



Republic of the Philippines  
**Bangsamoro Autonomous Region in Muslim Mindanao**  
**Ministry of Basic, Higher and Technical Education**  
 Cotabato City



**Office of the Minister**

Bangsamoro Autonomous Region in Muslim Mindanao  
 Ministry of Basic, Higher and Technical Education  
 OFFICE OF THE MINISTER

**REGIONAL MEMORANDUM**

No.: 047  
 Series of 2022

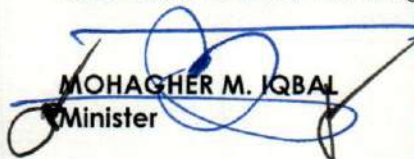
**RELEASED**

BY: Hajir  
 DATE: 11 JAN 2022  
 TIME: 10:30 Am  
 Ctrl No: 2022-01-071

**TO :** **HARON S. MELING**, Deputy Minister  
**ABDULLAH SALIK, JR.**, Director General for Basic Education  
**MARJUNI M. MADDI**, Director General for Higher Education  
**RUBY A. ANDONG**, Director General for Technical Education  
**PROF. TAHIR NALG**, Director General for Madaris Education  
**MONETTE ESTACIO-KARI**, Chief, Human Resource Management Division  
**JOURDAN PANGILAN**, Chief Planning, Policy and Research Division  
**ESMAERA NASA**, Chief, Finance Division  
**MOBARAK PANDI**, Chief Information and Communications Division  
**ATTY. SITIE MARIAM I. BALAHIM**, Assist. Regional Cabinet Secretary  
**HARON SALAH**, Information Technology

**ATTENTION :** **CRISALYN D. MIRAATO**, Basic Education  
**DR NAYZA JIMLOK**, Higher Education  
**FAIDAH LATIP**, Technical-Vocational Education  
**ABEHURAYRA ABDULGANI**, Madaris Education  
**ABDUL RAFFI ABAS**, Planning Office

**FROM :** **MOHAGHER M. IQBAL**  
 Minister





Republic of the Philippines  
 Bangsamoro Autonomous Region in Muslim Mindanao  
 Ministry of Basic, Higher and Technical Education  
**INFORMATION AND COMMUNICATIONS DIVISION**  
 Office of the Minister  
**RELEASED**  
 By: Marlon Abolencia  
 Date: JAN 11 2022  
 Time: 11:00 AM  
 Control No. 2022-01-068

**SUBJECT :** **PROGRAM TO DEVELOP AND IMPLEMENT THE MBHTE PEOPLE WELFARE PROGRAM**

Date : January 10, 2022

1. Under the Bangsamoro Education Code, the government through the Ministry of Basic, Higher and Technical Education (MBHTE) is mandated "to promote the social and economic status of all school personnel, uphold their rights, define their obligations, and improve their living and working conditions and their career prospects."
2. The **MBHTE People Welfare Program** is hereby created to contribute to MBHTE's internal stakeholders' capacity for sustained engagement in the delivery of education reforms and services through:
  - a. increased well-being and inclusive work environment;
  - b. competencies that enable MBHTE to design, implement and manage change;
  - c. defined performance objectives on change management and organizational well-being; and
  - d. through the confidence developed in their hands-on learning experience.





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3. The Office of the Human Resource and Development is designated as the process owner of the MBHTE People Welfare Program. The governing body of the Program will be composed of the Human Resource Management Chief and the four Director-Generals. The governing body reports directly to the Minister. As the process owner, the Office will lead the different undertakings to further develop the program and deliver its priority projects. The governing body is tasked to provide relevant guidance and inputs to ensure that the program and its outputs are consistent with the mandates and priorities of MBHTE, the principles of BOL and Moral Governance.
4. A Human Resource Design Team is created to ensure a collaborative, inclusive and effective development of the HR frameworks required by the MBHTE People Welfare Program. The Team is further tasked to develop a workplan to test these frameworks and determine further improvements. The members of the HR Design Team will be nominated by their respective Director General and the HRM Chief; their names will be attached to this document on or before January 7, 2022. Initial names are listed in Annex A of this document.
5. The Education Pathways to Peace in Mindanao (Pathways) Program will provide the technical assistance to MBHTE for the People Welfare Program and will co-develop the major frameworks that would contain the direction, principles, standards, organizational strategies, and methodologies for all improvements and innovations in HR capacity building for the teaching and non-teaching personnel.
6. All sub-sectors and levels of MBHTE are enjoined to support and actively participate in the activities implemented by the People Welfare Program.
7. The first Human Resource (HR) Design Team meeting will be on **13<sup>th</sup> of January 2022 – 8:30 AM to 12:30 NN in Cotabato City for the preparation of the HR activities, seminar-workshops and trainings**
8. For immediate dissemination.

**ANNEX A. Members of the Governing Body and HR Design Team**

<b>Name</b>	<b>Sub-sector/Office of the Minister</b>
<b>HR Governing Body</b>	
<b>MONETTE KARI</b>	Chief, Human Resource Management
<b>ABDULLAH SALIK, JR.</b>	Director General, Basic Education
<b>MARJUNI MADDI</b>	Director General, Higher Education
<b>RUBY ANDONG</b>	Director General, Technical Education and Skills Development
<b>TAHIR NALG</b>	Director General, Madaris Education
<b>HR Design Team</b>	
<b>DIMALEN, MOHAMMAD FAISAL KASAN</b>	Education Program Specialist II- Basic Education
<b>TALICOP, ABDULBASIT LINGCOAN</b>	Education Program Specialist II- Basic Education
<b>SORAIDAH B. MITMUG</b>	Administrative Officer I - Higher Education
<b>NOVIELOU C. CALUNSAG</b>	Education Program Specialist I - Higher Education
<b>LIMPANGAN, EDLYN AMMONG</b>	Administrative Officer V - Technical Education
<b>PALANGGALAN, OMAIRA SALENDAB</b>	Administrative Officer V - Technical Education
<b>ABDULGANI, ABEHURAYRA AMBAG</b>	Senior Education Program Specialist - Madrasah Education
<b>BAYAN, MAIMONA DIDATU</b>	Senior Education Program Specialist - Madrasah Education
<b>MANTIKAYAN, HAMIDA ULAMA</b>	Attorney IV - Office of the Minister
<b>UBPON, BEÑAMINE BUGAT</b>	Planning Officer III - Office of the Minister
<b>CHIO, RAHMA SINALINDO</b>	Legal Assistant II – Office of the Minister
<b>BANCURE, MARY GRACE AIDALYN GULANG</b>	Training Specialist II - Human Resource, Region
<b>BABAYLO, LUCY PARCON</b>	Teacher Credentials Evaluator I - Human Resource, Region