



PERFORMANCE REPORT
2023

ome

TEAM



Together, Everyone Achieves More



Scan this QR code for the highlights of 2023 DOST-STII 36th Anniversary Celebration.



ABOUT THE COVER

The cover design features the four (4) leaders of DOST-STII (L-R: OIC, CRPD Rodolfo P. de Guzman, DOST-STII Director Richard P. Burgos, IRAD Chief Alan C. Taule, and FAD Chief Arlene E. Centeno). These strong leaders represent the four Divisions of the Institute, who performed exceedingly as one team in 2023. As shown in the photo, the four leaders representing DOST-STII carry the letters of the word "ONE", which symbolizes their strength as one of the main pillars of the institute. With each leader representing their respective divisions, this year's theme highlights the power of working together and being united as "ONE" team in order to accomplish the Institute's targets and achieve more than what was expected.



About the DOST-STII

The Department of Science and Technology -Science and Technology Information Institute (DOST-STII), established in 1987 through Executive Order No. 128, is the information and marketing arm of the DOST. The DOST-STII is primarily tasked with providing S&T information services and advocacy, and S&T information reference services through its library.

DOST-STII implements its mandates through the two major programs:

A. Operation of Science and Technology Center for Information Services

- Library operations covering multimedia materials acquisitions, cataloging, and reader's services classification;

- Literature search, reference, and referral services;
 - Current awareness services
 - Document delivery services
- Documentation
- Training and consultancy on IT, S&T information handling, processing and services.

B. Science and Technology Promotion and Advocacy Services

- S&T information gathering and processing, packaging, and dissemination to multimedia channels;
- Production and dissemination of in-house S&T publications;



- Drafting and editing of speeches, messages, and DOST documents;
- Production of media guides, posters, and customized promotional materials;
- Development of audio-visual production packages;
- Media relations and related networking activities.

Philosophy

DOST-STII's philosophy is rooted in its development mission to achieve and maintain S&T information excellence and deliver effective and efficient service in an environment where information at the moment of value is key to competitiveness.

In addition, DOST-STII promotes the widespread use and appreciation for S&T information. Through its continuing resource sharing activities, S&T mainstreaming services, and IT-based solutions, DOST-STII makes S&T information more accessible and valuable to all Filipinos.

Its people are the Institute's most important resource. Librarians, writers, information analysts and communication specialists double up as information brokers, publicists, advertising executives, and image builders for DOST and DOST-STII. With the advances in ICT and the increasing demand for S&T information, DOST-STII must keep pace by employing and training communication and information professionals who can meet the standards of competent service.

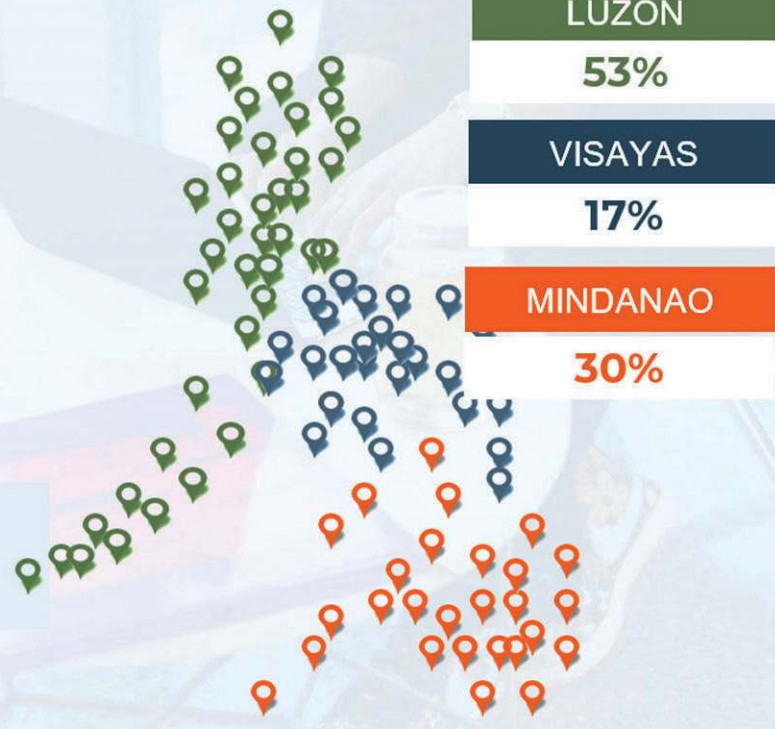
STARBOOKS Reach



 **7,450**
STARBOOKS Sites Nationwide
(as of December 2023)

BENEFICIARIES

90% Academic Institutions
6% LGUs
3% NGAs
1% NGOs and Private Institutions



Mission

We provide credible and inclusive Science, Technology, and Innovation information through resource sharing and efficiency delivery systems.

We promote public awareness, understanding, and appreciation of Science, Technology, and Innovation and its role in national development.

We capacitate our key stakeholders as partners and advocates in building a Science, Technology, and Innovation culture.

Vision

We are the lead agency in Science, Technology, and Innovation information geared towards building a culture of STI to accelerate the nation's socio-economic development.

Mandate

The DOST-STII was created by virtue of Executive Order No. 128 issued on 30 January 1987, with the following mandates:

- Establish and develop a science and technology databank and library;
- Disseminate science and technology information;
- Undertake training on science and technology information.

Quality Policy

"We, the management and employees of DOST-STII, are committed to establish a science and technology databank and library, disseminate and undertake training on science and technology information, and other related services to the private and government sectors, according to the core values stated below that



define what the agency believes in and how it relates with its stakeholders:

INTEGRITY

Demonstrates consistently the generally accepted values and norms of professional and ethical behavior.

EXCELLENCE

Provides timely, accurate, and relevant public service to attain the highest level of client satisfaction.

COMMITMENT

Demonstrates passionate drive to deliver quality results.

INNOVATION

Adds value by pursuing continuous improvement of products and services.

COLLABORATION

Engages competent people to achieve a common objective.

We are committed to continually improve the effectiveness of our Quality Management System at all times in order to meet customer satisfaction and all regulatory and statutory requirements to address risks and opportunities; and to pursue the vision and strategic direction of the institute to be the lead agency in Science, Technology, and Innovation (STI) information geared towards building a culture of STI to accelerate the nation's socio-economic development.

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DOST-STII

AT A GLANCE

Physical Accomplishment

Science and Technology Information Reference Services



Quantity
Number of clients served



Quality
Percentage of clients who rated the services satisfactory or better



Content Build-up
S&T information materials scanned (titles/pages)

ACTUAL ACCOMPLISHMENT

2022

2023

116,349*

128,309

93%*

96%*

titles

titles

1,894

1,980

pages

pages

255,540

280,135

Science and Technology Promotion and Advocacy Services



Quantity
Number of promotion services and advocacy activities conducted



Awareness
Percentage of National Awareness of S&T information



DOST Net Satisfaction Rating (every 4th Qtr of the year)

ACTUAL ACCOMPLISHMENT

2022

2023

5,734

3,982

47%
(4th Quarter)

35%
(4th Quarter)

+55
(Very Good)

+48
(Good)

Budget Utilization



Obligations incurred/Allotment received

Disbursements/Obligations incurred rate

ACTUAL ACCOMPLISHMENT

2022

2023

97.45%

97%


88.39%

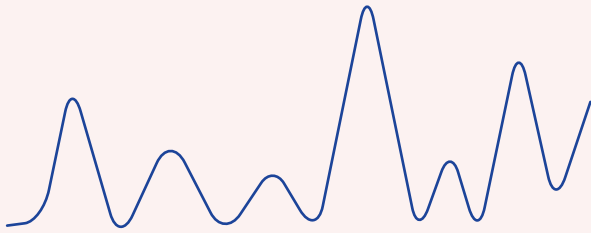
91%

*Quantity (New baseline, SciNet report generator from Webalizer to Google Analytics)
*Quality (New baseline, including satisfaction rating on OLLP and Library Webinars)

2023 Highlights

DOST-STII milestones, awards, and recognitions received

DOST Report	Expertalk Online	Siyensikat: Pinoy Popular Science Para sa Lahat	Bangay Bulkan
50 Episodes aired 26 Episodes broadcasted on PTV-4 (Season 1&2 - 26 eps) Reach - 83,800 Rating - 23,500 Reach - 10,427,074 Minutes viewed - 5,389,724 Engagement - 196,234	41 Episodes aired 13 Episodes broadcasted on CNN Philippines (Season 2-13 eps) Reach - 996,000 Rating - 251,000 Reach - 1,286,078 Minutes viewed - 1,673,487 Engagement - 15,940	22 Episodes aired on CNN Philippines (Season 5-13 eps) Reach - 868,000 Rating - 117,000 (Season 6-9 eps) Reach - 1,060,000 Rating - 287,000	11 Episodes aired online Reach - 74,939 Minutes viewed - 4,260 Engagement - 715
	<p>DOSTv 2023 Awards from Gandingan Major Award Gandingan ng Kaunlaran: Most Development-Oriented Radio/TV/Online Platform</p> <p>Core Awards Special Citation: Gandingan ng Agham at Teknolohiya - DOST Secretary Renato U. Solidum Jr.</p> <p>General Award Most Development-Oriented Feature Story - Siyensikat: Chocolate in Bohol</p> <p>CATHOLIC MASS MEDIA AWARD Special Citation for Adult Cultural/Educational Program - Siyensikat: Pinoy Popular Science Para sa Lahat</p> <p>CIVIL SERVICE COMMISSION Presidential Lingkod Bayan Awardee (Regional Category) - DOSTv: Science for the People</p> <p>PARAGALA: THE CENTRAL LUZON MEDIA AWARDS PARAGALA PANGKAUNLARAN - DOSTv: Science for the People</p>		
7,450	STARBOOKS Sites Installed (Nationwide) as of December 2023		
	Number of Years Included in the NEDA National Priority Plan		
7	STARBOOKS (2017-2023)		
6	DOSTv (2017, 2019-2023)		
38	Partnerships sealed		
9	STARBOOKS Mobile App: 12,696; STARBOOKS Whiz App: 1,954; STARBOOKS Geomap: 1,264		
ISO 9001:2015	Maintained ISO Certification (Passed the External Surveillance Audit)		



MESSAGE FROM **THE SECRETARY**

The year 2023 was truly remarkable once again for the Science and Technology Information Institute (STII), with its accomplishments and achievements in spearheading numerous activities that promote science communication and the relevance in our society.

DOST-STII continues to develop products and platforms that provide opportunities and exposure to DOST agencies and regional offices, showcasing their latest technologies and services to a wider audience across the country.

For instance, DOSTv, our official S&T broadcast channel, continues to produce quality programs and segments featuring research and development (R&D) projects of DOST and its partner institutions various regions. Through programs such as *Siyensikat*, ExperTalk, and the DOST Report, DOSTv serves as an effective avenue for the DOST to showcase the many programs, projects, products, and services that matter most to many Filipinos.

Apart from the broadcast platform, I would also like to note that DOST-STII plays a vital role in making all DOST events and happenings across



the country accessible to everyone through managing and sustaining the operations of our official social media accounts. Through this platform, DOST-STII gets to put a face not only to the beneficiaries of our technologies and services but also to the people behind these technologies, our local experts.

Our official science magazine, the S&T Post, has become more relevant and impactful in the digital age, with many Filipinos reading success stories of our local scientists and engineers and those who have benefited from our programs.



The conferment of STARBOOKS, or the Science and Technology Academic and Research-Based Openly Operated KioskS as the Presidential Lingkod Bayan Awardee is a testament to how this digital science library-in-a-box makes science education more accessible, especially in far-flung areas.

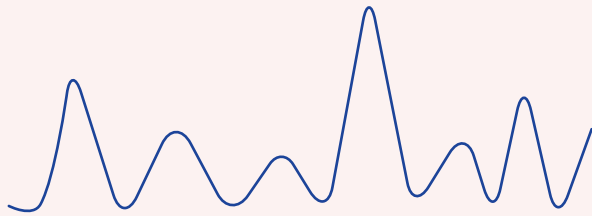
The Institute's commitment to instill the culture of science among young Filipinos is evident through its specialized science libraries and the conduct of various science journalism workshops and training activities that encourage our youth to be science communicators.

Lastly, I would like to commend DOST-STII for its efforts to capacitate its own staff and harness in-house talent through its learning and development (L&D) program.

I congratulate, once more, DOST-STII for its sterling performance despite various challenges and for being able to adapt quickly in these trying times. I am confident that in the coming years, the Institute will take bigger roles for the entire DOST and leave a significant impact on people's lives.

At the end of the day, we aim to communicate the benefits of science, technology, and innovation effectively and efficiently to our audiences, together with the concerted efforts of the 18 core institutes, 16 regional offices, and 80 Provincial Science and Technology Offices, with one commitment, one goal, one mission as ONE agency – OneDOST4U!

DR. RENATO U. SOLIDUM JR.
Secretary, DOST



MESSAGE FROM
THE UNDERSECRETARY

There is no doubt in my mind that the Department of Science and Technology-Science and Technology Information Institute (DOST-STII) played vital roles in the success of numerous science communication programs launched by the DOST in the previous year.

