAÑO, ALEXIS O. JR.
98	NURSE II	ZANO, SONNY O.