

EN BANC

[A.M. No. 06-3-07-SC, September 10, 2009]

RE: REQUEST FOR APPROVAL OF THE REVISED QUALIFICATION STANDARD FOR THE CHIEF OF MISO.

R E S O L U T I O N

NACHURA, J.:

For this Court's resolution is the request for revision of the Qualification Standards (QS) for the chiefs of the Management Information Systems Office (MISO) and the Program Management Office (PMO).

The following QS for the position of Chief, MISO, were approved by then Chief Justice Hilario G. Davide, Jr. on October 14, 1999:

Education: Bachelor of Laws

Experience: Ten (30) years or more of relevant supervisory work experience acquired under career service position in the Supreme Court, three (3) years of which [were] rendered under a position requiring the qualifications of a lawyer

Training: 32 hours of relevant training in management and supervision

Eligibility: RA 1080 [Bar]^[1]

On March 14, 2006, the Court resolved to revise the said QS.^[2] It was further amended on June 20, 2006, to wit:

Education: Bachelor's Degree in Computer Science or any equally comparable degree, with post-graduate level (at least 18 units) in Computer Science or Information Technology

Experience: Seven (7) years of relevant experience on Information and Communication Technology

Training: At least 40 hours of relevant training

Eligibility: Civil Service Professional eligibility or equivalent IT eligibility^[3]

On June 6, 2006, the Court issued a Resolution adopting the clarifications made by the Committee on Computerization and Library on the *collatilla* "Deputy Clerk of Court" and the judicial ranking attached to the position of Chief, MISO, as follows:

1. If the appointee for the Chief of MISO is a lawyer, he/she will be given the *collatilla* "Deputy Clerk of Court" and entitled to a judicial rank. He/She will be given the rank, salary and privileges of [an RTC] judge;
2. If the appointee for the Chief of MISO is not a lawyer, he/she will only be considered as a Chief of Office. He/She will not be given the *collatilla* "Deputy Clerk of Court" and will not be entitled to a judicial rank.^[4]

In a letter^[5] to then Chief Justice Artemio V. Panganiban dated July 12, 2006, employees of the MISO pointed out that the revision of the QS under A.M. No. 06-3-07-SC had made the experience, training, and eligibility qualifications for Assistant Chief, MISO, higher than those for the Chief, MISO. Hence, they asked the Court to rectify the disparity.

On July 26, 2006, the Court approved the following amendments to the QS for the Assistant Chief of MISO:

Education: Bachelor's Degree in Computer Science or any equally comparable degree, with post-graduate level (at least 15 units) in Computer Science or Information Technology

Experience: 5 years of relevant experience [in] Information and Communication [Technology] (ICT)

Training: At least 32 hours of relevant training

Eligibility: Civil Service Professional Eligibility or equivalent IT Eligibility^[6]

On March 5, 2008, Chief Justice Reynato S. Puno approved the recommendation of the OAS to restudy the QS for the positions of Chief, MISO and Judicial Reform Program Administrator (JRPA), PMO.

In its Memorandum^[7] to Chief Justice Puno dated July 30, 2008, the Office of Administrative Services (OAS) observed that the QS for the positions of Chief of MISO and JRPA of the PMO are not the same as those for the other chiefs of office in the Court, even though they have the same salary grade.

The OAS recommends that both positions should be given only to members of the Bar, since there are legal matters involved in the functions of both offices. In particular, OAS notes that the MISO Chief must know the basic legal and operational information technology (IT) needs of the Court, while the PMO Chief deals in large part with agreements, loans, and other contracts with various agencies and

international funding institutions. In both cases, the specific need for IT knowledge, and project management and donor coordination, respectively, will be answered by the requirement for relevant studies and/or experience.

The OAS recommends the following QS, to wit:

	MISO Chief of Office	PMO Judicial Reform Program Administrator
<i>Education</i>	Bachelor of Laws with units and/or studies in computer science, information technology or any comparable computer education	Bachelor of Laws with units and/or studies in any of the following fields: public administration, business administration, finance, economics, social sciences, or any related field.
<i>Experience</i>	10 years or more of relevant supervisory work experience either in the government (acquired under career service) or private sector, with at least 5 years relevant experience in the field of computer science or information and communication technology	10 years or more of relevant supervisory work experience either in the government (acquired under career service) or private sector, with at least 5 years relevant experience in the field of economics, social sciences, or any related field, as well as in donor coordination and project management.
<i>Training</i>	32 hours of relevant experience in management and supervision	32 hours relevant training in project management and supervision
<i>Eligibility</i>	RA 1080 (Bar)	RA 1080 (Bar)
<i>Collatilla</i>	Deputy Clerk of Court	Deputy Clerk of Court
<i>Judicial Rank</i>	RTC Judge	RTC Judge

The OAS also restudied the QS for the Assistant Chief of Office of MISO. It suggests that the Deputy Director title of the MISO Assistant Chief of Office be reverted back to its original title, "SC Assistant Chief of Office, MISO." It further recommends the following modifications to the QS of the Assistant Chief of Office, MISO, and of the Deputy Judicial Reform Program Administrator of the PMO:

	MISO Assistant Chief of Office	PMO Deputy Judicial Reform Program Administrator
<i>Education</i>	Bachelor of Laws with units and/or studies in computer science or information	Bachelor of Laws with units and/or studies in any of the following fields: public administration, finance,

	technology; or completion of Masteral (sic) Degree in any computer education (sic)	economics, social sciences; or completion of Masteral (sic) Degree in Public Administration, Business Administration. Finance, Economics, Social Sciences or any related field
<i>Experience</i>	10 years or more of relevant supervisory work experience either in the government (acquired under career service) or private sector with at least 3 years experience in the field of computer science or information and communication technology	10 years or more relevant supervisory work experience either in the government (acquired under career service) or private sector with at least 3 years relevant experience in the field of economics, social sciences or any related field, as well as in donor coordination and project management
<i>Training</i>	At least 32 hours of relevant trainings in computer operation, information and communication technology	At least 32 hours of relevant trainings in project management and supervision
<i>Eligibility</i>	RA 1080 (Bar) or any CSC 2nd level eligibility	RA 1080 (Bar) or any appropriate CSC level eligibility

The OAS explained that while all SC Assistant Chiefs of Offices are required to be lawyers in their QS, this requirement may be substituted with a master's degree in the case of MISO and PMO, considering that the duties and responsibilities of these two positions involve special technical skills in computer/information technology and project management and donor coordination, respectively.

In its Comment,^[8] the MISO states that the Court has an ongoing ICT consultancy project with Indra Sistemas S.A., part of which specifically deals with the creation of a MISO Re-Engineering Development Plan (MRDP). Among the concerns studied by Indra was the staffing pattern of MiSO and the QS for each position in the office's plantilla. Indra's recommendation for the QS of the MISO Chief recognizes that lawyers or non-lawyers may apply for the position, with the recommended QS for lawyer-applicants bearing a strong similarity to those proposed by the OAS. Indra's recommendations are as follows:

	FOR LAWYERS	FOR NON-LAWYERS
<i>Education</i>	Bachelor of Laws and 18 MA units in relevant ICT course, 3 years relevant ICT experience or 60 hours of ICT training or relevant ICT certification	Bachelor's Degree in relevant ICT course and an MBA or Post Graduate Degree in a Management related course or Bachelor's Degree in a Management-related course