On top of its regular duties and responsibilities, DOST-STII has been at the forefront of crafting communication plans for significant nationwide S&T celebrations and innovation expositions, namely: Handa Pilipinas held from July to November, the 1st National Youth Science, Technology, and Innovation Festival (NYSTIF) held in October, and the National Science, Technology, and Innovation Week (NSTW) held in November in Iloilo City. In all these programs, I express my gratitude to DOST-STII for its unwavering support and dedication to maximizing all the available resources and platforms to inform the Filipino people about these important celebrations. From the creation of publicity materials, live streaming services, media engagement, press



releases, to social media content creation, DOST-STII's expertise and strategic approach greatly contributed to gathering participants to these events, whether onsite or virtual. Indeed, the year past, we saw DOST-STII leave its imprint as the lead in promoting science communication, supporting, as well, the other science communication initiatives of our agencies and regional offices.

I would also like to commend the Institute for its contributions to the development of the Science Communication Agenda and Science Communication Framework, serving as guides on how we can effectively promote all the products and services of DOST agencies and regional

offices to our respective stakeholders and audiences.

Of course, congratulations to DOST-STII for the recognitions received for its banner programs – STARBOOKS and DOSTv. STARBOOKS, a Presidential Lingkod Bayan Awardee, continues to bring reliable science education more accessible to far-flung areas in the country, inspiring residents to make a significant difference through science and technology. Our official broadcast platform, DOSTv, gives many Filipinos a chance to learn the noble works of our scientists and engineers and how they could be key factors in improving their lives and building a better nation.

Even our House of Representatives acknowledged the critical roles and mandates of DOST-STII in establishing the culture of science among Filipinos by granting them CICA or the Congress-Introduced Changes/Adjustments for the second straight year.

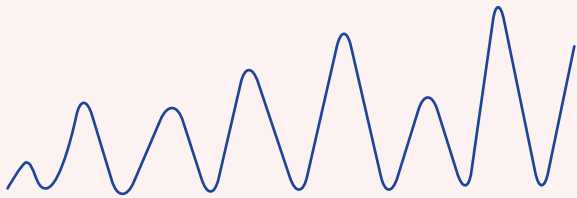
With all these achievements, I commend the men and women of DOST-STII for their dedication and untiring work to bringing science, technology, and innovation (STI) closer to the people. In the succeeding years, I challenge the entire Institute to soar higher and exceed expectations toward building the STI culture that we all envision.

Congratulations!

MARIDON O. SAHAGUN

Undersecretary for Scientific and
Technical Services, DOST





MESSAGE FROM **THE DIRECTOR**

As we navigate the challenges and opportunities ahead, I want to remind everyone of the immense strength we possess when we stand together as one team. Look at what we accomplished at DOST-STII in 2023:

- In March, STARBOOKS received in Malacañang the 2022 Presidential Lingkod Bayan Award (National Winner), the highest group recognition given by the Civil Service Commission.
- In July, DOSTv: Science For The People received the 2023 Presidential Lingkod Bayan Award (Regional Winner) in the Search for Outstanding Government Workers given by the Civil Service Commission.
- Attained a rating of 100% in our Performance-Based Bonus (PBB) compliance enabling us to payout the PBB for the 13th straight year since the program started.
- NPP donations of 11.4 Million in 2023 included 3 Staria Vans from Hyundai Motor Philippines making ours the most modern vehicle fleet in DOST.
- Obtained from the Commission on Audit another unmodified audit opinion for 2023, our fourth since 2016.
- Our 2023 GAA budget increased 17% from 2022 and 120% since 2016. By year-end our budget utilization rate was 97%.



- DOSTv bagged the Paragala Pangkaunlaran during the Paragala: The Central Luzon Media Awards from the Holy Angel University and Major awardee with core and general awards during the UP ComBroadSoc Gandingan Awards.
- According to SCImago Journal Rank, Philippine Journal of Science attained a Hirsch index or h-index of 20 in 2023, higher than the h-index value of 15.3 for citable documents published in the entire Philippines combined. Consequently, the Philippines ranked 55th worldwide in 2023 in citable documents published. This contributed to the Philippines' 56th rank in the GII out of 132 economies, three notches higher than in 2022. PJS was also the most cited journal among the 16 Philippine-based Scopus-indexed journals in the four-year period from 2019–2022.
- Passed the ISO 9001:2015 2nd Surveillance Audit in November.
- Most importantly, the DOST Strategic Plan now specifies Strategy 17, institutionalizing Science Communication, coming in the heels of the Science Communication Agenda developed by the DOST Media Core Group and the Science Communication Framework developed by University of the Philippines Los Baños - College of Development Communication with support from DOST.

With these, DOST-STII marks an upward shift in its role in DOST, from an auxiliary or support position to an agenda-setting function. This is not the result of the efforts of one person alone but of the entire Team DOST-STII! Individually, we are all talented and capable, but collectively, we are unstoppable. By combining our diverse perspectives, skills, and experiences, we can achieve far greater things than any of us could alone.

Here's why being one team matters and works for us:

- **Enhanced problem-solving:** By sharing ideas and perspectives, we can approach problems from multiple angles and develop innovative solutions.
- **Boosted efficiency:** Working collaboratively allows us to leverage each other's strengths and streamline workflows, leading to greater productivity and faster results.
- **Stronger support system:** When we face setbacks, we have the support and encouragement of our teammates to help us overcome challenges and bounce back stronger.
- **Improved morale and motivation:** Working towards a common goal fosters a sense of camaraderie and shared purpose, leading to a more positive and motivated work environment.

Remember, teamwork is a two-way street. Let's actively:

- Communicate openly and honestly.
- Respect and value each other's contributions.
- Offer help and support whenever needed.
- Celebrate our collective successes.

By embracing the power of togetherness, we can create a truly exceptional team that achieves remarkable things. Years from now, we will remember the team spirit we enjoyed, the strong bonds of friendship and partnership we created, and the amazing results we produced.

Thank you all for being part of DOST-STII, OneDOST4U!

Mabuhay!

RICHARD P. BURGOS
Director, DOST-STII

Working together with other non-profits to achieve greater impact (shared services, joint programming, better brand awareness, enhance marketing, etc.) and to showcase the consolidated strengths of both organizations.



DOST executives (sixth from left: DOST Sec. Renato U. Solidum Jr., Usec. Maridon Sahagun, DOST-STII Director Richard P. Burgos, and Asec. Diane Ignacio) join DOST-STII (left to right: IRAD Chief Alan C. Taule, FAD Chief Arlene E. Centeno; and [rightmost] OIC, CRPD Rodolfo P. de Guzman) and the representatives from Hyundai Philippines during the Vehicle Handover Ceremony on December 15, 2023.

Handover Ceremony
of three (3) Staria
Vans from Hyundai
Motors Philippines
Inc. to DOST-STII

Management Information System and Planning Section (MISPS)





MISPS plays a critical role in the productivity of various delivery units within the organization by ensuring that all ICT equipment is in optimal condition, guaranteeing that the essential tools and technologies required for day-to-day operations are functioning at peak performance while simultaneously overseeing the functionality and accessibility of Information Systems (IS).



Within the organizational framework, the Management Information System and Planning Section (MISPS) serves as a vital entity with a primary focus on the following key domains: technical support, livestreaming services, system development, information systems management, cybersecurity, and overall agency strategic planning.





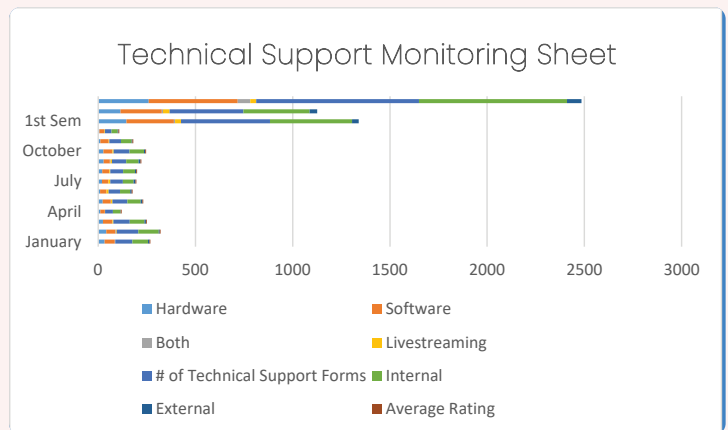
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Technical Support Services

The team handled 836 requests for technical support for 2023. Customers' satisfaction questionnaires were used to assess the team's performance. An average grade of 4.98 out of 5 was given for the overall service, with 822 out of



836 respondents deeming it "excellent."

These outcomes show the team's dedication in giving our clients excellent service. The team's proficiency in quickly and effectively resolving technical problems has contributed to the sustained high level of client satisfaction and trust in our offerings.

Live Streaming Service

This year, the Live Streaming Services team delivered a total of 65 services, catering to both internal clients within DOST-STII and external clients from various other DOST attached agencies.

The team was assessed via customer satisfaction surveys, with all 65 services receiving an "excellent" rating. This underscores the team's



Live Streaming Support Monitoring Sheet

2023	TOTAL	5	4	3	2	1	Average
January	0	0					5.00
February	4	4					5.00
March	6	6					5.00
April	2	2					5.00
May	7	7					5.00
June	11	11					5.00
July	9	9					5.00
August	5	5					5.00
September	7	7					5.00
October	7	7					5.00
November	4	4					5.00
December	3	3					5.00
1st Sem	30	30					5.00
2nd Sem	35	35					5.00
FY 2023	65	65					5.00



unwavering dedication to delivering high quality streaming service which contributed to the positive reputation of the organization in the area of events coverage.

The decline of live streaming service rendered was attributed to the gradual shift back to the live face to face format. While the number of live stream events decreased, the team has maintained the satisfaction rating of excellent.





System Development

Performance Management System (PMS) and other HR systems

This year, the collaborative efforts of the MISPS System Development Team and the Human Resources department marked the initiation of the Performance Management System's (PMS) development. This endeavor reflects the commitment to enhance organizational efficiency by creating a framework for evaluating and optimizing employee performance. The Performance Management system aims to streamline goal-setting, provide regular feedback, and facilitate professional development, fostering a culture of continuous improvement.

Alongside the development of the PMS, the team also kick started the development of the Rewards and Recognition Management System (RRMS) and the Recruitment and Selection and Placement System (RSPS). These interconnected systems signify a holistic approach to talent management within the organization. Tentative deployment and operation of these systems are scheduled for 2024.

Digital Assets and Management System

In collaboration with the Audio-Visual team, the MISPS has also embarked on the development of the Digital Assets and Management System

(DAMS). This innovative system aims to improve the organization's approach to handling digital assets, offering centralized repository, efficient retrieval, and seamless management of multimedia resources. DAMS is geared enhance delivery of AV team assets to the public and facilitate engagement. By providing a structured and accessible repository for digital assets, DAMS promises to streamline processes, reduce redundancy, and empower teams to maximize the value of their multimedia resources, ultimately contributing to a more organized and agile delivery of service.

DAMS is scheduled to rollout in 2024.

Training

Cybersecurity

MISPS has intensified its focus on cybersecurity readiness. This year they have initiated comprehensive training sessions that initially extend to include other DOST agencies. The training was organized to cover initial sessions

to promote a cyber-aware culture and extends to more advanced modules on penetration testing and intrusion detection. This investment in cybersecurity education underscores the importance of safeguarding sensitive information and digital assets. Equipping our team and collaborating with agencies to improve detection and prevention.

Planning Unit

For 2023, the planning unit was able to organize its internal process by crafting and enrolling the first ever procedure's manual on Formulation of Plans and Programs of the institute. With the updated DOST-STII Strategy Map 2023-2028, the delivery units were able to properly align their Programs, Activities and Projects (PAPs) with the strategic objectives set by the management.

Proudly, the institute's accomplishments in the Quarterly Physical Reports of Operations exceeded the target for the year. Moreover, all of the institute's climate-tagged PAPs in the Quality Assurance and Review are compliant with the





DBM-CCC Joint Memorandum Circular No. 2015-01 for the Climate Change Expenditure Tagging system for fiscal year 2024.

Equally important, the Planning Unit was able to do the following activities for FY2023:

- Facilitated the target setting and accomplishment of the Organizational and Divisional Performance Review of the Institute
- Facilitated the revision of the client satisfaction measurement of the institute
- Monitored and submitted the ISO corporate and functional objectives of the institute
- Organized the Social Weather Station Survey for the 2nd and 4th quarter of 2023
- Organized the Public Service Continuity Plan Workshop on 16-18 October 2023 at Network Hotel
- Facilitated the monthly updating of the Filipinnovation initiatives per SONA Directive No. PBBM-2023-028
- Facilitated the review and submission of the DOST-STII reports and Management Action Plan in relation to the Internal

Audit Findings/Observations and Recommendations of DOST-Internal Audit Service

- Submitted the weekly accomplishment report as required by DOST-Office of the Undersecretary for Scientific and Technical Services
- Submitted the formal letter to DOST-Planning and Evaluation Service regarding FY 2024 Program Convergence Budgeting-Tourism Development Program of the institute
- Submitted the proposal for reinclusion of STARBOOKS and DOSTv, and inclusion of Science Journo Ako in the 2024 National Priority Plan of the National Economic and Development Authority
- Submitted the signed confirmation letter together with PREXC Performance Indicator Targets of the institute based on FY2024 NEP Level

Moving forward, the Planning Unit aspires to finalize and enroll the procedure's manual for Monitoring and Evaluation (M&E) which aims to improve the institute's M&E mechanism.

