

## ERC: moving up the next level

By Jojo S. Braza

The Energy Regulatory Commission marked its 4<sup>th</sup> anniversary on with the theme “Moving Up the Next Level”. In austere celebrations, the ERC commemorated its 4 years of fruitful existence. The festivities started with fun activities joined by members of the ERC community. The contests that were lined up tested the knowledge of employees on how well they know the policies and programs of the ERC.

The Creativity Contest was met with much enthusiasm, with the Divisions from the different Services besting each other to rank number one. Participants were excited to compete for the awards that were lined up, similar to the acclaimed Famas awards. The Quiz Bee was an equally fun filled activity. It was a battle of the wits for contestants who were treated with tricky questions to test their understanding of the Electric Power Industry Reform Act (EPIRA).

The ERC Commissioners and guests from the USAID and the World Bank also had fun watching the ERC personnel outsmart each other. They were amused to see employees whom they never imagined to be wacky and down to earth.

The celebration continued on June 27 starting with the opening remarks of Chairman Rodolfo B. Albano, Jr. This was followed by messages from DOE Secretary Raphael Lotilla and Daniel Moore of the USAID.

Mr. Alfredo Antonio, a former Development Bank of the Philippines (DBP) executive and now Administrator of Subic Bay Metropolitan Authority (SBMA), delivered a very inspiring talk entitled “Transforming Public Service”. He shared the experience of the DBP on its transformation to a highly motivated organization that resulted in a turnaround making the DBP profitable and a multi-awarded government banking institution.

The key to the transformation, according to Mr. Antonio, was proper care and management of the DBP’s human resource. Character building became the main focus of the renewal process among its employees. The bank’s core values centered on the values of the Filipino family. These values became the driving force in the rebuilding of this banking institution.

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Chairman Rodolfo B. Albano, Jr. (left) delivers his Anniversary Message before ERC officials and guests during the 4th Anniversary Celebration of the ERC last June 27, 2005.

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# ERC's 10 Point Regulatory Agenda (2005-2006) Moving Up The Next Level



*Commissioner Oliver B. Butalid presenting ERC's 10 Point Regulatory Agenda.*

**1. Implement the Performance Based Ratemaking (PBR) Method for Setting Wheeling Rates for the Transmission & Distribution Sectors**

- a. Evaluate & Approve Transco's Maximum Allowable Revenue (MAR) Application for period 2006-2010 strictly adhering to timelines prescribed under Transmission Wheeling Rates Guidelines (TWRG)
- b. Evaluate & Approve the Maximum Average Price (MAP) for the First Batch of DUs under Distribution Wheeling Rates Guidelines (DWRG)

**2. Establish a Regulatory Framework to Ensure a Stable Wholesale Electricity Market**

- a. Approve the WESM Price Determination Methodology (PDM)
- b. Develop a Market Monitoring System for WESM
- c. Promulgate Rules Clarifying Ownership/Control Limitations on Generating Capacity

- d. Promulgate Competition Rules for all Industry Players
- e. Approve Market Fees

**3. Establish a Regulatory Framework to Promote Retail Competition**

- a. Promulgate Uniform Business Practices Rules (UBP)
- b. Promulgate Code of Conduct Rules
- c. Promulgate Supplier of Last Resort Rules (SOLR)
- d. Promulgate Rules for Open Access Distribution Services (OADS)
- e. Undertake Seminars for Phase 1 Contestable Customers
- f. Undertake the Licensing of Qualified Retail Electricity Supplier (RES)

**4. Rationalize Economic Regulation for the Distribution Sector**

- a. Standardize Customer Segments for all DUs
- b. Prescribe Uniform Chart of Accounts for Private Utilities
- c. Standardize Cost Allocation Methods (ACAM)
- d. Standardize Depreciation Schedules Per Asset Category
- e. Promulgate Alternative Ratemaking Methodology for ECs
- f. Promulgate Ratemaking Methodology for Investment Management Contracts (IMCs)

