



Republic of the Philippines
Department of Agriculture
FERTILIZER AND PESTICIDE AUTHORITY
FPA bldg., BAI Compound, Visayas Ave., Diliman, Quezon City
Telephone Nos. (02) 8426-1572/ (02) 8920-8573

August 29, 2023

SPECIAL ORDER

NO. 156

Series of 2023

SUBJECT : RECONSTITUTION OF THE FERTILIZER AND PESTICIDE AUTHORITY (FPA) – QUALITY MANAGEMENT SYSTEM (QMS) COMMITTEE AND ITS SUPPORT TEAMS

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In the interest of the service and to align the composition of the QMS Committee and its Support Teams with the scope of certification covering the entire processes at the FPA Central Office, the QMSC and its Support Teams are hereby recomposed as follows:

**QUALITY MANAGEMENT SYSTEM COMMITTEE (QMSC)**

Chairperson : **Ms. Maribel Querijero, OIC DED-Pesticide**  
Members : Ms. Jerolet C. Sahagun, LSD  
Dr. Gina C. Tomimbang, FAD  
Ms. Rowena C. Reyes, FRD  
Ms. Maria Theresa B. Oliveros, PMID  
Ms. Kriz Anne Joi L. Minguez, PRD

**Functions:**

- a) ensures continuous implementation of FPA-QMS following ISO 9001;
- b) monitors, analyzes, and evaluates achievement in meeting the quality objectives and that customers are satisfied;
- c) oversees the conduct of the Support Teams of their respective tasks such as management of risks, documented information, professional development, organization knowledge, quality workplace, and internal quality audit;
- d) ensures that corrective actions necessary to improve the implementation of FPA-QMS and to comply with the ISO 9001 requirements are monitored and addressed;
- e) develops required plans to continuously sustain the FPA-QMS;
- f) plans and coordinates effective deployment and efficient use of human, financial, and other physical resources for the FPA-QMS; and
- g) monitors implementation of plans and programs related to the FPA-QMS.

**QMSC Secretariat**

Head : **Ms. Mirasol O. Bacarisas, PMID**  
Members : Ms. Shiena Lyn D. Atienza, FAD  
Ms. Lovely R. Luar-Perez, PRD  
Mr. Edward Allen A. Calapatia, OED-FOCU



Management  
System  
ISO 9001:2015  
www.tuv.com  
ID 9108931189



Mr. Jesson E. Garcia, FRD  
Mr. Jowee Estefan P. Gabiano, OED  
Ms. Erica Mae G. Gacutan, LSD  
Ms. Anjaneth B. Palcutilo, OED

**Functions:**

- a) provides administrative support to the QMSC in the successful implementation of the FPA-QMS;
- b) facilitates the delivery of specific outputs in line with the FPA-QMS implementation;
- c) organizes and make necessary arrangements of various activities conducted in relation to the continuous implementation of the FPA-QMS;
- d) prepares minutes of the meeting of the management review and QMSC meetings; and
- e) take custody of all documented information produced or updated by the QMSC.

**SUPPORT TEAMS**

**1) Risk Management Team (RMT)**

Lead : **Ms. Maria Theresa B. Oliveros, PMID**  
Asst. Lead : **Ms. Rowena C. Reyes, FRD**  
Members : Ms. Sharmaine D. Tecson, LSD  
Ms. Shiena Lyn D. Atienza, FAD  
Mr. Marlo B. Deblois, FRD  
Mr. Mike P. Cuento, OED-RFU NCR  
Ms. Aleni Peach D. Gonzales, PMID  
Ms. Kriz Anne Joi L. Minguez, PRD

**Functions:**

- a) performs oversight function in ensuring that the established risk controls and related activities are consistently implemented;
- b) plans and coordinates effective and efficient use of risk control tools; and
- c) ensures that risk-related information is maintained and retained.

**2) Quality Workplace Team (QWT)**

Lead : **Dr. Gina C. Tomimbang, FAD**  
Asst. Lead : **Ms. Olivia R. Marzan, FAD**  
Members : Mr. Billy Jervis A. Narag, PMID  
Ms. Jane G. Apostol, FRD  
Ms. Feliona B. Alip, LSD  
Mr. Marc Samuel A. Molina, PRD  
Ms. Anjaneth B. Palcutilo, OED

Regional Members: Mr. Mike P. Cuento, RFU-NCR  
Mr. Rogelio B. Tanguid, RFU-CAR  
Mr. Joseph Andre John O. Martinez, RFU I  
Mr. Leonardo A. Bangad, RFU II