/ Partnerships



With over 80+ Partnerships made



Our Partners



DOST Agencies and Regional Offices



MISPS

Management Information System and Planning Section

OFFICE OF THE DIRECTOR

RICHARD P. BURGOS

Director

PLANNING SECTION

MA. LOTUSLEI P. DIMAGIBA

Planning Officer III

JESSALYN D. ALEJO

Planning Officer I

CARLO O. NEBRIA

Administrative Assistant III

MANAGEMENT INFORMATION SYSTEM

ALFON B. NARQUITA

Senior Science Research Specialist

LLOYD FREDERICK R. MANDAPAT

Science Research Specialist II

CHESTER G. FRANCISCO

Science Research Specialist II

MARK JAYSON U. SISON

Science Research Specialist I

MICHAEL M. BINONDO

Computer Operator III

JORAM KATE S. LEONARDO

Computer Programmer II

MC GYVER C. BASAYA

Science Research Specialist II

REINER M. ZAGADA

Computer Operator III

Committee Reports

- Gender and Development
- PWD Committee
- Disposal and Appraisal
- Risk Management
- Senior Citizen
- Energy Audit Committee
- Committee on Decorum and Investigation

Gender and Development

With the Gender and Development Agenda 2021-2026 as guide, the DOST-STII continues to undertake measures designed to mainstream GAD practices in its programs, activities, and projects.

To ensure a whole-of-agency approach, the Institute issued a memorandum for the inclusion of the Gender and Development Clause in all its partnerships. Along with existing GAD policies in place, this clause is a major step forward in DOST-STII's goal of delivering gender responsive PAPs for its clients. Meanwhile, its talented staff are capacitated to mainstream GAD, having undergone training such as the Orientation on the Magna Carta of Women, Gender Sensitivity Training, and an Orientation on Gender-Based Sexual Harassment in the Workplace. For 2023, seminars were conducted on the following topics: A Breastfeeding Orientation, Cervical Cancer Awareness Seminar, and KATROPA (KAlalakihang Tumutugon sa Responsibilidad at Obligasyon sa PAmilya).

Clients were also introduced to basic GAD concepts through the Online Library Literacy Program and related seminars during the 2023 Library and Information Services Month. The library also grew its GAD collection through the purchase of seven new book titles. For its part, the STARBOOKS team repackaged its Precalculus lessons for deaf and hearing-impaired users.



DOST-STII employees proudly showcase their creative outputs during the Poetry Workshop on March 15, 2023.

Being an agency that communicates Science to the people, DOST-STII has promoted success stories and contributions of outstanding women scientists through social media postings and through its broadcast arm, DOSTv. In related fashion, the Institute also developed a Gender Fair Media Tool both for broadcast and written contents.

Continuous improvement in the SDD Database and the GAD Language Checker Tool as well as enhancements in the Gender-Neutral Restroom

and the Mother and Child Care Center were also accomplished in 2023. The same year, DOST-STII was also awarded a Mother-Baby Friendly Workplace Certification by the Department of Health Center for Health Development Metro Manila.

Through hard work and commitment, we are looking forward to 2024 with the goal of Gender Equality and Women's Empowerment not just for DOST-STII but for the whole Science Community.

DOST-STII PWD Committee

In 2023, the DOST-STII Persons With Disability Committee demonstrated its commitment to its cause through various initiatives such as (1) Orientation Workshop on Filipino Sign Language, (2) Re-orientation on the Rights and Challenges of PWDs in the Workplace, (3) Crafting and presentation of the PWD Policy within DOST-STII.

The committee conducted an orientation workshop on Filipino Sign Language (FSL) for all DOST-STII employees to equip the employees, especially the frontline personnel, with the basic FSL skills to better communicate and interact with hearing-challenged clients and stakeholders.

To augment awareness and sensitivity towards PWDs, the committee conducted a re-orientation

session focusing on the rights and challenges faced by PWDs in the workplace. This session provided insights into PWDs' barriers and emphasized the importance of creating an inclusive and supportive work environment. Through interactive discussions and sharing of experiences, employees gained a deeper understanding of their roles in promoting equality and inclusivity within the organization. The PWD Policy within DOST-STII was presented on the latter part of the re-orientation.

The PWD Policy serves as a framework for promoting inclusivity and supporting PWDs within the organization by citing accessibility, reasonable accommodation, and creating a supportive work environment for PWD employees.

Further, the PWD Taguig Associations through Taguig Person With Disability Affairs Office-Taguig (PDAO-Taguig) participated as exhibitors during the Library and Information Services Month as our way to support PWDs in the community.

The accomplishments of the DOST-STII PWD Committee in 2023 reflect the organization's commitment to upholding the rights and welfare of PWDs. As we move forward, it is essential to sustain these efforts and continue working towards a society where the rights and dignity of all individuals, including PWDs, are fully respected and validated



DOST-STII employees happily signs "I love you" during the two-day orientation on Filipino Sign Language last September 6-7, 2023.

Out with the Old: Disposal of Unserviceable Properties

In 2023, DOST-STII-Disposal and Appraisal Committee successfully conducted the disposal of a range of unserviceable assets and waste materials. This included the auctioning of two (2) unserviceable vehicles, printing equipment, ICT equipment, and various other unserviceable properties. The public auction generated total proceeds of P597,612.00 (see Table 1). Furthermore, DOST-STII extended its commitment to corporate social responsibility by donating unserviceable furniture, fixtures, and ICT equipment to Pasong Kawayan II West Elementary School in General Trias, Cavite. The turnover ceremony for this donation took place on February 9, 2023.

Table 1. Disposal for FY 2023

Description	Mode of Disposal	Date Disposed	Proceeds from the Sale
Unserviceable Furniture and Fixtures and ICT Equipment	Donation	February 09, 2023	-
Unserviceable Vehicle	Public Auction	March 21, 2023	195,512.00
Unserviceable ICT Equipment	Public Auction	March 21, 2023	1,800.00
Unserviceable Printing Equipment	Public Auction	March 21, 2023	80,100.00
Various Unserviceable Properties and Waste Materials	Public Auction	December 27, 2023 to January 4, 2024	320,200.00
			597,612.00



The DOST-STII Disposal and Appraisal Committee, together with the representatives from Pasong Kawayan II West Elementary School during the turnover ceremony on February 8, 2023.





Selected DOST-STII employees participate in the next phase of Strengthening Risk Management Capability of DOST-STII held on September 11-13, 2023 at BSP International Makiling in Los Baños, Laguna to craft an enhanced risk management framework, process, and documented information aligned with ISO standards.

Risk Management Committee

The Department of Science and Technology's Science and Technology Information Institute (DOST-STII) has taken a step further in improving its Quality Management System by adopting the ISO 31000:2018 Risk Management guidelines in partnership with the Development Academy of the Philippines (DAP) - who has been providing technical assistance to public sector organizations through its Government Quality Management Program (GQMP).

The initiative was conducted in four distinct phases, each building upon the successes of the previous. The first phase, held from July 26-28, 2023, equipped the RM Core Team with the necessary knowledge and tools through a three-day training course. This intensive training paved the way for identifying areas where risk management could be integrated into the existing ISO 9001:2015-certified QMS, encompassing activities, approaches, and documented information. From August 15-17, 2023, the focus shifted to process mapping and risk assessment. Held at City Garden Suites in Manila, this workshop involved mapping out and identifying key challenges and gaps within the organization's processes. The resulting comprehensive process map reflected end-to-end workflows, streamlined processes, and proposed enhancements aimed at customer

satisfaction and organizational growth. Additionally, participants delved into risk assessment and action planning. They identified issues, relevant stakeholders, and proceeded to assess and evaluate risks within their organization, formulating mitigation action plans and capitalizing on identified opportunities.

The next phase, held on September 11-13, 2023, at BSP International Makiling in Los Baños, Laguna, aimed to craft an enhanced risk management framework, process, and documented information aligned with ISO standards. The RM Core Team received guidance on designing, implementing, evaluating, and improving the risk management framework across the organization. Furthermore, the RM process, involving the systematic application of policies, procedures, and practices, was also enhanced during this period. The final activity of the GQMP grant, conducted on October 3-4, 2023, involved evaluating DOST-STII's current RM practices and documented information. This assessment aimed to complement the sustenance of the ISO 9001:2015 certification, ensure public service continuity, and identify opportunities for improvement. The assessment yielded an impressive score of 79 out of a possible 83, translating to 95.18%, underscoring DOST-STII's strong commitment to effective risk management practices aligned with ISO guidelines.



DOST-STII employees participate in the Financial Literacy Seminar on May 24, 2023.



2023 Report on Senior Citizen Committee

The DOST-STII Senior Citizen Committee was created to serve as the coordinating body to oversee the implementation of Republic Act 9994 or the Expanded Senior Citizen Act of 2010 as amended and its provisions for the protection of the rights of senior citizens in the workplace and in the community, and to institutionalize the provision for the unique needs and necessary assistance to ensure an environment conducive to performing their work as government employees and enable them to provide a valuable contribution to society.

The DOST-STII has the moral obligation and societal responsibility to promote the welfare of senior citizens who deserve to be informed of science, technology, and innovation as drivers of inclusive growth and socioeconomic development.

A Financial Literacy Seminar was held on 24 May 2023 at the DOST-STII Mini Theater, in collaboration with the International Marketing Group (IMG), to help enhance the well-being of our government workforce and to prepare for future financial challenges through financial literacy. The seminar aims to capacitate them with skills and knowledge that allow them to make informed and better decisions on their financial resources.

Topics discussed during the seminar included the importance of budgeting, saving, investing, and managing debt. The seventy-three (73) audiences were captivated by real-life examples

and practical tips on how to navigate the financial challenges that individuals commonly face.

To ensure continuous improvement, participants were invited to provide feedback on the seminar. In general, the positive responses highlighted the effectiveness of the program in enhancing financial literacy and empowering individuals to take control of their financial futures.

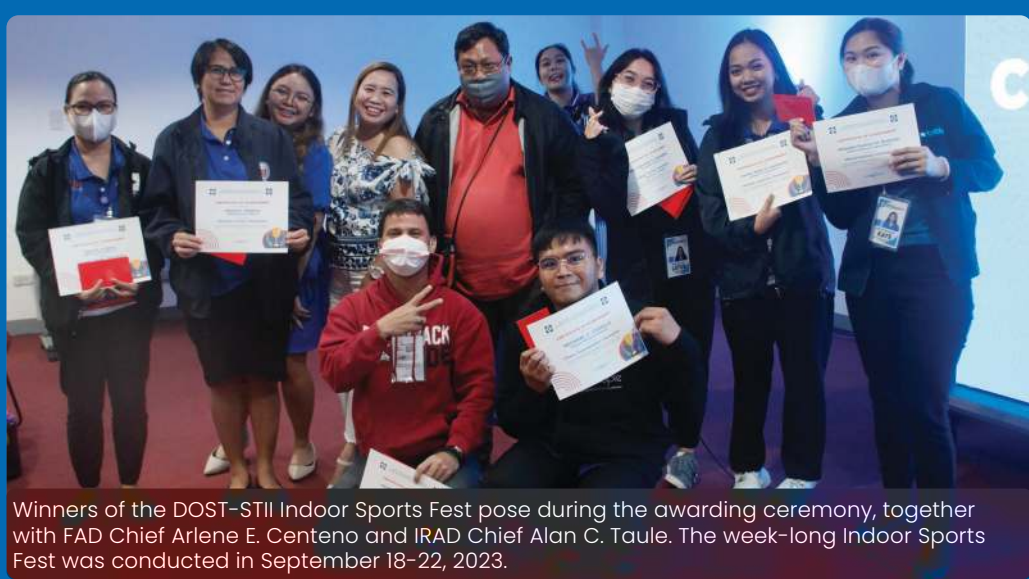
Financial literacy is a powerful tool equipping participants with the knowledge and skills needed to make informed financial decisions and for empowering seniors to take control of their financial futures, attain financial freedom, and enjoy a fulfilling retirement.

DOST-STII Achieves Impressive 5-Star Rating in Energy Audit

The Republic Act No. 11285, also known as the Energy Efficiency and Conservation Law, authorizes the Department of Energy (DOE) to establish an Inter-Agency Committee to oversee the mandatory implementation of the Philippines' Energy Efficiency and Conservation Programs and to ensure the adherence to the Government Energy Management Program (GEMP) Guidelines of all government agencies. Specifically, the latter aims to curtail energy consumption and costs within government agencies by advancing energy-efficient technologies and practices across all governmental facilities. The program mandates a 10% electricity and fuel consumption reduction for all government offices.