**5. Rationalize Technical Regulation**

- a. Promulgate Rules for Capex Project Approvals for all DUs'
- b. Update Philippine Distribution Code (PDC)
- c. Approve DUs' PDC Compliance Plans
- d. Approve New (Segregated) System Loss Caps for DUs
- e. Strengthen the Distribution Management Committee (DMC) and the Grid Management Committee (GMC)
- f. Establish Product Standards for kWh Meters (in coordination with DTI-BPS)
- g. Promulgate Rules for 3rd Party Meter Calibration Laboratories

*Continued on page 3*

## ERC's 10 point ... from page 2

- h. Promulgate Guidelines for Ancillary Services Procurement
- i. Promulgate Guidelines to Set Caps for Allowable Transmission Losses

### **6. Establish a Regulatory Environment that will Promote Efficiency in Off Grid Areas**

- a. Promulgate Guidelines re: Socially Acceptable Generation Rate (SAGR)
- b. Promulgate Qualified Third Party Rules (QTP)
- c. Promulgate Off Grid Transmission Standards
- d. Rationalize Budget Review Processes Universal Charge/Missionary Electrification (UC/ME)

### **7. Strengthen the Customer Service Capabilities of Distribution Utilities**

- a. Prescribe Uniform Operations Manual for Consumer Welfare Desk Officers (CWD)
- b. Require Mandatory Training Programs for All Frontline Employees of DUs at Accredited Training Institutions
- c. Institutionalize Audit Programs to be Undertaken by Local Consumer Groups and LGUs
- d. Prescribe IED Materials for DUs.

### **8. Strengthen Monitoring & Enforcement System**

- a. Redesign Reportorial Requirements for DUs
- b. Automate Monitoring of Compliance to All Orders
- c. Develop On-Site Audit System
- d. Develop Compliance Reminders System

### **9. Targeted Information & Education Program**

- a. Undertake Regional Symposia for Targeted Sectors
- b. Institutionalize Partnership with Academe
- c. Update Regularly the Annotated Compendium of Guidelines
- d. Continuous Improvement of Website

### **10. Complete All Remaining 'First Level' Regulatory Commitments**

- a. Efficiently Process all Transition Supply Contracts
- b. Sub-Transmission Sale Approvals
- c. Approve the Balance of Unbundling, Cross Subsidy Removals, Debt Condonation, PPA Verification Cases
- d. Dispose of Pending MRs, Disputes 2001-2005 Establish Data Warehousing Systems
- f. Update/Document Procedures for All Internal Business Processes (ISO 9000 Quality Management Systems)
- g. Revise Rules on Conducting Hearings, Issuance of Guidelines and Related Matters

## ERC: moving up... from page 1

The DBP story as told by Mr. Antonio was so moving that it became an effective instrument in stimulating the ERC employees to hear from Commissioner Alcorido ERC's own core values that include Fairness, Transparency, Integrity, Excellence, and Innovativeness.

The celebration moved forward to the signing of the ERC's Declaration to Abide to High Ethical Standards by the ERC officials and representative of the Kapisanan ng mga Kawani ng ERC (KERC). Commissioner Rauf A. Tan

followed the signing with a highlight of the ERC's achievements for the past four years. Thereafter, the ERC's new Vision and Mission were unveiled.

The 2nd day celebration was culminated with Commissioner Oliver B. Butalid rallying the employees to vigorously pursue the ERC's Ten Point Agenda, with reference to the ERC theme for year 5: "Moving up the Next Level."