Mr. Romeo Val R. Suguitan, Jr., RFU III  
 Ms. Suzettie M. Alcaide, RFU IV  
 Mr. Gabriel B. Atole, RFU V  
 Mr. Noel V. Negre, RFU VI  
 Mr. Arnulfo L. Arausa, Jr., RFU VII  
 Mr. Francis Salvador B. Costas, RFU VIII  
 Mr. Alex S. Paalisbo, RFU IX  
 Ms. Ma. Sonia C. Calleja, RFU X  
 Ms. Marrisa G. Napalit, RFU XI  
 Ms. Alita C. Bornea, RFU XII  
 Mr. Danilo S. Negre, RFU CARAGA

**Functions:**

- a) ensures that the environment for the operation of processes needed to achieve conformity to service requirements are managed;
- b) ensures consistent implementation of 5S programs, as applicable; and
- c) monitors and assesses workplace cleanliness, orderliness, and safety.

**3) Internal Quality Audit Team (IQAT)**

Lead : **Ms. Suzettie M. Alcaide, RFU IV**  
 Asst. Lead : **Ms. Sharmaine D. Tecson, LSD**  
 Members : Atty. Janelyn I. Aquino-Pabalate, OED  
 Ms. Mirasol O. Bacarisas, PMID  
 Mr. Marlo B. Deblois, FRD  
 Mr. Ivan P. Layag, PMID  
 Mr. Paul Kristian J. Berjuega, LSD  
 Ms. Eramae V. Inocencio, FAD  
 Ms. Olivia R. Marzan, FAD  
 Ms. Shiena Lyn D. Atienza, FAD  
 Ms. Jane G. Apostol, FRD  
 Ms. Kriz Anne Joi L. Minguez, PRD  
 Ms. Madonna Bella C. Flavie, FAD  
 Mr. John Rajah M. Anareta, PMID  
 Ms. Erica Mae G. Gacutan, LSD  
 Ms. Jessica Kay M. Puno, LSD  
 Ms. Gina S. Dongaol, LSD  
 Ms. Feliona B. Alip, LSD  
 Mr. Alvin R. Oabel, LSD  
 Ms. Clairezelle Maclaine I. Cruz, LSD  
 Ms. Ma Regina T. Yana, LSD  
 Mr. Marc Samuel A. Molina, PRD  
 Ms. Camille-Mae M. Valles, PMID  
 Mr. Jesson E. Garcia, FRD  
 Mr. Mike P. Cuento, OED-RFU NCR  
 Ms. Aleni Peach D. Gonzales, PMID  
 Mr. Mark Kevin M. Salita, RFU-NCR  
 Ms. Mary Grace M. Sumalinog, PRD  
 Ms. Nadia Mae A. Cajucom, LSD



Ms. Anjaneth B. Palcutilo, OED  
Ms. Rea T. Lariosa, FRD  
Ms. Lovely R. Luar-Perez, PRD

**Functions:**

- a) determines conformance of the FPA-QMS and LSD-QMS to the planned arrangements and to the requirements of ISO 9001 and ISO 17025, respectively;
- b) prepares audit plan and schedule and informs the auditee about it;
- c) conducts internal audit based on ISO 19001 and FPA Internal Audit Procedure annually or as requested by the QMSC to determine effectively if the QMS is continuously implemented and maintained;
- d) prepares and issues Internal Quality Audit Report and Nonconformity and Corrective Action Report (NCAR) Form;
- e) discusses the audit finding to the auditee, QMSC, and Top Management;
- f) keeps track of the implementation of the corrective actions for nonconformance raised during the audit;
- g) conducts follow-up audit based on the previous findings; and
- h) assesses the conduct of the entire internal quality audit.

**4) Customer Satisfaction Evaluation and Monitoring Team (CSEMT)**

Lead : **Ivan P. Layag, PMID**  
Asst. Lead : **Mr. Jowee Estefan P. Gabiano, OED**  
Members : Mr. Jesson E. Garcia, FRD  
Ms. Mirasol O. Bacarisas, PMID  
Ms. Jessica Kay M. Puno, LSD  
Ms. Rachelle D. Almoite, FAD  
Ms. Nancy Y. Dumlao, PRD

**Functions:**

- a) determines the method for obtaining, monitoring, and reviewing, customers' perception of the degree to which their needs and expectations have been fulfilled;
- b) analyses and evaluates appropriate feedback and information obtained from both internal and external customers following internal operational procedures and AO 25 Guide for Conducting Citizen/ Client Satisfaction Surveys; and
- c) report the result of evaluation and monitoring to the QMS Committee.