DOE conducted an audit at the DOST-STII on January 20, 2023



Winners of the DOST-STII Indoor Sports Fest pose during the awarding ceremony, together with FAD Chief Arlene E. Centeno and IRAD Chief Alan C. Taule. The week-long Indoor Sports Fest was conducted in September 18–22, 2023.

To realize this goal of conserving electricity and gasoline usage among government agencies, an energy audit team from DOE conducted an audit at the Department of Science and Technology – Science and Technology Information Institute (DOST-STII) on January 20, 2023. The ENERCON Committee, led by FAD Chief Ms. Arlene E. Centeno, assisted in the conduct of the audit by the DOE energy auditors, namely, Ms. Dorella Maye T. Perlas, SRS II; Ms. Rosale Joan Sotelo, SRS II; and Ms. Aira D. Baluyut, Supervising SRS. The team meticulously examined the documentation and policies regarding energy usage by DOST-STII. Throughout the assessment, the auditors scrutinized the strategies and protocols implemented by our agency to promote energy conservation and optimize electricity utilization. Following a comprehensive audit, DOST-STII achieved a 5-star rating, boasting an exceptional score of 90.53%.

This impressive rating represents our agency's dedication to sustainable energy practices and highlights the effectiveness of the initiatives implemented within our organization. It also underscores the commitment of our staff in promoting a culture of energy awareness and responsible resource management. As a result, on December 20, 2023, the ENERCON Committee presented the DOST-STII's adopted policies and guidelines for implementing energy efficiency and conservation measures. These energy conservation policies aim to mitigate any adverse effects of crude price increases, alleviate the environmental impacts of excessive energy use, and promote the efficient utilization of energy resources.

Looking ahead, our agency remains committed to upholding energy conservation efforts and exploring additional opportunities for improvement in alignment with the objectives of the GEMP. DOST-STII also intends to reduce our environmental footprint and contribute to the nation's sustainability goals.

Compliance with the *bawal bastos* law

DOST-STII is a safe place. Sexual harassment in any form is unacceptable, and with the agency's drive to uphold the dignity of every person and adopt a zero-tolerance policy against all forms of sexual and gender-based violence and discrimination, the Committee on Decorum and Investigation (CODI) conducted the agency-wide orientation of the DOST-STII CODI Manual last 12 December 2023 to increase understanding and prevent incidents of sexual harassment in the workplace. The said manual was drafted with the guidance of a GAD specialist and was reviewed by the Office of the Solicitors General (OSG), which contains the reporting mechanisms, procedures, and sanctions for any violation of the Republic Act 11313 or the Safe Spaces Act (*Bawal ang Bastos Law*).

Information Resources and Analysis Division (IRAD)





IRAD continued to campaign its flagship service—S&T library—by increasing its vast collection of STI reference materials. In 2023, a total of 151 titles and 188 copies of newly-acquired books (96 titles / 106 copies) and serials (55 titles / 82 issues) were technically processed.



The Civil Service Commission confers the Presidential Lingkod Bayan Award on an individual or group for exceptional or extraordinary contributions resulting from an idea or performance with nationwide impact on public interest, security, and patrimony.

Unraveling the achievements of the Information Resources and Analysis Division through the power of synergy - this is how the IRAD navigates its year by demonstrating information dissemination and learning. It was, indeed, a productive year for IRAD as it increased the new collection of physical and digital references, organized learning and development activities, sealed new partnerships, and increased presence in social media.



STARBOOKS Team receives the 2022 Presidential Lingkod Bayan Award of the Civil Service Commission
 08 March 2023 | Rizal Ceremonial Hall, Malacañang



scinet.dost.gov.ph
 [STII Library](https://www.stii.gov.ph)
 [dost.stii.library](https://www.dost.gov.ph)
library@stii.dost.gov.ph
 [stii_library](https://www.facebook.com/stii_library)
 [DOST-STII Library](https://twitter.com/DOST-STII Library)

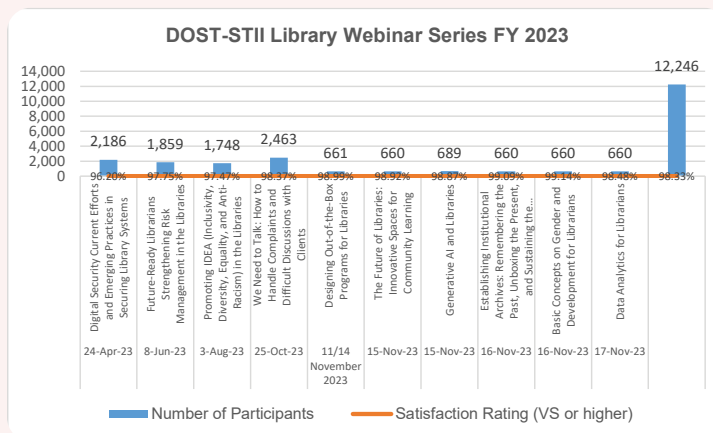
Elevating the Library Experience

The library is buzzing with different activities and events that help people grow and discover new things. In 2023, DOST-STII Library accommodated a total of 128,309 library clients, a 10.28% increase from 2021, with an overall rating of 96% very satisfactory or higher from 15 schools and institutions who availed Online Library Literacy Program; 12,246 clients from 10 hybrid webinars; 536 material requests, 5,082 clients (from 15 different schools and institutions) for walk-in, tour, and benchmarking activities, and 107,196 users through SciNet Integrated Library Management System – Online Public Access Catalog (SILMS-OPAC).

IRAD continued to campaign its flagship service—S&T library—by increasing its vast collection of STI reference materials. In 2023, a total of 151 titles and 188 copies of newly-acquired books (96 titles / 106 copies) and serials (55 titles / 82 issues) were technically processed.

Likewise, the Digitization Section scanned 280,135 pages from 1,980 titles, Transfigured 39,114 OCR-ready pages on Filipiniana materials, and uploaded 1,226 full-text articles on Philippine e-library and SILMS databases.

Last year, IRAD fulfilled a total of 2,353 Filipiniana and foreign titles to the SILMS database, 1,611 new records in STARBOOKS content, 1,163 experts



and scientists' profiles registered in SPHERES website, and three semi-annual publications, namely: the Philippine Science and Technology Abstracts (PSTA), Specialized Philippine Enterprise Reference of Experts and Scientists (SPHERES), and STARBOOKS Insider.

The PSTA is a collection of classified abstracts of S&T information from journals and periodicals; SPHERES is a compilation of bibliographical information on the experts and scientists specializing in science and technology; while STARBOOKS Insider is a special newsletter featuring STARBOOKS-related activities.

Likewise, STARBOOKS (7,451 users), Science.ph (49,118 users), and SPHERES (87,801 users) showed impressive website users for 2023.

As part of continued efforts to provide readily-accessible Agriculture, Aquatic and Natural Resources (AANR) resources, IRAD still collaborated with DOST-PCAARRD and its regional consortia with the project titled “Augmenting and Strengthening the eLibrary Services in the Regional R&D Consortia Base Agencies” and digitized 3214 titles of AANR resources available through a digital information hub called SILMS database.

Library tour, orientation, and benchmarking activities FY 2023

Date of visit	Name of Institution/Organization
16 February 2023	Apayao State College, Kalinga Apayao
16 March 2023	La Consolacion College, Tanauan Batangas
23 March 2023	La Consolacion College, Tanauan Batangas
13 April 2023	La Consolacion College, Tanauan Batangas
13 April 2023	Senate of the Philippines Legislative Library
2 May 2023	DepEd Region III
7 June 2023	Department of Agriculture-National Fisheries Research and Development Institute
3 August 2023	Pamantasan Lungsod ng Valenzuela
22 August 2023	Muntinlupa National High School
23 August 2023	Isabela State University
15 September 2023	Lord’s Angel Montessori School, Inc.
9 November 2023	Learning Links Academy, Silang Cavite
20 November 2023	University of Southern Mindanao
29 November 2023	DepEd SDO Muntinlupa City
7 December 2023	San Pablo Colleges

Library and STARBOOKS

IRAD sustained its active presence on social media platforms, particularly through the DOST-STII Library and STARBOOKS. Throughout 2023, the DOST-STII Library Facebook page garnered an impressive total reach of 1,550,115, showcasing 459 contents. These posts highlighted monthly features such as newly-processed reference materials, PSTA abstracts, Filipina scientists in SPHERES, and important announcements. Simultaneously, the STARBOOKS Facebook page witnessed a remarkable total reach of 12,733,684 featuring 253 engaging contents that included STARBOOKS activities, online quizzes, and timely announcements. These statistics underscore the commitment to engaging content dissemination, creating a vibrant online space for valuable information and interactive experiences.

InfoSerbilis

The revamped DOST InfoSerbilis continued to improve its services by creating Frequently Asked Questions (FAQs) like scholarship, laboratory services, DOST products, and contact details of different DOST agencies. In 2023, DOST InfoSerbilis received 1,767 queries (i.e., 16.71% higher than 2022). Moreover, 95.83% of the clients rated their online experience as Very Satisfactory or higher.

DOST InfoSerbilis is a fast, accurate, and client-oriented platform that answers DOST-related queries such as general information on DOST and its agencies; DOST key officials; DOST programs, projects, and activities; scholarship applications; and laboratory services.

STARBOOKS @ 12: Pagpupugay sa mga BIDA ng STARBOOKS

Flagged as the country’s first S&T digital library in a box, Science and Technology Academic and Research-Based Openly Operated KioskS, or



STARBOOKS, is a stand- alone, on-site research and information kiosk that provides free access to S&T information for academic, livelihood, and disaster prevention; and bridges the digital divide for many of our far-flung communities without or limited access to the internet.

Pinnacle of Excellence

DOST-STARBOOKS was named as national winner of the 2022 CSC Presidential Lingkod Bayan Award in the 2022 Awards Rites for Outstanding Government Workers on 8 March 2023 at the Rizal Ceremonial Hall, Malacañang.

The Civil Service Commission confers the Presidential Lingkod Bayan Award on an individual or group for exceptional or extraordinary contributions resulting from an idea or performance with nationwide impact on public interest, security, and patrimony.

Aside from the offline kiosk of STARBOOKS, its resources can also be accessed online through its website and mobile applications: 1) STARBOOKS Online Portal which can be accessed via www.starbooks.ph; 2) STARBOOKS App which is designed to make STARBOOKS online contents more accessible to mobile users; 3) STARBOOKS Whiz app, a gamified way of learning science and mathematics through solo or battle modes, where players can earn stars, tokens, badges, and power-ups to go up in the rankings and gain experiences; and 4) STARBOOKS Geomap, a mobile app that plots the actual location of STARBOOKS sites around the Philippines. All STARBOOKS applications are available for download on Google Play Store.

STARBOOKS 12th anniversary celebration

Dubbed as STARBOOKS @ 12: Pagpupugay sa mga BiDA ng STARBOOKS, the 12th anniversary celebration of STARBOOKS held at the Philippine

/ MOBILE APPS



These are all free for download at Google Play Store just type DOST-STII



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International Convention Center on 15 June 2023, highlighted the national, regional champions who have been instrumental in the success of STARBOOKS.

The following are STARBOOKS national champions: Third place, Keith Paolo A. Buenaventura, DOST MIMAROPA; second place, Benjie T. Francisco, DOST-12; and first place, Napoleon Medin Jester T. Babaran, DOST-2. A Special Award for Most Outstanding Video Presentation was given to Kent Jerico Ramil of the Ilocos Norte Provincial Science and Technology Office.

The following are STARBOOKS regional champions: Rey B. Teofilo, DOST-Cordillera Administrative Region; Benjie T. Francisco, DOST Region 12 (DOST-12); Napoleon Medin Jester T. Babaran, DOST2; Keith Paolo A. Buenaventura, DOST-MIMAROPA; Enrique M. Mariano, DOST-9; Jeric Felix Gagama, DOST-11; Kent Jerico Ramil, DOST-1; Ma. Mae Z.

Petajen, DOST-5; Laurence Angelo Bago, DOST-CALABARZON; Nicholas G. Zapanta, DOST-NCR; and Mary Beth D. Grecia, DOST-6.

To capture inspiring stories of the public on their interest in Science, Technology, Engineering, Arts, and Mathematics, a TikTok video contest was launched. STARBOOKS Kwentong STEAM TikTok Contest is open to all STARBOOKS users who are interested in STEAM. The winners are: third place, Jefferson Natnat, a teacher, who hopes to ignite his students' passion and curiosity in science, technology, engineering, arts and mathematics subjects; second place, Jamille Anne B. Cañones, who loves wandering and wondering about science, technology, and innovations; first place, Babelyn Bo, whose love for the arts led her to the fascinating world of STEM; and champion, Apple Myr Agmohol, who pursued STEAM because of her idol, Leonardo Da Vinci.

STARBOOKS Reach

 **7,450**
STARBOOKS Sites Nationwide
(as of December 2023)

BENEFICIARIES

90% Academic Institutions
6% LGUs
3% NGAs
1% NGOs and Private Institutions

LUZON

53%

VISAYAS

17%

MINDANAO

30%

STARBOOKS Convene Deployment Officers for 11th Assembly

The DOST - STARBOOKS convened its deployment officers on the occasion of the 11th STARBOOKS Deployment Officers Assembly at The Greenleaf Hotel, General Santos City on 19-21 April 2023. This assembly discussed the plans and updates for STARBOOKS programs, discussion about the power of Artificial Intelligence (AI), and a training seminar on Data Visualization in Excel.