*Chairman Rodolfo B. Albano, Jr. (right) congratulates Commissioners (L-R) Oliver B. Butalid, Jesus N. Alcorido and Rauf A. Tan after signing the Declaration of Commitment to Conform to the Highest Ethical Standards.*



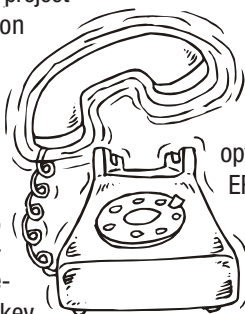
# ERC SUPPORTS GAWIN 1345 PROJECT “One Call to Solve it All”

By Sharon O. Montañer

The Energy Regulatory Commission (ERC) recently renewed its commitment to the GAWIN (Government At Work Interagency Net) 1345 project launched by the Philippine Information Agency (PIA) way back in 2002.

GAWIN 1345 is a call center established to respond to the information needs of the public especially on various issues and concerns (i.e. daily irritants, garbage, flood, health menace, overpricing, unattended civil works, etc.) that require immediate government action. It also provides key information such as the top of the hour news, peso-dollar exchange rate, health bulletin, tourism information, holiday information and school and work suspension. GAWIN database is also equipped with a directory of government agencies, legislative offices, embassies/consulates, Local Government Units (LGUs), hospitals,

and some private companies to effectively respond to callers who need such information.



The ERC is among the 16 Government Agencies who support the GAWIN 1345 Project. A caller can just dial 1-3-4-5 to report his electricity concerns to GAWIN's call center agents or opt to be connected to the hotline numbers that the ERC has provided for this project and thereby direct his concerns to the ERC's consumer affairs officers.

The re-launching of the GAWIN 1-3-4-5, as planned by the PIA and agreed by the project's members is aimed to expand its database and members and is projected to increase the number of calls received. This project was conceived by the Office of the President, the Presidential Management Staff, the Office of the Press Secretary, and the PIA.

## Accounting Division, reaping the benefits of eNGAS

By Christine Abigail N. Rubio

Since its implementation last July, 2004, the eNGAS' core accounting system is being used by the Accounting Division. The accounting software made the generation of financial reports faster and easier.

“During the parallel run, we had difficulty in maintaining the two systems, the eNGAS and the manual system,” Zenaida Fortuna expressed. “We eventually got used to the electronic system and finally abandoned the manual system,” she added.

Joy Aldeza articulated that by using the eNGAS, they were able to control and monitor the procurement of supplies and equipment making necessary accounting entries for these items easier to update.

As the accounting personnel continue to reap the benefits of eNGAS, they became aware on how an elec-

tronic system can help in the efficient operations of the Accounting Division. In line with the real-time information desired by management, the Internal Audit Unit headed by



Teresita Cabriule suggested that the system should have the facility to generate the Statement of Account specifically when billing the utilities for metering services. Management Information Systems Division (MISD) has communicated this suggestion with Commission on Audit's (COA) eNGAS Development Team. A written request was sent to COA's Government Accounting and Financial Management Information System (GAFMIS) for the inclusion of the Statement of Account in the forthcoming version of the eNGAS.

Accounting Division is looking forward to the roll-out of the Payroll and Cash Receipt System that will be integrated with eNGAS within this year. MISD for its part is coordinating with COA's Development Team on this matter.

# The electric meter – going hi tech

**M**etering is the lifeline of electric, water, and gas utilities. The meter is the basis of collection of revenues. Disputes are resolved using the meter as evidence. Whenever complaints are filed with the ERC, the major focus is the meter. Moreover, electric meters determine the viability of a utility. This is how important an electric meter is.

Electric meters have become so essential that manufacturers have tapped micro-technology to develop state-of-the-art models to suit the requirements of a dynamic electricity industry. Have you seen a three-phase kilowatt-hour meter with the size of a cellular phone? These devices can be programmed to fit any network configuration, and have the ability to measure and display more than 60 parameters. Testing these hi-tech meters require advanced technology testing equipment.