**5) Performance Management Team (PMT)**

Lead : **Ms. Jerolet E. Calawag-Sahagun, LSD**  
Asst. Lead : **Ms. Maria Theresa B. Oliveros, PMID**  
Members : Ms. Gina C. Tomimbang, FAD  
Ms. Mirasol O. Bacarisas, FPAEA (Main)  
Ms. Anjaneth B. Palcutilo, FPAEA (Alternate)  
Ms. Madonna Bella C. Flavier, FAD

**Functions:**

- a) sets a consultative meeting with all heads of the division and regional field units for the purpose of discussing the target set;





- b) ensures that division/ unit performance targets and measures, as well as the budget, are aligned with those of the agency and that work distribution within the division/ unit is rationalized;
- c) recommends approval of the division/ unit performance commitment and rating to the Head of the Agency;
- d) acts as appeals body and the final arbiter for performance management issues of the agency;
- e) identifies potential top performers and provide inputs to the PRAISE Committee for grant of awards and incentives; and
- f) adopts its own internal rules, procedures, and strategies in carrying out the above responsibilities including the schedule of meetings and deliberations, and delegation of authority to representatives in case of the absence of its members.

### ***PMT Secretariat***

Head : **Ms. Kimberly R. Coronado, PMID**  
 Members : Ms. Aleni Peach D. Gonzales, PMID  
 Ms. Rachelle D. Almoite, FAD

### ***Functions:***

#### **Secretariat from the Planning Section:**

- a) provides administrative support to the PMT;
- b) monitors submission of the DPCR Form and schedule the review/ evaluation of the commitments by the PMT before the start of a performance period;
- c) consolidates, reviews, validates and evaluates the initial performance assessment of the division and regional field unit heads based on reported accomplishments against the success indicators, and the allotted budget against actual expenses. The result of the assessment shall be the basis of PMT's recommendation to the Head of the Agency who shall determine the final rating;
- d) conducts an agency performance planning and review conference annually for the purpose of discussing the division/ unit assessment for the preceding performance period and plans for the succeeding rating period with the concerned head. This shall include the participation of the budget and accounting sections as regards to budget utilization; and
- e) provides each division/ regional field unit with the final assessment to serve as basis for the assessment of individual staff members.

#### **Secretariat from the Human Resource Management Section:**

- a) provides administrative support to the PMT;
- b) monitors submission of the IPCR Form by each division and regional field unit;
- c) reviews the Summary List of Individual Performance Rating to ensure that the average performance rating of employees is equivalent to or not higher than the division/ regional field unit rating as recommended by the PMT and approved by the Head of the Agency;
- d) provides analytical data on retention, skill/ competency gaps, and talent development plans that align with strategic plans; and;
- e) coordinates developmental interventions that will form part of the HR Plan.



## 6) Personnel Development Team

|            |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Lead       | : | <b>Dr. Gina C. Tomimbang, FAD</b>                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Asst. Lead | : | <b>Ms. Shiena Lyn D. Atienza, FAD</b>                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Members    | : | Ms. Maria Theresa B. Oliveros, PMID<br>Ms. Jerolet E. Calawag-Sahagun, LSD<br>Ms. Maribel M. Querijero, PRD<br>Ms. Rowena C. Reyes, FRD<br>Atty. Janelyn I. Aquino-Pabalate, OED<br>Ms. Mirasol, FPAEA (2 <sup>nd</sup> Level Representative-Main)<br>Ms. Anjaneth, FPAEA (1 <sup>st</sup> Level Representative-Main)<br>Ms. Jennie M. Basilio, FPAEA (2 <sup>nd</sup> Level Representative-Alternate)<br>Ms. Rea, FPAEA (1 <sup>st</sup> Level Representative-Alternate) |

### **Functions:**

- assesses the professional development needs of each official and employee based on the submitted Professional Development Plan (PDP);
- evaluates proposals or nominations for various professional development grants and awards;
- identifies the scholarship and training needs of all officials and employees either on short-term training, master, or doctorate degrees; and
- recommends to the Executive Director for approval of the PDP for the whole FPA.

### **PDT Secretariat**

|         |   |                                                                                                                                                                                                          |
|---------|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Head    | : | <b>Mr. Edward Allen Calapatia, OED-FOCU</b>                                                                                                                                                              |
| Members | : | Mr. Paul Kristian J. Berjuega, LSD<br>Ms. Lovely R. Luar-Perez, PRD<br>Ms. Camille-Mai M. Valles, PMID<br>Mr. Jesson E. Garcia, FRD<br>Ms. Madonna Bella C. Flavier, FAD<br>Ms. Rachelle D. Almoite, FAD |

### **Functions:**

- provides administrative support to the FPA – PDT in terms of training and advocacy in the successful implementation and sustenance of the QMS;
- conducts initial review and consolidates individual training needs; and
- plans and coordinates effective deployment and efficient use of resources in-line with training and advocacy activities.