Mass Installations, STARBOOKS Regional Stakeholders' Convention, and Exhibits.

DOST-STII conducted the STARBOOKS mass installation to the following:

1. National Capital Region - 15 beneficiary institutions from elementary, high school, and (1) LGU
2. Region I - 146 beneficiary institutions from elementary, high school, and two government agencies
3. Region II - one beneficiary institutions from high school
4. CAR - 77 beneficiary institutions from elementary, high school, (7) college, and three private organizations
5. Region III - 20 beneficiary institutions from elementary, high school, and four government agencies
6. CALABARZON - 83 beneficiary institutions from elementary, high school, (14) college institutions, and five LGU
7. MIMAROPA - 127 beneficiary institutions from elementary, high school, and one government agency
8. Region VI - 53 beneficiary institutions from elementary and high school
9. Region VII - three beneficiary institutions from elementary and high school
10. Region XI - 12 beneficiary institutions from elementary, high school, and one college institution

Meanwhile, STARBOOKS Regional Stakeholders' Convention and Exhibit happened across the country particularly in CAR, DOST-NCR, DOST Region XI, Saint Louis University, and the Philippine Women's College of Davao.

STARBOOKS Nature: a new way to experience and appreciate nature

Graced by Undersecretary for Special Concerns Dr. Teodoro Gatchalian and DOST Regional Director Engr. Jesus F. Zamora, Jr.; DOST VII Assistant Regional Director for Technical Operations Division Dr. Tristan L. Abando, the launch of STARBOOKS Nature was one of the highlights during the 2023 Central Visayas Regional Science and Technology Week. STARBOOKS Nature is a new and innovative information kiosk that showcases the natural wonders and conservation efforts of three protected areas (PAs) in Negros Oriental.

In 2023, STARBOOKS conducted 12 walkthrough sessions from 81 institutions with 2039 participants such as students, teachers, librarians, and school administrators. STARBOOKS Virtual Walkthrough is an on-demand service that briefs institutions everything about STARBOOKS. On the other hand, STARBOOKS conducted 12 live quizzes through Facebook. The STARBOOKS Live Quiz is a livestream quiz event on

Facebook in which questions are sourced from the STARBOOKS database.

Sealed partnerships

DOST-STII Library

1. Association of Special Libraries of the Philippines (ASLP) – conduct 4 hybrid seminar with CPD points for Librarians
2. DepEd SDO San Juan City – conduct of OLLP sessions to schools under SDO San Juan City
3. DepEd SDO Navotas – conduct of OLLP sessions to schools under SDO Navotas City
4. DepEd SDO Valenzuela – conduct of OLLP sessions to schools under SDO Valenzuela City
5. DepEd SDO Las Piñas – conduct of OLLP sessions to schools under SDO Las Piñas City
6. DepEd SDO Muntinlupa – conduct of OLLP sessions to schools under SDO Muntinlupa City

STARBOOKS

1. BPI Foundation Inc. – to provide computer units and kiosks for STARBOOKS



deployment and installation in 10 pre-identified schools in geographically isolated and disadvantaged areas worth Php 700,000.00. Donated amounting to Php 2.1 million worth of computer units and kiosks to donation to selected 30 schools across various regions.

2. Quipper Philippines, Inc. - to sponsor five (5) free STARBOOKS-enabled computers to chosen beneficiaries for one (1) year
3. Rotaract Club of San Pedro (RASCP) - to donate STARBOOKS-enabled computers to chosen beneficiary schools
4. Saint Louis University (SLU) - Baguio - to organize installations of STARBOOKS to SLU-affiliated public and catholic schools in CAR. Assisted DOST-STII in the application of CPD points to teacher participants of the STARBOOKS Regional STARBOOKS Convention in CAR and NCR.
5. DepEd Ilocos Sur - to organize installations of STARBOOKS to more than 150 public schools in the province of Ilocos Sur
6. Private Schools Association of Batangas, Inc. (PRISAB) - to organized installations of STARBOOKS to more than 30 PRISAB member schools in Batangas
7. DepEd SDO Mandaluyong - to organize installations of STARBOOKS to more than 20 public schools and libraries in the City of Mandaluyong
8. Governor Ferrer Memorial Integrated National High School (GFMINHS) - DOST-STII will be piloting a STARBOOKS Whiz Bee at GFMINHS as part of their Science Month Celebration
9. Schneider Electric (Philippines), Inc. - to provide contents for inclusion in STARBOOKS
10. Enchanted Kingdom, Inc - to sponsor 300 RDP Park tickets plus AGILA the Eksperience valued at Php1,100.00 each to be distributed monthly (25 tickets/month) for 12 months to support the promotion of STARBOOKS at EK and to enjoy media exposure at DOSTV
11. Hyundai Motor Philippines, Inc. - Donated one (1) Hyundai Staria van dedicated to boosting the operation of STARBOOKS in delivering science, technology, and innovation information to the communities.
12. VST ECS Philis. Inc. - Donated ICT equipment amounting to Php 592,930.00 in support to the operations of STARBOOKS in delivering science, technology, and innovation information to the communities.



STARBOOKS

Whiz Bee Contest

Winners and Champions



   dost.starbooks@gmail.com  [DOST-STII](https://www.facebook.com/DOST-STII)
 starbooks@stii.dost.gov.ph  www.starbooks.gov.ph



MOA Signing with various stakeholders, engaging STARBOOKS on its essentiality to e-learning and community development.





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Project Assistant I



Communication Resources and Production Division (CRPD)





The CRPD or the Communication Resources and Production Division—through the CDES or the Content Development and Editorial Section—operates a number of social media pages on Facebook, Twitter, and Instagram. These include DOST-Science and Technology Information Institute, DOSTv, DOST-Philippines, Science Journo Ako, NSTW or the National Science and Technology Week, PJS or the Philippine Journal of Science, among others.



A noteworthy accomplishment this year was the conduct of 21 learning and development sessions, mainly through the Science Journo Ako advocacy, translating to a 320% surge from only 5 sessions in 2022.

STI Promotion Services

The CRPD or the Communication Resources and Production Division—through the CDES or the Content Development and Editorial Section—operates a number of social media pages on Facebook, Twitter, and Instagram. These include DOST-Science and Technology Information Institute, DOST-Philippines, Science Journo Ako, NSTW or the National Science and Technology Week, PJS or the Philippine Journal of Science, among others.

This year was particularly rough on this department compared to the levels achieved in 2022—having suffered declines of 41% in the number of posts from 4,725 to 2,798, 32% in the extent of reach from 29.74 M to 20.14 M, and 27% in the number of engagements from 31.44 M to 23.05 M. Nonetheless, five social media posts were published this year to promote the Philippine Standard Time, a key advocacy of the DOST as a whole.

On the upside, the combined number of press and photo releases plus articles increased by 14% to 161 this year compared to 141 in 2022. Many of these contents were published in four issues of the S&T Post, as well as 11 issues each of the DOST Digest and Balitang RapiDOST e-newsletters.



A noteworthy accomplishment this year was the conduct of 21 learning and development sessions, mainly through the Science Journo Ako advocacy, translating to a 320% surge from only 5 sessions in 2022. The CRPD did its part in capacitating hundreds of participants from many parts of the country—including Baguio, Cavite, Ilocos Norte and Sur, Legazpi, Parañaque, and Quezon City in Luzon; Bohol, Cebu, and Tacloban in the Visayas; and Butuan and Dipolog in Mindanao.

In promoting the NYSTIF or the National Youth Science, Technology, and Innovation Festival, the dedicated personnel of the CRPD managed to write 8 press releases, publish 62 social media posts, and produce 20 social media videos.

A new Facebook page created for this purpose went on to gain 2,629 followers, 43,359 visits, and 142,741 users reached. In total, the page garnered 254,044 impressions and 227,317 users reached daily—even reaching highs for a post of 28,702 users reached, 302 reactions, and 46 comments.

In terms of videos produced, NYSTIF made its mark with total views of 1,991,072 on TikTok, 76,627 on Instagram, and 9,378 on Facebook.

The PJS Editorial Office published 215 peer-reviewed articles this year, which was more or less equivalent to 218 in 2022. Despite a 47% influx



in the number of manuscripts received from 347 in 2022 to 510 this year, the average duration in peer review was curiously streamlined by 40% from 122 days in 2022 to just 73 days this year. To manage such sustained pile-up, as in 2022, the number of issues published was kept at seven this year:

- Vol. 152 No. 1 (February 2023 Issue),
- Vol. 152 No. 2 (April 2023 Issue),
- Vol. 152 No. 3 (June 2023 Issue),
- Vol. 152 No. 4 (August 2023 Issue),
- Vol. 152 No. 5 (October 2023 Issue),
- Vol. 152 No. SI (2023 Special Issue on Philippine Meteorological Research), and
- Vol. 152 Nos. 6A and B (December 2023 Issue Parts A and B).



Public awareness on STI drops a bit

The Social Weather Station year-end survey involving a combined 1,200 Filipino adults based in Metro Manila, Luzon, Visayas, and Mindanao reflected the level of public awareness on STI or science, technology, and innovation at 35%, a decline of 12 percentage points from 47% in 2022. In spite of this, the level exhibits an increasing trend from those reported from the third quarter of 2017 to the fourth quarter of 2023.



Media Engagements

The CRPD, through the PAS or the Public Affairs Section, oversaw a 15% boost in media engagements through press conferences plus radio and television interviews—bringing the number to 524 this year from 457 in 2022. Since the media monitoring data covered only the period of May–December, news dissemination relative to 2022 levels effectively dipped across the board. The downturn was 80% via radio from 1,888 to 381, 69% via television from 2,594 to 795, 34% via online from 21,689 to 14,352, and 25% via print from 4,694 to 3,502.

In line with the aforementioned issue, the media value underwent a 92% crash from PHP 21,006 B in 2022 to PHP 1,702 B this year. The three leading stories this year among media outlets were the following:

"DOST instills a culture of punctuality to the young in time for National Time Consciousness Week" with 6 pick-ups generating PHP 377,999.99 in media value;

"DOST calls on HS students to vie for the first nat'l Nuclear Science Olympiad" with 5 pick-ups generating PHP 369,599.99 in media value; and

"Filipino students bag medals in 35th International Olympiad Informatics in Hungary" with 4 pick-ups generating PHP 321,999.99 in media value.

The Secretary Dr. Renato U. Solidum Jr. commanded the limelight among all DOST officials with 83% of the media mentions this year—a 26-point climb from 57% in 2022. The Undersecretary for Regional Operations Engr. Sancho A. Maborang took the second place with 10%, whereas the Undersecretary for Research and Development Dr. Leah J. Buendia secured the third spot with 7%.

Likewise contributing to the promotion of the NYSTIF this year was PAS—as it generated PHP 3.43 M in media value from 50 news published, 5 press releases disseminated, 2 radio and television interviews organized, and 2 press conferences conducted.

DOSTv: Science for the People

DOSTv: Science For The People remains to be the prime source of broadcast information on the DOST and STI in general, as it experienced a 92% rush in its total audience reach on Facebook from 9.075M to 17.467M this year. It also gained more than 2 M views and 1.7M engagements on the platform.



Science & TECHNOLOGY ON TV



ANG SENTRO NG MGA NAPAPANAHONG
#BalitAgham



DOST REPORT

TUNING MARTES 8AM

REPLAYS: 9PM, 11PM
FACEBOOK PAGE & YOUTUBE CHANNEL

SIYENSIKAT
PINOY POPULAR SCIENCE PARA SA LAHAT



CNN Philippines

EVERY SATURDAY 1 8AM
with replays
Saturday 12:30PM
Sunday 1 8AM AND 2:30PM

PINOY POPULAR SCIENCE
para sa lahat



#OneDOST4U

NOW STREAM NG
www.dostv.ph
adostvph

BANTAY BULKAN

EXPERTALK ONLINE



Expertalk Online Episode:
SAIK



EXPERTALK ONLINE:
ORGANIC AGRICULTURE



Expertalk Online: Eggciting



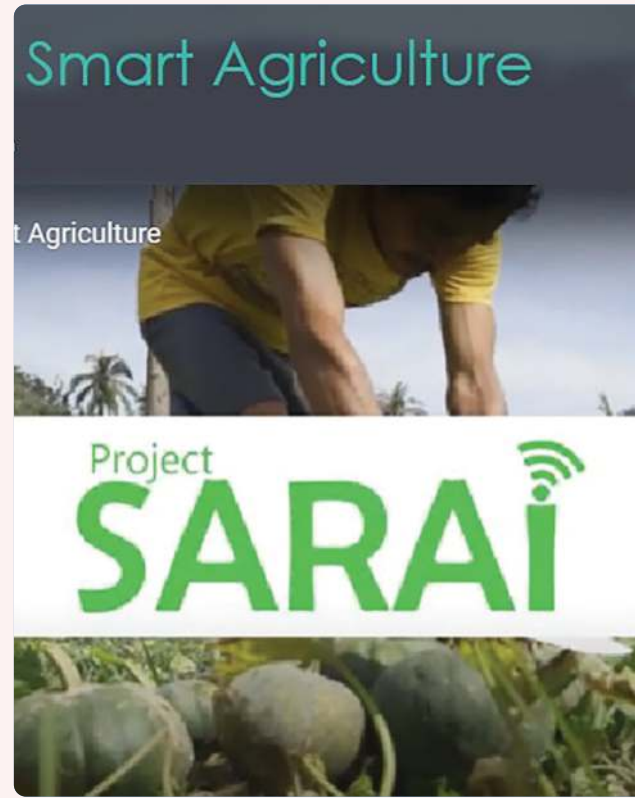
Expertalk Online: iLab
Guiguinto



Expertalk Online Episode:
Tubig para sa bayan



Expertalk Online Episode:
Bida AkwaKultura



Three DOSTv shows were broadcasted on Television this year: ExperTalk and Siyensikat Pinoy Popular Science Para sa Lahat on CNN Philippines and DOST Report on PTV-4.