Recognizing the value of the electric meter, the ERC strengthened its Meter Division that operates under the Consumer Affairs Division (CAS). More engineers were hired to handle the Herculean task of testing and calibrating electric meters to maintain their accuracy for the



benefit of the electricity consuming public. The resourceful and diligent personnel of the Meter Division has dramatically increased the meter testing revenues to Php 6,485,008 for the first quarter this year, from Php 3,702,612 during the same period last year.

Did you know that during the first quarter, said division acted on a total of five hundred sixty-three (563) letters and phoned-in complaints relative to meter accuracy verification? It also tested 8,862 suspected tampered meters in compliance with R.A. 7832 or the Anti-Pilferage of Electricity Act.

## MTARC assumes post as new ED; sits as PowerNews censor chief

**T**he Energy Regulatory Commission (ERC) has a new Executive Director in the person of Atty. Maria Teresa A. Ramirez-Castañeda or MTARC, as she is fondly called by her peers. Atty. Castañeda assumed the post, vacated by Atty. Fructuoso C. Lagunzad, Jr., on April 27, 2005. Atty. Castañeda also inherits the throne of Atty. Lagunzad as the Editor-in-Chief of the PowerNews.

She brings with her thirteen (13) years of professional experience and a virtue of altruism. Having rose from the ranks, she started as Attorney III on August 3, 1992 with the Prosecution and Hearing Branch (PHB) of the then Energy Regulatory Board (ERB). She was appointed as Officer-In-Charge (and eventually), Chief of the Hearing Division on April 14, 1994. In March, 2000, she was appointed Director of the PHB by no less than former President Joseph Estrada. She holds the distinction of being the youngest Director ever appointed in the history of ERB. When the Energy Regulatory Commission (ERC) was created in June, 2001, she was appointed as Director of the Legal Service, a position which she held until her appointment as Executive Director (ED).



Atty. Castañeda, a CSEE holder since 1999, finished her AB Philosophy at the University of Santo Tomas (U.S.T.) in 1987 and obtained her Bachelor of Laws in 1991 from the same university. She took the Bar in 1991 and passed the following year. The new ED comes from a family of lawyers and politicians.

MTARC is married to former ERB Commissioner, Atty. Edward “Jack” C. Castañeda, a practicing lawyer and consultant to Speaker Jose De Venecia, and is blessed with a daughter, Marrion Abigail. - **EMA**

# ERC Celebrates 4th Anniversary

*This year's ERC Anniversary celebrations although simple and austere, still brings joy and meaning to the participants as can be gleaned from the pictures below.*





Commissioner Rauf A. Tan introduced ERC's new vision mission while Commissioner Jesus N. Alcordo presented the Declaration of Commitment to Conform to the Highest Ethical Standards.

## DECLARATION OF COMMITMENT TO CONFORM TO THE HIGHEST ETHICAL STANDARDS

WE, the Chairman, Commissioners, officials, and employees of the Energy Regulatory Commission, recognizing the Commission's crucial role as the independent regulator in the Electric Power Industry, do hereby declare our commitment to conform at all times to the highest ethical standards. With this commitment, we unequivocally support the promulgation of the Commission's Code of Ethics that shall govern and exact our strictest adherence to the following basic principles of professional conduct:

- **Impartiality and Objectivity** in the exercise of one's assigned tasks
- **Confidentiality**, with reference to confidential and commercially-sensitive information documents
- **Due Diligence** or the duty of care in the performance of duties
- **Fidelity** to professional responsibilities and faithful adherence to the public trust character of one's office
- **Avoiding** potential or apparent conflict of interest
- **Legality** (respect for the rule of law)
- **Integrity and Honesty**, i.e. being above reproach at all times
- **Transparency and Openness**
- **Efficiency, Equality and Justice**, or acting fairly, effectively and always in the public interest; and
- **Responsibility**, i.e., maintaining one's reputation, responsibility for faults and **Accountability** for one's actions committed in disregard of the applicable rules and ethical norms

### Vision

Asia's benchmark for excellence in power regulation.