## 7) Documented Information and Knowledge Management Team (DIKMT)

|            |   |                                                                                                                                      |
|------------|---|--------------------------------------------------------------------------------------------------------------------------------------|
| Lead       | : | <b>Ms. Maria Theresa B. Oliveros</b>                                                                                                 |
| Asst. Lead | : | <b>Dr. Gina C. Tomimbang, FAD</b>                                                                                                    |
| Members    | : | Ms. Maribel M. Querijero, PRD<br>Ms. Rowena C. Reyes, FRD<br>Ms. Sharmaine D. Tecson, LSD<br>Mr. Edward Allen A. Calapatia, OED-FOCU |





**Functions:**

- a) manages the implementation of the Control of Document and Records Procedures;
- b) plans and coordinates echoing/ cascading sessions of learning interventions attended or participated;
- c) facilitates documents and records disposition; and
- d) coordinates and oversees activities related to managing organizational knowledge.

**Documented Information and Report Officer (DIRO):**

Mr. Jowee Estefan P. Gabiano, OED  
Ms. Shiena Lyn D. Atienza, FAD  
Ms. Erica Mae G. Gacutan, LSD  
Mr. Ivan P. Layag, PMID  
Mr. Jesson E. Garcia, FRD  
Ms. Mary Grace M. Sumalinog, PRD  
Mr. Ivan P. Layag, PMID  
Mr. Mike P. Cuento, RFU-NCR  
Mr. Rogelio B. Tanguid, RFU-CAR  
Mr. Joseph Andre John O. Martinez, RFU I  
Mr. Leonardo A. Bangad, RFU II  
Mr. Romeo Val R. Suguitan, Jr., RFU III  
Ms. Suzettie M. Alcaide, RFU IV  
Mr. Gabriel B. Atole, RFU V  
Mr. Noel V. Negre, RFU VI  
Mr. Arnulfo L. Arausa, Jr., RFU VII  
Mr. Francis Salvador B. Costas, RFU VIII  
Mr. Alex S. Paalisbo, RFU IX  
Ms. Ma. Sonia C. Calleja, RFU X  
Ms. Marrisa G. Napalit, RFU XI  
Ms. Alita C. Bornea, RFU XII  
Mr. Danilo S. Negre, RFU CARAGA

**Deputy Documented Information and Report Officer (DDIRO):**

Ms. Anjaneth B. Palcutilo, OED  
Ms. Eramae V. Inocencio, FAD  
Ms. Ma Regina T. Yana, LSD  
Ms. Camille-Mai M. Valles, PMID  
Ms. Rea T. Lariosa, FRD  
Ms. Nancy Y. Dumlao, PRD  
Ms. Camille-Mai M. Valles, PMID  
Mr. Mark Kevin M. Salita, RFU-NCR  
Mr. Rowena F. Billig, RFU-CAR  
Mr. Noel M. Tablada, RFU I  
Mr. Robert V. Salvador, RFU II  
Mr. Roel P. Valdez, RFU III  
Ms. Georlene P. Orbista, RFU IV  
Engr. Christopher M. Nuñez, RFU V  
Mr. Francis Felimon V. Villamon, RFU VI  
Mr. Andy Cornell G. Bornillo, RFU VII  
Ms. Claudette Mae C. Terciño, RFU VIII  
Mr. Dionn Mark M. Bohol, RFU IX  
Mr. Romnick N. Boctot, RFU X  
Mr. Rustom Gain A. Tanduyan, RFU XI  
Ms. Jennie M. Basilio, RFU XII  
Mr. Jeyson S. Atillo, RFU CARAGA

**Functions:**

- a) manages the implementation of the Control of Document and Records Procedures;
- b) facilitates document change process and maintains records of document change; and
- c) distributes internally generated controlled documented information and updates its master list;
- d) coordinates with the DIMT for the retention and disposal of documented information;
- e) plans and coordinates echoing/ cascading sessions on QMS-related training;
- f) ensures that the requirements for maintaining and retaining documented information are established and implemented;




- g) documents and writes news, features, and stories about the activities within their respective division/ unit;
- h) manages social media account for regional DIRO and DDIRO;
- i) assists the Information Section in answering public inquiries and grievances; and
- j) coordinates and oversees activities related to managing organizational knowledge.

As such, all personnel mentioned in this Special Order are hereby directed to perform the assigned functions above in addition to their regular duties and responsibilities. All expenses that may be incurred in the performance of the above-mentioned functions shall be charged against FPA funds, subject to the existing accounting and auditing rules and regulations.

All officials and employees of this Agency are hereby advised of these designations and directed to give full support and cooperation to the above-mentioned personnel in the continuous implementation of the FPA-QMS.

This Order shall take effect immediately unless otherwise revoked, supplanted, or amended. All orders and memoranda inconsistent herewith are deemed revoked.



**JULIETA B. LANSANGAN**  
Executive Director III



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