

Republic of the Philippines  
MINISTRY OF PUBLIC WORKS  
OFFICE of the MINISTER  
MPW Building, Bonifacio Drive, Port Area, Manila

August 14, 1980

MINISTRY ORDER)

No. 80 - 60 )  
-x-x-x-x-x-x-x)

SUBJECT: Recognition Awards for  
Exemplary District Engineers

T O : All Regional Directors  
District Engineers

In order to highlight the crucial role of Public Works District Engineers in achieving MPW contributions to national development goals as well as to institutionalize appreciation of exemplary performance, a recognition awards program will be launched by the Ministry this year.

I. Criteria

For this purpose, all District Engineers shall be evaluated and ranked on the basis of the following criteria:

1. Performance Outputs (40%)- This refers to work achievement in terms of actual time and cost status of projects as compared with targets. It includes the validity and responsiveness of project planning as well as the accuracy, completeness and timeliness of accomplishment reports.
2. Creativity and Initiative (15%)- This is evidenced by successful efforts at cost reduction/innovative schemes such as the use of native materials, locally adapted technology, new designs, new ways of doing work and other improvements in the implementation of public works projects.
3. Integrity (15%)- The District Engineer's leadership is based not only on his technical competence and managerial skills but also on his exemplary personal honesty and professionalism. This factor focuses on the impact of the leadership-by-example role of the District Engineer in actualizing ethical values.

4. Organizational Development Activities (15%) - This considers the programs launched in order to establish and maintain appropriate physical working conditions and to create/sustain/expand positive socio-psychological climate in the office which evoke commitment to MPW goals through responsible and competent performance of assigned work.
5. Community Relations (15%) - This is gauged by the esteem and the positive image enjoyed by the District Office in the community it serves. It includes the appropriate interfaces with the community made or sought by the District Engineer and his personnel.

## II. Procedure

1. On or before September 30 each year, the Regional Director shall submit to the Office of the Minister the names of District Engineers belonging to the upper 50% of the ranking list together with such justification as may be deemed appropriate.

The first ranking shall cover the period from September 15, 1979 to September, 1980. Subsequently the time frame shall be the two previous performance rating periods, i.e. July to December and January to June.


2. Each year an evaluation and awards committee shall be designated by the Minister to evaluate all the nominees of Regional Directors and to submit recommendations to him not later than the third Monday of October.
3. Awards shall be made at fitting ceremonies, preferably during the celebration of the MPW Anniversary.

III. Program Support

The personnel officers of the Regional Offices and the chief of the Personnel Division, Office of the Minister shall provide secretariat services and shall have custody of all records in connection with this program.

IV. Effectivity

The first conferment of awards shall be made in November, 1980.

  
ALFREDO L. JUINIO  
Minister