### Mission

The Energy Regulatory Commission regulates and balances the interests of the stakeholders in the electric power industry. The Commission aims to ensure the supply of quality electricity that is reliable, adequate and reasonably priced in order to protect the consumer and uplift the quality of life of the Filipino people.

# RBA introduces Christian Life Program to the ERC

By Elmar M. Agir

Chairman Rodolfo B. Albano, Jr., in a Memorandum dated 5 April 2005, called on the ERC officials and employees to join the Christian Life Program (CLP) conducted by the St. Thomas More and Associates (STMA), a social ministry of the Couples for Christ. The CLP is an integrated course intended to lead the program participants at deepening their relationship with God, family, workplace and community in the context of Christian faith. It would run for a total of 13 consecutive sessions, usually held weekly, divided into an orientation session and then 3 modules of 4 sessions each. Most sessions consist of three basic ingredients: a teaching, a group discussion, and a time for fellowship. Each session would normally last for about 2 1/2 hours.

The CLP has two basic purposes: evangelism and spiritual renewal.

To evangelize is to take the basic message of Christianity and to proclaim it anew so that those who hear it can make a renewed commitment to the Lord in a way which will allow them to receive a fuller experience of the work of the Holy Spirit in their lives.

Spiritual renewal works in three ways:

1. For the individual, it brings a person into a stronger relationship with God by discovering and living more fully the power and gifts he or she received through the Holy Spirit.
2. For the family, it brings married couples to a renewed commitment to Christian family life and starts to build up a community of committed Christian families.
3. For the Church, it brings people within a particular parish to a fuller experience of life in the Spirit. Consequently, it strengthens and revitalizes community life in the parish.



*Tonypet Albano (above) welcomes participants to the Christian Life Program.*



# Tips on parenting school children

(from an old hand student)

I don't have kids...yet. I still have to wait for five years before I send my firstborn to school. Yet, here I am, trying to give tips to parents, who, year after year, have been sending their kids to school. Well, let me just share my experiences as a student.

## School Stuff (uniforms, shoes, notebooks)

Every kid wants new things every school year – new shoes, bag, pencil case, rulers, etc. – and it takes a lot of convincing from parents that they don't need a new one yet. “*Hindi pa pudpod yung sapatos mo, i-shine na lang natin.*” My mother always said that. It's irritating sometimes, especially for a kid who doesn't realize how hard it is to provide all these things. Talk it over with your kids. Explain to them that you only have this much money and you can only buy the most essential things like notebooks, pencils and socks. Kids understand, believe me. You just need a subtle approach. Maybe you can just buy the shoes on his/her birthday. But again, don't promise.

Uniforms are another problem, especially when their heights shoot up over the summer. For girls, have their skirts tailored longer than their size and have it folded in the hemline. You can adjust the length as she grows taller. Uniforms can last two or more school years if you're careful in washing and ironing them. Also allow for adjustments in the skirts' waistline.

It's more complicated for the boys' uniform. You have no choice but to buy new ones. If there are younger brothers, they can just use *kuya's* pants from last year. Don't take hand-me-downs negatively. Telling a kid, “*kawawa ka naman...*” is not a good attitude. I've always enjoyed receiving hand-me-down clothes from my cousins. I see the act of generosity more than the “*napagsawaan at napaglumaan na kasi*” side of giving.

## Allowances

I only received cash allowances when I reached high school. And even then, I brought *baon* because food from the canteen were expensive, and waiting in line (if there is

one) is time consuming. It would be better to pack snacks and lunches for younger kids. Advantages: you are able to monitor what they're eating and it's cheaper. Sometimes kids swap their food with their friends. Ask them what their friends have been bringing to school so you can have an idea and prepare a variety of dishes for your kid.

You may give your kid cash allowances when he/she is older and knows how to budget. By that time, you've established his/her eating habit. Do not give excessive cash as this may tempt your kid to buy unnecessary things (like cigarettes!). Giving enough is not deprivation. It's discipline.