ExperTalk aired a total of 41 episodes, 13 of which were broadcasted on Television via CNN Philippines from July to October 2023. It garnered an average of 251K ratings or the average number of people watching per minute; and

996K average reach or total viewers watched at least 1 minute of the program.

In social media, the program gained a 1,286M audience reach; 1.673M views, and 15K engagements.

DOST Report aired a total of 50 episodes, 26 of which were broadcasted over PTV-4 from July to December 2023. The program garnered 23.5K ratings and 83.8K reach. In social media, the

program gained 5,389,724M views, 10,427,074M reach, and 196,234 engagement.

Siyensikat aired a total of 22 episodes on CNN Philippines. Season 5 with thirteen episodes aired from April to July 2023. While season 6 aired from November to December 2023 (4 more episodes air on January 2024).

Season 5 was able to capture an average of 117K ratings while Season 6 got an average of 287K ratings. Season 5 garnered an average of 868K reach while Season 6 got an average of 1.06M reach. All episodes will be uploaded on social media in 2024.

Bantay Bulkan aired 11 episodes on DOSTv Facebook Page. The program gained an average of 74.9K audience reach; 4.2K minutesviewed; and 715 engagement.



AV Services

The AVS or the Audio-visual Services Section reported a 15% increase in the number of formally requested AV services that it received from 356 in 2022 to 410 this year. During the same period, however, the Section reported an 8% decrease in the number of actually delivered services that it received from 488 to 449.

Among its formally requested services, notably observed were sizable gains of 34% in video coverage from 106 to 142, as well as 25% in photo coverage from 125 to 156. Meanwhile, there was a general holdover in AV technical setups from 57 to 56. Other services enjoyed a 53% rise from 36 to 55 built upon the following: 34 AV productions, 11 video reproductions, 6 video shoots, and 4 photo shoots this year.

Among its actually delivered services, notably observed were sizable gains of 51% in technical setups from 37 to 56, 32% in video coverage from 107 to 141, and 24% in photo coverage from 126 to 156. Other services enjoyed a 140% rise from 40 to 96 built upon the following: 50 video reproductions, 32 AV productions, 6 video shoots, 5 photo shoots, and 3 video reproductions this year.

Lastly, the AVS managed to retrieve 166 of the 185 feedback forms that it distributed to clients—all of whom rated the services that they received as 5 on a scale of 5.

Partnerships and Collaborations

From only 6 in 2022, the DOST-STII managed to seal even more memoranda of agreement or understanding with 7 partner organizations this year, namely:

- Hyundai Motor Philippines Inc.
- Film Development Council of the Philippines
- CNN Philippines
- Converge
- Pacific Kabelnet Inc.
- Enchanted Kingdom
- Philippine Society of Youth Science Clubs





CREATIVE SERVICES AND DESIGN SECTION



AUDIO VISUAL SERVICES SECTION



DOSTv



Communication Resources and Production Division

OFFICE OF THE CHIEF

RODOLFO P. DE GUZMAN

Officer-In-Charge

BRYAN RAY I. TORRES

Printing Machine Operator II

CONTENT DEVELOPMENT AND EDITORIAL

RODOLFO P. DE GUZMAN

Senior Science Research Specialist

ALLYSTER A. ENDOZO

Information Officer III

ALLAN MAURO V. MARFAL

Information Officer III

JASMIN JOYCE S. CLARIN

Information Officer III

ROSEMARIE C. SEÑORA

Science Research Specialist I

PUBLIC AFFAIRS

JOY M. LAZCANO

Information Officer III

KARENE E. RAMIREZ

Printing Machine Operator II

AUDIO VISUAL SERVICES

HENRY A. DE LEON

Audio Visual Aids Technician IV

GERARDO C. DE JESUS

Science Research Specialist II

GERARDO G. PALAD

Photographer II

TEDDY R. AMANTE

Audio Visual Aids Technician III

CREATIVE SERVICES AND DESIGN

BENEDICT P. CAGAANAN

Supervising Science Research Specialist

JAMES B. INTIA

Science Research Specialist II

MARIO B. BUARAO JR.

Science Research Specialist II

FERDINAND D. CARTAS

Printing Machine Operator II

DOSTV TEAM

MONA CARINA E. MONTEVIRGEN

Supervising Science Research Specialist

RESTY R. BALILA

Information Officer III

CARMELA P. AGUISANDA

Information Officer II

DESSA D. MADERAL

Information Officer II

ANTONIO R. CAPINPIN III

Information Officer II

XYRUS IVAN B. DE GRACIA

Information Officer I

ESTHER KEZIAH M. RAPAS

Information Officer I

ZHAIRYN A. BENGWAYAN

Science Research Analyst

ENRICO C. MATUE

Science Research Analyst

RALPH ERNEST R. SAMSON

Science Research Analyst

Finance and Administrative Division (FAD)





For DOST-STII's financial reporting covering the calendar years 2019, 2021, and 2022, the agency has garnered the positive audit rating that a government agency can have. An Unqualified or Unmodified audit opinion is granted when the auditor concludes that the financial statements of the agency are prepared, in all material respects, in accordance with the applicable financial reporting framework, such as the Philippine Financial Reporting Standards (PFRS) and the International Public Sector Accounting Standards (IPSAS).

P130.856M Obligations Incurred

Obligations incurred/Allotment Received (P130.856M/P135.425M)

97%
Obligation Rate

P118.570M Disbursements

Disbursements/Obligations incurred (P118.570M/P130.856M)

91%
Disbursement Rate

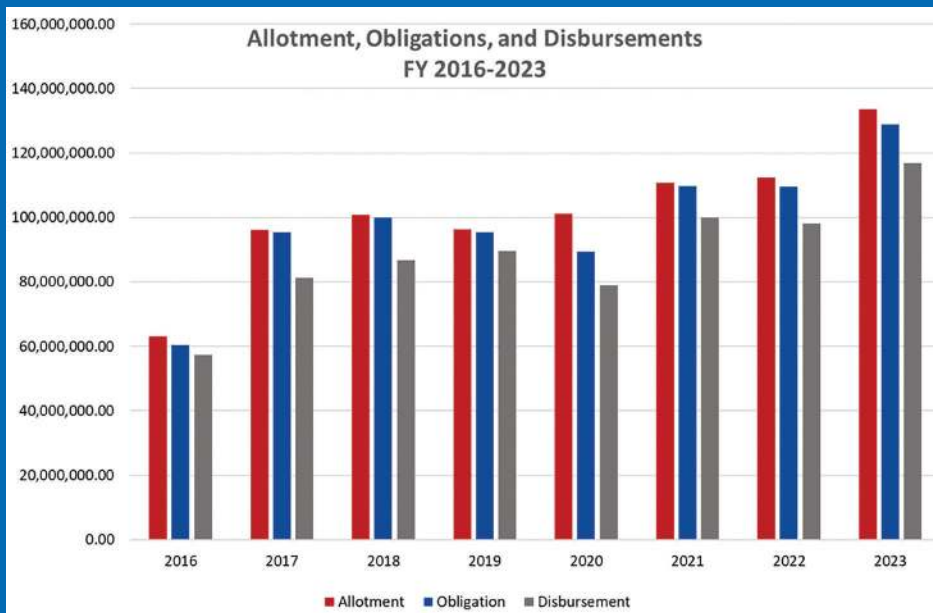
(excluding PPE-related recommendations)

Exceeding PBB's 30% requirement
(17/26)

65%
AOMs Settled

DOST-STII has sustained this financial audit rating through strict adherence to the financial rules and regulations, and it is another testament to the agency's pursuit of excellence and integrity, coupled with its commitment to uphold the highest standards of financial reporting and good governance.





Outstanding Financial Performance Through The Years

DOST-STII maintained an exceptional financial performance in 2023. As of December 2023, the Obligation Budget Utilization Rate (OBUR), which is the percentage of obligations over the total allotment, is 97% percent (P130.856M/P135.425M), while the Disbursement Budget Utilization Rate (DBUR), which is the percentage of disbursement over obligations (for the current year and continuing appropriations), is 91% percent (P118.570M/P130.856M) and the Notice of Cash Allocation (NCA) Utilization Rate is 100% (P131.626M/P131.642M), which is the total disbursements, inclusive of disbursements related to Prior Year Unpaid Obligations, over DBM NCA release.

In 2023, Congress-introduced Changes/ Adjustments (CICA) have been incorporated into the agency budget, totaling P20.625M. This allocation covers funding for three projects, specifically: 1) the Completion of DOST-STII Left Wing Library Extension Building; 2) the Replacement of Roofing, 2nd Level Ceiling, Rehabilitation of Lightings and Waterproofing of Concrete Gutter and Installation of New Downspout; and 3) the Intensified Strategic Science Communications through Enhanced Digital Media Infrastructure. The overall Obligated Budget Utilization Rate (OBUR) for these projects

stands at 91%, amounting to P18.665M out of the total budget of P20.625M.

Commission on Audit (COA)'s Financial Audit Results

On 20 June 2023, DOST-STII once again received an UNQUALIFIED/UNMODIFIED audit opinion from the Commission on Audit (COA) for its financial reporting in 2022. Every midyear of the following year, the Commission releases the Annual Audit Report (AAR) containing the Independent Auditor's Report.

For DOST-STII's financial reporting covering the calendar years 2019, 2021, and 2022, the agency has garnered the positive audit rating that a government agency can have. An Unqualified or Unmodified audit opinion is granted when the auditor concludes that the financial statements of the agency are prepared, in all material respects, in accordance with the applicable financial reporting framework, such as the Philippine Financial Reporting Standards (PFRS) and the International Public Sector Accounting Standards (IPSAS).

DOST-STII has sustained this financial audit rating through strict adherence to the financial rules and regulations, and it is another testament to

the agency's pursuit of excellence and integrity, coupled with its commitment to uphold the highest standards of financial reporting and good governance.

Compliance to COA's Audit Recommendation

As of December 31, 2023, DOST-STII was able to fully implement 17 out of 26 or 65% of the COA's Audit Recommendations not related to Property, Plant, and Equipment (PPE).

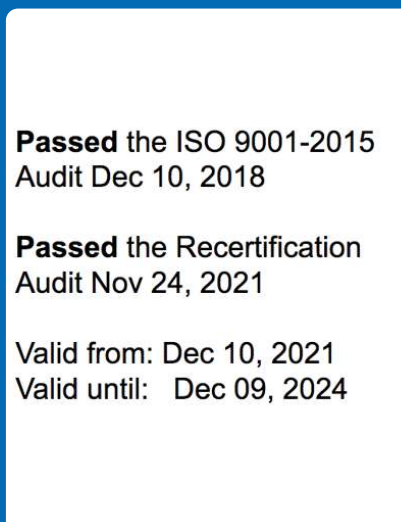
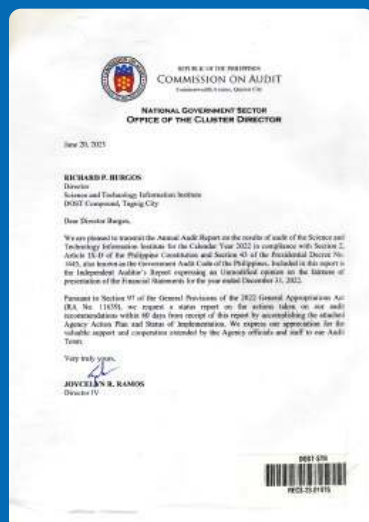
In line with the Performance-Based Bonus (PBB) Guidelines, with the aim to improve the agency's internal control processes, enhance operational effectiveness, and eliminate, resolve, and remedy most, if not all, of the agency audit findings, an agency should fully implement 30% of the prior years' audit recommendations shown in the Report on Status of Implementation of Prior Years' Recommendations. These recommendations do not include PPE-related items of the Annual Audit Report (AAR).

ISO 9001:2015 Surveillance Audit

Another gain under the Quality Management System (QMS) of DOST-STII is the maintenance of its existing certification under ISO 9001:2015.

