

Organizational Management



Organizational Structure and Staffing Pattern

Currently, the Provincial Government of Bohol has a total of 19 regular offices and 7 satellite offices. It is likewise managing 10 hospitals, which were devolved from the National Government function. To address the growing and multiplicity of needs of constituents, several units were also established under the Office of the Governor to look into concerns on internal control, scholarship management, youth, sports, barangay affairs, research, development studies and media affairs.

There are about 1,603 plantilla positions in the Provincial Government, of which 1,288 are filled. The structures are in accordance with the Local Government Code and office assignment and staffing are basically pattern from Civil Service Commission requirements. To supplement its workforce, a number of personnel were also hired under Contract of Services arrangement. The table below describes the personnel distribution and placement pattern of the Provincial Government.

Name of Office / Agency	Number of Plantilla Position	Filled	Unfilled	Contract of Services
1. Office of the Governor	44	41	3	23
1.1 Bohol Employment & Placement Office	5	4	1	0
1.2 Bohol Environment Management Office	16	14	2	3
1.3 Bohol Investment Promotion Center	2	1	1	4
1.4 Bohol Tourism Office	4	4	0	4
1.5 Bohol Poverty Reduction Mgt. Office	17	14	3	0
1.6 Bohol Detention & Rehabilitation Mgt. Office	38	30	8	0
1.7 Bohol Law Enforcement Communication System	21	14	7	0
2.0 Office of the Sangguniang Panlalawigan / VGO/ SP Sec.	82	68	14	8
2.1 Provincial Library	20	18	2	0
3.0 Human Resource Mgt & Dev't Office	30	24	6	0
4.0 Provincial Planning & Development Office	41	31	10	0
5.0 Provincial Budget's Office	21	18	3	0
6.0 Provincial Accountant's Office	49	47	2	0
7.0 Provincial Treasurer's Office	58	47	11	0
8.0 Provincial Assessor's Office	29	23	6	0
9.0 Provincial Legal Office	22	20	2	6
10. Provincial Health Office	145	124	21	2
11. Provincial Social Welfare & Dev't Office	28	25	3	1
12. Provincial Agriculture's Office	84	72	12	6
13. Provincial Veterinarian's Office	47	38	9	7
14. Provincial Engineer's Office	213	117	96	0
15. Provincial Motorpool	95	92	3	1
16. General Services Office	131	113	18	2
Devolved Hospitals:				
17. Garcia Memorial Provincial Hospital – Talibon	93	73	20	8
18. Cong. Simeon Toribio Memorial Hospital – Carmen	53	39	14	2