## No TV

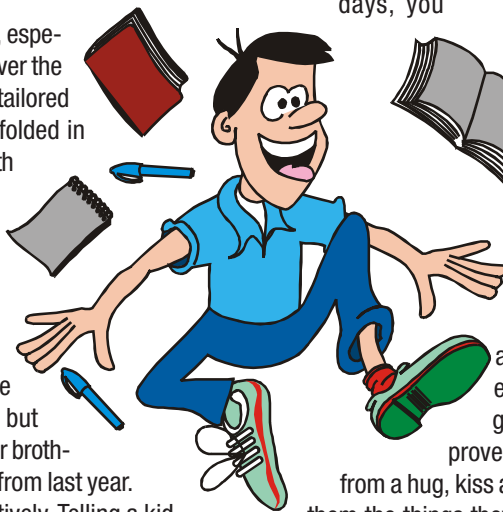
We had a rule in the house: no TV from Sunday night to Thursday night. During exam periods, we only get to watch TV after my mother has tutored us. It may be difficult to do these days, with all the telenovela that airs everyday. It takes a lot of will power, because if you aim to discipline your child, you have to start with yourself. No TV for them means no TV for you, too. It's difficult for kids to study when they see you and other adults watching TV. My parents used to watch *betamax* after we've gone to bed. When you think about it, it's actually a good way to spend quality time with your spouses.

With computers, telephones and cellphones these days, you will have to set rules on the days and time your kids are allowed to use these. It may be similar with the No TV rule.

## Rewards

Kids think their parents are “punishers”. This is necessary for discipline, but also give rewards even for small improvements. Rewards may range from a hug, kiss and words of praise, to giving them the things they want (like that new pair of shoes). Rewards serve as both a boost in their self-esteem and a motivation to do better in their studies and other responsibilities. You may withdraw privileges or delay rewards when your child fails to meet expectations (a lower grade, going home after curfew, etc.). But be sure you talk these over with them before you set the rules.

These are just some of the significant experiences I had as a child and a student. Someday I'll be using the same strategies as a parent.



## Let God

*Let every breath that i breathe  
prove Your endless faithfulness*

*Let every beat of my heart  
feel Your eternal love*

*Let every thought that i think  
remind me of Your infinite wisdom*

*Let every thing that my eyes see  
reveal your breathtaking beauty*

*Let every word that i say  
shout Your awesome praise*

*Let every load that i carry  
confirm Your utmost strength*

*and Let every step that i take  
declare Your highest glory!*

*james salvatierra juganas*



## ERC gets overwhelming response on COC application

By Maria Elaine B. Galapon

**T**he ERC was overwhelmed by the turn-out of COC applications filed by entities with Self-Generation Facilities (SGFs) throughout the country. Out of 14,151 applications filed, 8,886 were already approved as of June 30, 2005.

The ERC first set the deadline on March 31, 2005 pursuant to Resolution No. 10-02, Series of 2004. With the countless requests for extension of time to file COC and cognizant of the fact that there are numerous entities with generating facilities for which applications have yet to be filed, ERC was constrained to issue Resolution No.