The agency has successfully passed the rigid external audit conducted by the DQS Certification Philippines, Inc. on 30 November 2023 with zero non-compliance and three (3) strengths recognized, to wit: 1) Internal and External Issues, Risk and Opportunity Register, Interested parties their needs and expectations, Management Review - organization has garnered numerous commendable awards, which can significantly contribute to the improvement of the country's Science and Technology library system; 2) Provision of service in Publication of Philippine Journal of Science - optimized the use of Excel features to monitor performance indicators and tools for visual aid; and 3) Provision of service in Publication of Philippine Journal of Science - use of linear regression to determine forecasts and references for additional manpower justification. Aside from the hard work of the DOST-STII QMS Team, the continuous capacity building of internal auditors, sub-committees, and process owners also supported the maintenance of the existing certification.

DOST-STII received its first certification in 2018 and has undergone the required annual surveillance audit for five consecutive years. Previous surveillance audits were passed with flying colors.



Compliance with the Freedom of Information Act

DOST-STII continues to fully adhere to the Freedom of Information Act. The FOI Program compliance of DOST-STII stands at 100%. Reports related to FOI, including the Agency Information Inventory, 2023 FOI Registry, and 2023 FOI Summary Report for Quarters 1 to 4 of FY 2023, were submitted to PCOO-Project Management Office.

In with the New: Early Procurement Activities for FY 2024 conducted

DOST-STII has successfully undertaken Early Procurement Activities (EPA) for a substantial 91.69% of the overall value of eligible Procurement Projects in accordance with the agency's Indicative Annual Procurement Plan, with the National Expenditure Program for Fiscal Year 2024. The details are outlined below:

Procurement Excellence: Beyond Compliance, Embracing Strengths

The government's tool to measure, evaluate, and improve the agency's procurement practices is through the Agency Procurement Compliance and Performance Indicators (APCPI) System. This system has four (4) pillars, sixteen (16)

indicators, and forty-one (41) sub-indicators. It helps to identify the strengths and weaknesses of the agency's procurement practices and formulate a plan of action to address areas for improvement. The aim is to maintain a competitive, transparent, economical, efficient, and accountable public procurement activities. The DOST-STII is proud to have achieved a APCPI rating of **2.37** this year, with the highest possible score being 3 for a government agency.

Together to the Top: Rise of the S&T Information and Communication Training Hub

Throughout the years, the Institute has organized numerous training sessions, workshops, and webinars for its stakeholders—with a particular focus on librarians, teachers, students, and internal staff. These initiatives were skillfully conducted by employees from both the technical and administrative divisions of DOST-STII. Despite potential limitations in experience and formal training of the personnel, they consistently garnered very satisfactory feedback and evaluations from the participants.

Among the firsts of DOST-STII this year was the conduct of Full Cycle Learning and Development (L&D) Training for its internal Subject Matter Experts (SMEs) and/or L&D Practitioners. This was



HANDBOOK ON PHILIPPINE GOVERNMENT PROCUREMENT

**Includes:
2016 Revised IRR of RA 9184
and Latest GPPB Issuances**



Table 1. Annual Procurement Plan

PROJECT TITLE	VALUE OF EPPs	REMARKS
Security Services for FY 2024	1,773,079.56	Awarded
Janitorial Services for FY 2024	1,323,603.60	Awarded
One (1) Lot Printing of DOST-STII Publications for FY 2024	2,100,000.00	Awarded
Commissioning of Conduct of DOST S&T Awareness Survey for FY 2024	1,200,000.00	Awarded
Production of "Siyensikat: Pinoy Popular Science Para Sa Lahat" Magazine Show for FY 2024	4,500,000.00	Awarded
Procurement of Various Software Subscriptions for FY 2024	2,538,080.00	2-Failed Biddings
Media Monitoring Services for FY 2024	1,100,000.00	Awarded
Production and Promotion of STARBOOKS Campaign in Social Media Platforms for FY 2024	1,100,000.00	Awarded

Table 1. Cont.

PROJECT TITLE	VALUE OF EPPs	REMARKS
Social Media Advertising and Online Marketing for DOSTv Online Platforms for FY 2024	2,000,000.00	Awarded
Supply, Delivery and Installation of a Brand-New Silent Type 160KVA, 3 Phase Stand-By Generator Set with Housing	4,345,000.00	Awarded
Supply, Delivery and Installation of 1 Lot 40-Footer Container Van Property Storage Facility and 20-Footer Container Van I.T. Back-Up Facility	1,717,000.00	Awarded
Design and Build – Conversion of Atrium to Library Makerspace, Basement for Office Space and Second Floor for FAD Extension Office	6,828,000.00	Awarded
Total Value of EPA:	30,524,763.16	
Total Value of Successful EPA:	27,986,683.16	
EPA Rating:	91.69%	



Future leaders. Selected DOST-STII employees participate during the Advanced Leadership Development Program on May 29 to June 1, 2023.

attended by fifteen (15) employees from the different DOST-STII divisions.

The training, which was initiated by the FAD-Human Resource Section, covered topics such as the Training Needs Analysis, Training Design and Curation, Facilitation Skills, and Four Level Training Evaluation Course.

Fundamentally, the program aimed to elevate the knowledge, attitude, and skills of SMEs and L&D practitioners. The objective was to enhance their effectiveness in carrying out their roles as trainers, supporting the Institute's mandate to provide training on science and technology information through the S&T Information and Communication Training Hub. The service of ARIVA Academy, led by Ms. Ma. Eliza Diaz, was contracted to facilitate the comprehensive 56-hour training-workshop conducted on 10-13 October and 07-09 November 2023.

Unifying Strengths by Building Tomorrow's Leaders

In the past, leaders were only perceived as part of the executives that direct and control the processes of an organization. With changing technology, markets, and generation of employees and customers, this perception has expanded. Today, leaders are also expected

to mentor, coach, and build skills while they ensure that deliverables of the team are met. They play a pivotal role in finding strategic ways in achieving the vision and mission of the organization and establishing excellence and productivity in workplace culture.

As the Institute aims to be the lead agency in Science, Technology, and Innovation, it acknowledges that it should constantly surpass the growing demand for modernization and changes. With the varying challenges, the DOST-STII believes in the importance of grooming the internal leaders in making the agency's vision into reality. With this, a Leadership Development Program that is aligned to DOST-STII leadership and organizational competencies was conceptualized. It embeds VUCA (Volatility Uncertainty, Complexity, Ambiguity) leadership to enhance the skills and knowledge not only of the current leaders but also to prepare their next generation of leaders.

In 2022, the Basic Leadership Development Program (BLDP) was launched for high potential staff and supervisors. Come 2023, the graduates of the BLDP have gone through the Advanced Leadership Development Program (ALDP) to accelerate their development.

The training-workshop was rolled-out from 29 May to 01 June 2023 with twelve (12) participants. The ALDP was facilitated by Mr. Denver Bingski



Daradar (Days 1 and 2) and Dr. Mary Margaret Que (Days 3 and 4) of ExeQ Consulting Service.

Overall, the program received a near perfect rating of 4.81 over 5. The participants expressed gratitude and satisfaction for learning old and new insights on modern-day leadership. They considered it relevant and helpful in their current job roles.

**Collaborative Excellence:
Unleashing Potentials Through
Learning and Development**

Potentials are nurtured in DOST-STII. In the pursuit of continuous improvement and professional growth, the Institute has held a series of impactful training programs designed to elevate skills, foster collaboration, and enhance expertise among its dedicated workforce.

Table 2. Summary of Anual L&D Program conducted

Title	Date Conducted	Organized by
People Management	22-23 February 2023	FAD
Standard First Aid and Basic Life Support with CPR-AED	17-20 April 2023	FAD and OSH Committee
Basic Records and Archives Management	15-17 March 2023	FAD-Records Section
Teamwork and Collaboration	27-28 April 2023	Team Building Committee
Advanced Customer Service	04 July 2023	FAD
Hybrid Events Management	15 November 2023	OD-MISPS



In 2023, collaborative in-house training programs were held in conjunction with the various committees and divisions. See Table 2 for the summary of the conducted DOST-STII Annual L&D Programs.

Maintaining a Healthy and Safe Workplace

Maintaining a healthy and safe workplace is a commitment that transcends mere compliance—it is a pledge to prioritize the well-being and health of every individual within the organization. Ranging from the formulation of robust policies to the execution of health and wellness programs, the Institute’s endeavors serve as proof of its dedication to nurturing a workplace culture that ingrains safety and health as the norm because it believes that a healthy and safe workforce achieves more.

The Institute’s safety and health efforts are enumerated below:

Employee Health monitoring and First Aid Treatment

The monitoring of employee health is integral to ensuring their well-being. As part of this commitment, the Institute, through the FAD-HR Section, offers fundamental medical care, which includes regular assessments of vital signs, providing health education, and recommending consultations with a physician if deemed necessary following a thorough assessment.

On an average, 3-5 personnel are monitored for hypertension through blood pressure taking and 1-2 personnel are monitored for diabetes through random blood sugar testing.

Occupational Safety and Health Policies

Adhering to a culture of safety and health in the workplace, the following occupational safety and health policies were developed:

- **DOST-STII Guidelines on Occupational Safety and Health Standards** (Office Order No. 23-004 s. 2023) was approved on 30 January 2023. This guides the DOST-STII in the development, implementation, monitoring, and evaluation of OSH programs in the agency.
- **Travel Safety Policy** (Office Order No. 23-010 s. 2023) was approved on 13 October 2023 to ensure the safety, security, and well-being of all concerned DOST-STII personnel during travel by minimizing risks associated with work-related trips.
- **Workplace Violence Prevention Policy** (Office Order No. 23-011) was approved on 13 October 2023 to ensure that safety and security are maintained in the workplace, workplace violence is prevented, and to promote a culture of respect, communication, and conflict resolution within the DOST-STII agency.

DOST-STII Occupational Safety and Health Manual

The DOST-STII Occupational Safety and Health Manual was approved on 30 November 2023 as a guide to all personnel in the development, implementation, monitoring, and evaluation of occupational safety and health policies, procedures, and programs in the agency. It aims to protect its personnel, including the clients, visitors, and guests, from the dangers of injury, sickness, or death in the workplace through the adoption of safe and healthy working conditions to ensure the preservation of human lives and resources, as well as to prevent loss or damage of properties.





Mother and Child Friendly Workplace Certification

On 06 September 2023, upon the assessment visit of the staff from DOH-Metro Manila Center for Health and Development (DOH-MMCHD) to determine the extent to which the Institute meets the criteria and standards set forth by the certification program, the DOST-STII has been certified by the Department of Health (DOH) as a Mother and Child Friendly Workplace after successfully complying with all the requirements needed for the certification. The certification is valid for two (2) years.

The assessment visit in DOST-STII provided valuable insights into its efforts to create a mother and child friendly workplace. The agency has demonstrated a strong commitment to supporting new parents and fostering a positive work environment. With the implementation of the recommendations provided during the assessment, DOST-STII can further strengthen its commitment to a Mother and Child Friendly Workplace.



Mobile Blood Donation Drive

The Mobile Blood Donation Drive was held on 27 June 2023 at the STII Mini Theater in collaboration with the Department of Health – Philippine Blood Center, in pursuit of the government’s campaign on voluntary blood donation through the Republic Act No. 7719 or the National Blood Service Act of 1994. This Act promotes and encourages voluntary blood donation to provide an adequate, safe, affordable, and equitable supply of blood and blood products across the country.

The conduct of this activity aims to: 1) save lives, 2) support medical treatments, 3) help increase blood supply in the country, 4) promote public health, and 5) foster community engagement and awareness. Invitations to participate were



disseminated to all agencies within the DOST Bicutan Compound one (1) month before its actual conduct through a memorandum signed by Dr. Diana L. Ignacio, inviting all willing and qualified donors to join the activity.

A total of sixty-one (61) individuals were screened. Out of these, one (1) individual discontinued due to an adverse reaction experienced by the donor, two (2) were unsuccessful due to inaccessible veins, eleven (11) individuals were deferred due to failure to meet donor requirements, and forty-seven (47) individuals successfully donated blood.

Influenza Vaccination

Through the partnership with the Local Government Unit of Taguig City, DOST-STII received thirteen (13) vials—equivalent to 130 doses—of multi-dose Quadrivalent influenza vaccine from the Taguig City Health Office on 20 November 2023. The vaccines are for all DOST-STII personnel including Permanent and Contractual employees, and Contract of Service, Job Order, janitorial, and security staff. The vaccination is optional, and employees have the option to designate a family member to receive it on their behalf should they choose not to be vaccinated themselves.



The vaccination program started on 21 November 2023 and was administered by the Institute's Nurse, Ms. Lady Shayne Y. Morales. Before administering the vaccine, personnel undergo a thorough screening checklist and interview to confirm their good health status. Additionally, they receive detailed information regarding the benefits and potential side effects of the vaccine. As of December 31, 2023, a total of ninety-four (94) personnel and dependents have received the influenza vaccine.



HPV Vaccination

The Local Government Unit of Taguig City offers a free HPV vaccine to its constituents and workers. Interested DOST-STII personnel have been assisted by the Institute Nurse to the Lakeshore Vaccination Hub to receive the vaccine.

The main objective of HPV Vaccine is to prevent cervical cancer, it also significantly lowers the chances of cancer in men in the reproductive area, as well as in the head and neck area.

