

PUBLIC RELATIONS

The JHMC in coordination in coordination with the BCDA conducted three major public relations fora in 2015, including a Multi-Sectoral Forum in October 2015 to engage the stakeholders' participation in the various plans and programs of the BCDA and JHMC for Camp John Hay.

Three "*Kapithans*" with the local press were likewise conducted in 2015, and one in 2016, to apprise them on the efforts of the government relative to the legal cases against the CJH Devco, and the protection of the interests of the general public who may have been affected by the aforesaid cases.



Press Conference at the Bell House, 23 March 2015

GENDER AND DEVELOPMENT PROGRAM

To do its share in the administration's gender and development initiative, JHMC has strived to promote the significant role of women in advancing national development. The JHMC Board and Management participated in various women empowerment and leadership seminars conducted by the Women's Business Council and other women's organizations in 2015 and 2016.



Women Empowerment and Leadership Seminars, 2014 and 2015

The JHMC conducted Awareness Seminars on Violence Against Women and Children, and Anti-Sexual Harassment and Gender Sensitivity with the assistance of the Civil Service Commission (CSC). The participants included JHMC personnel, student leaders and teachers from the Baguio City High School, barangay officials from the JHRA and the JHSEZ locators.



Seminar on Violence Against Women and Children, October 2015



Seminar on Laws Concerning Women and Gender Sensitivity Training Workshop, November 2016

In July 2016, a GAD-Photo Contest with the theme: *"The Role of Women in a Growing Economy"* was sponsored by JHMC. There were 32 entries submitted and the awarding ceremony was done in December 2016.



Awarding Ceremony of the JHMC GAD Photo Contest at the Bell House, December 2016

The JHMC continues to be compliant with Republic Act 10028 on the establishment of its Lactation Station. In 2016, the JHMC Board approved the "Policy on Breastfeeding Promotion in the Workplace". The Lactation Station was transferred to Cottage 628 of the JHMC Office Complex and is made available for all nursing employees, stakeholders and visitors of Camp John Hay. It is due for accreditation with the Department of Health for the "Working Mother-Baby Friendly Certificate" in 2017.



Breastfeeding Policy and Lactation Management Orientation, September 2016



JHMC Lactation Station, Cottage 628

HUMAN RESOURCE DEVELOPMENT

The JHMC has continued to strengthen its efforts to professionalize the organization and develop its human resources through training programs.

For years 2016 and 2015, the JHMC achieved a 98% Overall Training Spread Index. The Management and staff attended various professional training programs, including the attendance of its officers in an international *“Executive Training Program in Urban Policy, Governance and Green City Development”* in Nanyang Technological University in Singapore, which was sponsored by the Temasek Foundation.



Among the in-house seminars included programs on Leadership and Values Formation. The Development Academy of the Philippines assisted the JHMC for its Quality Management System Training and Education from March 2015 to February 2016, as part of JHMC's accreditation to the ISO 9001:2008.

The Training Needs Analysis (TNA) was conducted by the Human Resource Division in 2015 and 2016 to determine individual and departmental training needs in order to address the gaps.

In 2016, the JHMC Board approved the Consultancy Services of Quality Plus Consulting Company for the development of a Competency Model, the purpose of which is to ensure that all JHMC personnel meet the Qualification Standards (QS) required for their positions, and that they are properly equipped with the necessary competencies such as Knowledge, Skills, Abilities and Behaviors to efficiently and effectively perform their functions.

In March 2016, the Office of the President approved the Compensation and Position Classification System (CPCS) for the GOCC sector (Executive Order 203), in order to attract and retain the best employees while maintaining the GOCC's financial sustainability. This was based on the studies conducted by the GCG with Towers-Watson, a human resource consulting firm, from years 2012 to 2013.

Corollary to this, the GCG approved the Reorganization Plan of the JHMC in 2013, through Memorandum Order No. 2013-45, which is a pre-requisite of this remuneration system. Subsequently, in June 2016, the JHMC was the first to apply for its implementation of the CPCS, and underwent validation by the GCG in November 2016 prior to its final approval.