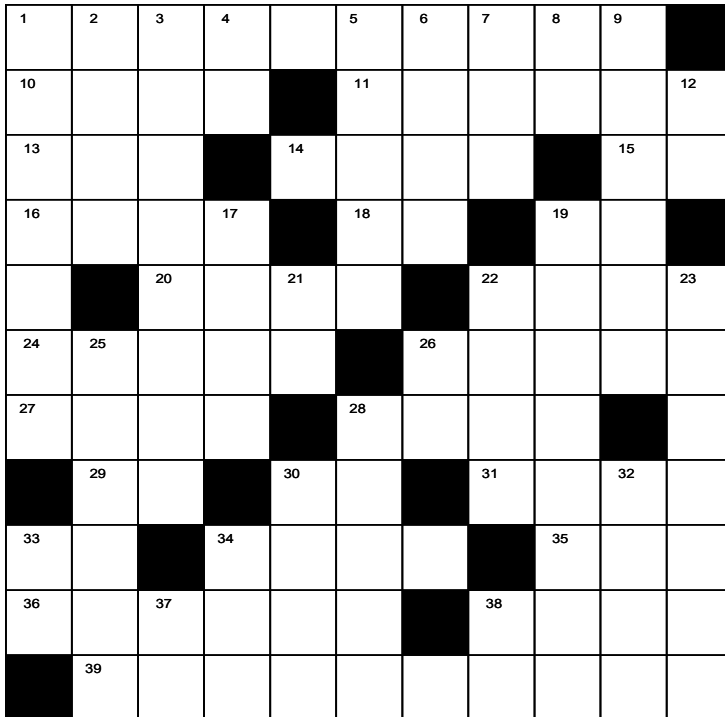
02, Series 2005, extending the deadline to submit application for COC from March 31, 2005 to June 30, 2005.

Prior to June 30, 2005, the Licensing and Market Monitoring Division (LMMD) had to send off its staff simultaneously in teams of two to Northern and Southern Luzon, to facilitate the acceptance and assessment of COC applicants, as follows: Engr. James S. Juganas and Maria Elaine B. Galapon - Legaspi City on June 22-25, 2005; Mr. Ariel Alcover and Pablito Allagadan - Baguio City on June 22-25, 2005; and Engr. James Juganas and Mr. Ariel Alcover - Clark Special Economic Zone on June 29, 2005.

*Continued on page 11*

# Crossword

By Lino P. Pagkatipunan



- 33. Local Tarzan
- 34. Edison's middle name
- 35. Suffix
- 36. Garbage
- 38. Russian sea
- 39. ERC is one of them

## DOWN

- 1. Top brass
- 2. Pitcher
- 3. Steer the ship
- 4. Printer's measure
- 5. Semiprecious stone
- 6. Salver
- 7. De Leon, Veneration or Pino
- 8. Five extra minutes in basketball
- 9. Japan
- 12. Spielberg's movie
- 17. Containment
- 19. Johnny of local films
- 21. Windows version
- 22. be unsuccessful
- 23. Lasses
- 25. Peril
- 26. Pa's mate
- 28. Mallet
- 30. Archers College
- 32. Russian ruler
- 33. Either's partner
- 34. MLQ's month abbr.
- 37. Iron symbol
- 38. Preposition

## ACROSS

- 1. One of the four sectors of electric industry
- 10. Mc Gregor of Star Wars fame
- 11. Dei \_\_\_\_\_ by the grace of God
- 13. Where Las Vegas is, abbr.
- 14. James, veteran actor
- 15. Former R.P.
- 16. Fructuoso of Gwapings
- 18. Shortened expression of gratitude
- 19. Pacman's initials
- 20. Play
- 22. Provision
- 24. Old saying
- 26. Bread from heaven
- 27. Tardy
- 28. Manner of walking
- 29. Region III prov.
- 30. Panganiban's Dept.
- 31. Allows

## ERC gets overwhelming...from page 10

As of closing time, COC Applications add up to roughly 14,000 from about 8,000 in March 31, 2005. The LMMMD now resumes its regular yet significant tasks of conducting technical inspection and evaluating applications of Independent Power Producers (IPPs) and Self-Generating Facilities (SGFs) with 1MW and above installed capacity. Meantime, LMMMD is still accepting COC applications filed after June 30, 2005.



## CSEE Eligibles...from page 12

challenge to elevate my performance level and advocate new civil service culture that supports good governance." - Ellen C. Aguila

"I am glad I have hurdled the test. I encourage my fellow employees to take the said exam." - Atty. Jojo Tomas

"Thank you for letting me pass the said exam." - Atty Marizon Gines

"Do not be hesitant to take the CSEE exam, it is a worthy experience." - Jojo Braza

From the Power News staff, congratulations to this year's CSEE eligibles!