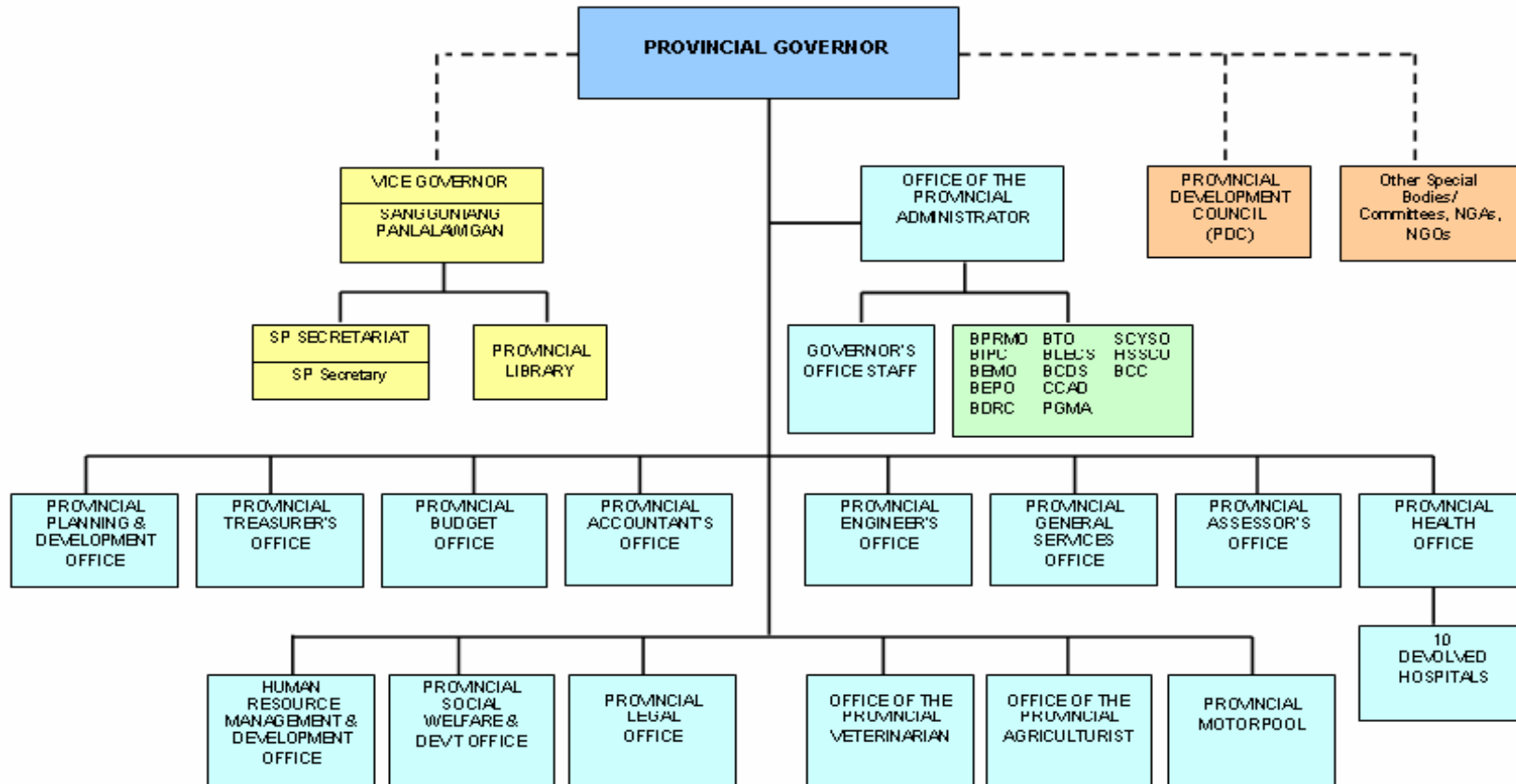
Name of Office / Agency	Number of Plantilla Position	Filled	Unfilled	Contract of Services
19. Teodoro Galagar District Hospital – Jagna	47	38	9	2
20. CNCSMH – Loon	47	41	6	2
21. Catigbian District Hospital	33	28	5	6
22. Clarin Medicare Hospital	15	10	5	3
23. Candijay Medicare Hospital	15	13	2	2
24. Maribojoc Medicare Hospital	15	11	4	5
25. Inabanga District Hospital	23	18	5	2
26. Pres. C.P. Garcia Medicare Hospital	20	18	2	1
TOTAL	1,603	1,288	315	118

Source: HRMDO –Bohol, 2008

The organization, however, is facing challenges and issues. Among the identified concerns is the outdated structure that somehow hinder, to some extent, in meeting the demands of achieving the Vision and Mission of the province. Based on recent organizational assessment, redundancy of positions that resulted from devolution and mismatch between functions and positions are considered some areas that also need to be addressed. The new challenge of achieving the 10-point Development Agenda of the Province also requires a level of organizational re-tooling for effective service delivery. Furthermore, there is also a recognized need for better benefits, awards and incentives for employees.

To address these concerns, the Provincial Government has embarked on a Re-Engineering initiative with the assistance from the Australian Government through the Philippines-Australia Human Resource Development Facility (PAHRDF). The re-engineering aims to examine the Provincial Government systems and processes and align the same to respond to the requirements and demands of its clientele. Through the initiative, it is expected that the structure of the Province will be aligned to effectively deliver the necessary public services and facilities. Identified gains include empowerment of employees, cost efficient operations, lean organization, matching competencies and positions and more benefits and incentives to employees.

ORGANIZATIONAL STRUCTURE BOHOL PROVINCIAL GOVERNMENT



BPRMO – Bohol Poverty Reduction Management Office
 BIPIC – Bohol Investment Promotions Center
 BEMO – Bohol Environment Management Office
 BEPO – Bohol Employment and Placement Office
 BDRC - Bohol Detention & Rehabilitation Center

BTO – Bohol Tourism Office
 BLECS- Bohol Law Enforcement Communication System
 BCADS – Bohol Center for Development Studies
 CCAD - Center for Culture and Arts Development
 PGMA – Provincial Government Media Affairs

SCYSO – SEF, CPG Scholarship, Youth & Sports Office
 HSSCO – Health & Social Services Consultant's Office
 BCC – Barangay Coordinating Center/Barangay Affairs Office