**By Abul Khayr Amalon M. Alonto II**

## CSEE Eligibles 2005

The Energy Regulatory Commission was well-represented in the recent conferment of Career Service Executive Eligibles for the year 2005. Last May 5, 2005, at the AFP Commissioned Officers Country Club in Camp Aguinaldo, Quezon City, the Civil Service Commission conferred a total of 210 CSEE eligibles, 7 of which are employees of the ERC, namely:

1. Ms. Ellen C. Aguila (Director III, Regulatory Operations Service)
2. Atty. Floresinda G. Baldo (Attorney V, Legal Service)
3. Mr. Rolando S. Braza (Information Officer IV, Public Information Division-Planning & Information Service)
4. Atty. Maria Corazon G. Gines (Officer-In-Charge, Consumer Affairs Service)
5. Atty. Francis Saturnino C. Juan (Director III, Office of the General Counsel & Secretariat)
6. Atty. Debora Anastacia T. Layugan (Chief Energy Regulation Officer, Spot Market Division-Market Operations Service)
7. Atty. Isabelo Joseph P. Tomas II (Officer-In-Charge, Legal Service)

The CSEE is composed of two phases: the written exam and the interview. The written part aims to measure an examinee's competency level in 4 areas, specifically Analytical Ability, Verbal Ability, Managerial Ability, and Social Awareness. In order to qualify for the interview phase, an examinee must achieve an aggregate score of at least 106 and must at least have 45% correct answers in each of the aforementioned areas.

From a total of 2,417 examinees all across the nation which participated in the screening process for this year's CSEE, only 201 or 8% examinees qualified for the interview. Together with qualifiers from previous CSEEs, this adds up to 218 qualifiers. Of that 218, only 210 were conferred their respective CSEE eligibility. Approximately 84% of CSEE 2005 came from Luzon with the NCR as the highest contributor (147 CSEEs). According to the CSC, this year's CSEE roster is relatively young, with 54 of them in the ages between 37-42 and 11 in the ages between 25-30.

Considering the number of applicants and the number of passers, one can surmise that this year's CSEE was a difficult and trying experience. Atty. Baldo felt "lucky and relieved at the same time" when she received notice that she passed the written phase because of the difficulty she encountered in mathematics, while Atty. Layugan expressed that passing the CSEE gave her a feeling of delight as she never expected to qualify. Director Juan describes the CSEE conferment similar to passing the UPCAT (University of the Philippines College Admissions Test) and the UPLAE (University of the Philippines College of Law Admissions Exam). As for the ceremony itself, Atty. Baldo was quite surprised that some of the awardees had brought family members to celebrate with them as if it were a graduation ceremony. Jokingly, Director Juan found the ceremony "excruciatingly long", and he was glad that it was over.

Atty. Layugan was struck by CSC Chairperson David's message to the eligibles, and it made her reflect on her reason for joining the bureaucracy. Chairperson David, according to Atty. Layugan, stated that "one has to have some level of insanity to stay in the government, but it is insanity that has to be heroic in nature." Atty. Layugan believes that one of our reasons for being public servants is to be of service to our nation and to be an instrument of service in our own little way. She is thankful that her ideals have come to full circle. She quoted Chairperson David, saying that "if we can dream hard enough, we can work equally hard. And when our dreams and our work are put together, things are bound to change."

When asked for their comments, here are what the other passers' reply:

"Having been conferred the most coveted, yet responsibility-laden Eligibility, I am now facing a greater

## Latest additions to ERC family

We welcome with open arms the latest additions to the ERC Family for the second quarter of 2005.



**Josephine B. Diaz**  
Stenographic  
Reporter III  
May 23, 2005



**Rafael Alfonso G. Favis**  
Attorney III  
June 2, 2005

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