Dispensing and Inventory of Medicines

The provision of basic over-the-counter medications is accessible to DOST-STII personnel to address a range of minor ailments including pain, headaches, hyperacidity, stomachaches, coughs, and colds, among others.

Medications and medical supplies undergo monthly monitoring and recording, with new stocks requested on a quarterly basis. Among

the most frequently dispensed medications are Ibuprofen and Paracetamol for headaches and body pain, and Antacid for hyperacidity.

Together, Everyone Achieved More!

Rewards and recognition programs are effective initiatives that instill a culture of excellence within the organization. These programs motivate employees to achieve top-notch performance and serve as essential tools in driving productivity, fostering innovation, and encouraging exemplary behavior in the workplace.

For the sixth year of the implementation of the DOST-STII Program on Awards and Incentives for Service Excellence (PRAISE), four (4) employees of the agency were conferred with Director's Award for their notable performance and behavior for CY 2022, eight (8) were recognized as Director's Award nominees, two (2) were presented with the Loyalty Award, and two (2) were given the Retirement Award. Additionally, two (2) teams and three (3) individuals were commended for their dedication to duty, remarkable achievements, and process improvement initiatives. Three (3) teams were also commended for their best practices that were lauded by the external auditors during the last ISO Surveillance Audit, one (1) was presented with the "U" Make a Difference Award, and one (1) individual and four (4) groups were granted with the Achievement Award. The exemplars and loyalty awardees were recognized with a Plaque of Recognition/Certificate and/or modest cash award during the 36th DOST-STII Anniversary on 15 June 2023, held at the Philippine International Convention Center.

A "Strongest Link Award" was given to one (1) DOST-STII exemplar to recognize their outstanding and significant contributions to the Institute even if they miss the cut for the PRAISE Director's Award. The Award consists of a gold

chain procured by the Director himself and conferred as a highlight of the PRAISE Awards Ceremony.

On 08 March 2023, another feat was achieved by one of DOST-STII's flagship programs, STARBOOKS, as it was conferred the CSC Presidential Lingkod Bayan Award for proving itself effective in forging bridges of inclusiveness by bringing information and knowledge resources to people and communities at the fringes of society in the country. The Presidential Lingkod Bayan Award is conferred to an individual or group of individuals for exceptional or extraordinary contributions resulting from an idea or performance that has a nationwide impact on public interest, security, and patrimony.

Further, on 21 March 2023, the DOST-STII PRAISE Committee endorsed the nomination of one (1) individual and one (1) team for the Presidential Lingkod Bayan Award Individual and Group Categories, respectively. These nominations were evaluated by the CSC Honor Awards Program Secretariat based on the (1) noteworthiness, sustainability, impact, and reliability and effectiveness of contribution, (2) consistency of performance, and (3) demonstrated teamwork, cooperation, camaraderie, and cohesiveness. After months of thorough assessment, Ms. Margarita G. Reyes, Director II of the CSC-DOST Field Office, notified DOST-STII that its nominated team has been selected as the Presidential Lingkod Bayan Award Regional Winner (NCR). The Award has been conferred to the winning team (DOST-STII DOSTv) on 04 July 2023.

2022 DOST-STII PRAISE Awardees (Awarded on CY 2023)



Outstanding Senior Technical Staff

LYNDERLITTE M. MAGLAQUE

Supervising Sciece Research Specialist Library Section, IRAD



Outstanding Senior Support Staff

MA. AURORA FE L. DAYANNGO

Accountant III Accounting Section, FAD



Outstanding Junior Technical Staff

MARIEVIC V. NARQUITA

Science Research Specialist II STARBOOKS, IRAD



Outstanding Junior Support Staff

BENILA B. BUEMIA

Administrative Officer IV Accounting Section, FAD



Strongest Link Award

RODOLFO P. DE GUZMAN

Senior Science Research Specialist, CRPD

INDIVIDUAL AWARD

- Outstanding Senior Technical Staff
- Outstanding Senior Support Staff
- Outstanding Junior Technical Staff
- Outstanding Junior Support Staff
- Srongest Link Award



ACHIEVEMENT AWARD

STARBOOKS UNIT
DOSTV

GFPS Technical Working Group
Library Section
Information Officer III



Achievement
Award

ALLYSTER A.
ENDOZO

Information Officer
III, CRPD

2022 DOST-STII PRAISE Awardees (Awarded on CY 2023)

Director's Award

No.	Category	Awardee	Position Title
1	Outstanding Junior Support Staff	Benila B. Buemia	Administrative Officer IV
2	Outstanding Senior Support Staff	Ma. Aurora Fe L. Dayangco	Accountant III
3	Outstanding Junior Technical Staff	Marievic V. Narquita	Science Research Specialist II
4	Outstanding Senior Technical Staff	Lynderlitte M. Maglaque	Supervising Science Research Specialist

Director's Award Nominees

No.	Category	Awardee	Position Title
1	Outstanding Senior Support Staff	Riza C. Francia	Administrative Officer I
2	Outstanding Junior Technical Staff	Henry A. De Leon	AV Aids Technician IV
3	Outstanding Junior Technical Staff	Rosemarie C. Señora	Science Research Specialist I
4	Outstanding Senior Support Staff	Alfon B. Narquita	Senior Science Research Specialist
5	Outstanding Senior Support Staff	Jaqueline C. Ballesteros	Administrative Officer V
6	Outstanding Senior Support Staff	Ma. Lotuslei P. Dimagiba	Planning Officer III
7	Outstanding Senior Technical Staff	Resty R. Balila	Information Officer III
8	Outstanding Senior Technical Staff	Rodolfo P. De Guzman	Senior Science Research Specialist

Loyalty Award

No.	Name	Position Title	Years in Service
1	Henry A. De Leon	AV Aids Technician IV	30 years in service
2	Mario B. Buarao, Jr.	Science Research Specialist II	30 years in service

Retirement Award

No.	Name	Position Title
1	Arlene C. Celestino	Printing Machine Operator II
2	Ma. Lilibeth P. Padilla	Information Officer III

Commendations

No.	Name of Individual/Team
1	Planning Section, Division Chiefs, Human Resource Section Arlene E. Centeno, Alan C. Taule, Rodolfo P. de Guzman, Ma. Lotuslei P. Dimagiba, Ma. Kristine B. Reyes
2	STII-EA Board of Directors Joy M. Lazcano, Ma. Teresa M. Rosqueta, Jaqueline C. Ballesteros, Benila B. Buemia, Jona M. Bernal, Louella L. Pestaño, Irene A. Brillo
3	Arjay C. Escondo, Jean B. Arabes, Elmer B. Generalao

Commendations (ISO Best Practice)

No.	Name of Individual/Team
1	Top Management and Quality Management Representative Richard P. Burgos, Arlene E. Centeno, Alan C. Taule, Rodolfo P. de Guzman
2	FAD Finance Section Ma. Aurora Fe L. Dayangco, Jaqueline C. Ballesteros, Marites B. Pablo, Benila B. Buemica, Jean B. Arabes, Manuel F. Mendoza, Abia P. Dycasing, Maria L. Ardieta, Hannah T. Barrientos, Wenie P. Montes, Kathleen M. Tablizo
3	FAD Human Resource Section Ma. Kristine B. Reyes, Julie Ann R. Salillas, Precious Gayle Arielle C. Balgua

“U” Make A Difference Award

No.	Name of Individual/Team
1	Ma. Teresa M. Rosqueta

Achievement Award

No.	Name of Individual/Team
1	Allyster A. Endozo
2	STARBOOKS Team Marievic V. Narquita, Reynaldo A. Morales, Jr., Dandee Florence B. Manggao, Floperl B. Abiog, Cindy B. Tawali, Mc Gyver C. Basaya
3	Library Section Lynderlitte M. Maglaque, Arjay C. Escondo, Irene A. Brillo, Nelly A. Ngangay, Jessica T. Barrientos, Louisa Marie C. Marquez, Elmer B. Generalao, Jonnel Matthew E. Gullaba, Ronna T. Pamilacan, Elton John F. Oliveros, Jynfert Clyde U. Lasque
4	DOSTv Mona Carina E. Montevirgen, Resty R. Balila, Carmela P. Aguisanda, Xyrus Ivan B. De Gracia, Karl Raven A. Ramon, Lady Diane A. Bustamante, Michael Joe L. Gerona, Mark Anton B. Sangalang, Gelmi Liberty M. Miranda
5	GAD-TWG Alan C. Taule, Benedict P. Cagaanan, Geraldine B. Ducusin, Lynderlitte M. Maglaque, Ma. Kristine B. Reyes, Jaqueline C. Ballesteros, Marievic V. Narquita, Allan Mauro V. Marfal, Ma. Lotuslei P. Dimagiba, Alfon B. Narquita, Resty R. Balila, Jona M. Bernal, Carl Miguel A. Lusuegro

Strongest Link Award

No.	Name of Individual/Team
1	Rodolfo P. De Guzman

CSC-HAP Presidential Lingkod Bayan Regional Winner - Group Category

No.	Name of Individual/Team
1	DOST-STII DOSTv Science for the People

Implementation of the enhanced competency framework of DOST-STII

Four years ago, the Competency Framework, Dictionary, and Competency-Based Job Descriptions were formally handed over to the DOST-Science and Technology Information Institute (DOST-STII). Subsequently, these documents were used and integrated into the Human Resource (HR) systems, specifically within Recruitment, Selection and Placement, and Learning and Development functions.

The transition from traditional HR practices to competency-based HR significantly contributed to DOST-STII's achievement of the Program to Institutionalize Meritocracy and Excellence Maturity Level II Accreditation from the Civil Service Commission in 2021. Furthermore, having realized the importance of competency-based HR management, DOST-STII was among the select 37 government agencies identified by the Commission for potential elevation to Maturity Level III. Additionally, DOST-STII received commendations in various external audit assessments for successfully institutionalizing and operationalizing competency-based HR systems.

Since its initial implementation, adjustments in the roles and responsibilities of STII officers and employees have been observed, reflecting the dynamic landscape of science and technology in the Philippines. As a result, revisiting the current competency framework of STII was recognized as a priority, ensuring ongoing alignment of job roles and deliverables with the strategic goals of DOST-STII.

At the conclusion of 2022, the Enhanced DOST-STII Competency Framework, Dictionary, Competency Matrix, and Job Profiles, submitted by Career Clinic Inc., were officially endorsed and accepted by Dir. Richard P. Burgos. This year, a comprehensive review and enhancement of various HR policies and

NEWLY PROMOTED STAFF



PRECIOUS GAYLE ARIELLE C. BALGUA
Administrative Officer IV



BENILA B. BUEMIA
Administrative Officer V



RUTH L. DONDOYANO
Administrative Officer II



DESSA D. MADERAL
Information Officer II



RONNA MAE T. PAMILACAN
Science Research Specialist II

practices, including but not limited to the Merit Selection Plan, PRAISE Guidelines, L&D process, and succession management guidelines, were undertaken to align with the enhanced framework across all relevant human resource management processes. Additionally, a proposed enhancement of the Institute's

existing Performance Management System, through consultancy services, has received a congressional insertion grant.

NEWLY HIRED STAFF

Aerone Dominhick F. Sebastian
Administrative Assistant I

Michael C. Codilla
Science Research Assistant

Marx Lennin G. Halili
Project Technical Assistant II

John Louver P. Patriarca
Science Research Analyst

Gelmi Liberty M. Miranda
Science Research Specialist II

Angeline G. Mira
Information Officer II

Mary Claire Lorraine P. Capul
Information Officer II

Kristine Erika L. Agustin
Information Officer II

Andrea Mei B. Resane
Information Officer I

Jozah L. Avanzado
Administrative Officer IV

Daisy G. Sumilhig
Administrative Assistant II

Rosefil J. Malinao
Administrative Assistant II

NEWLY HIRED STAFF

Jenny A. Gardonia
Administrative Aide III

**Regine Mekaela G.
Manalo**
Science Research Analyst

Precious T. Biraquit
Information System Researcher I

Jelma P. Madera
Project Administrative III

Chester G. Francisco
Science Research Specialist II

**Mary Crystalline T.
Araracap**
Science Research Analyst

Roberto D. Manuel Jr.
Science Research Specialist I

**Levie Rose Ann S.
Miranda**
Information Officer I

**Caryl Maria Minette I.
Ulay**
Information Officer I

Simpleton S. Iguiz
Administrative Aide IV

Esmeraldo S. Estorninos
Administrative Aide IV

Jomar G. Rabanera
Project Technical Assistant V

NEWLY HIRED STAFF

**Etienne Wayne N.
Amparado**
Computer Programmer II

Michael C. Codilla
Science Research Analyst

Reyban V. Legaspi
Science Research Specialist I

Rowel S. Huera
Information Systems
Researcher I

Carl Miguel A. Lusuegro
Information Officer II

Rachel M. Rieza
Information Officer I

Rhea Mae B. Ruba
Science Research Analyst

Shariz Mae F. Grande
Science Research Specialist I

Lourdes M. Nadonga
Science Research Specialist II

Jacquiline R. Parairo
Science Research Analyst

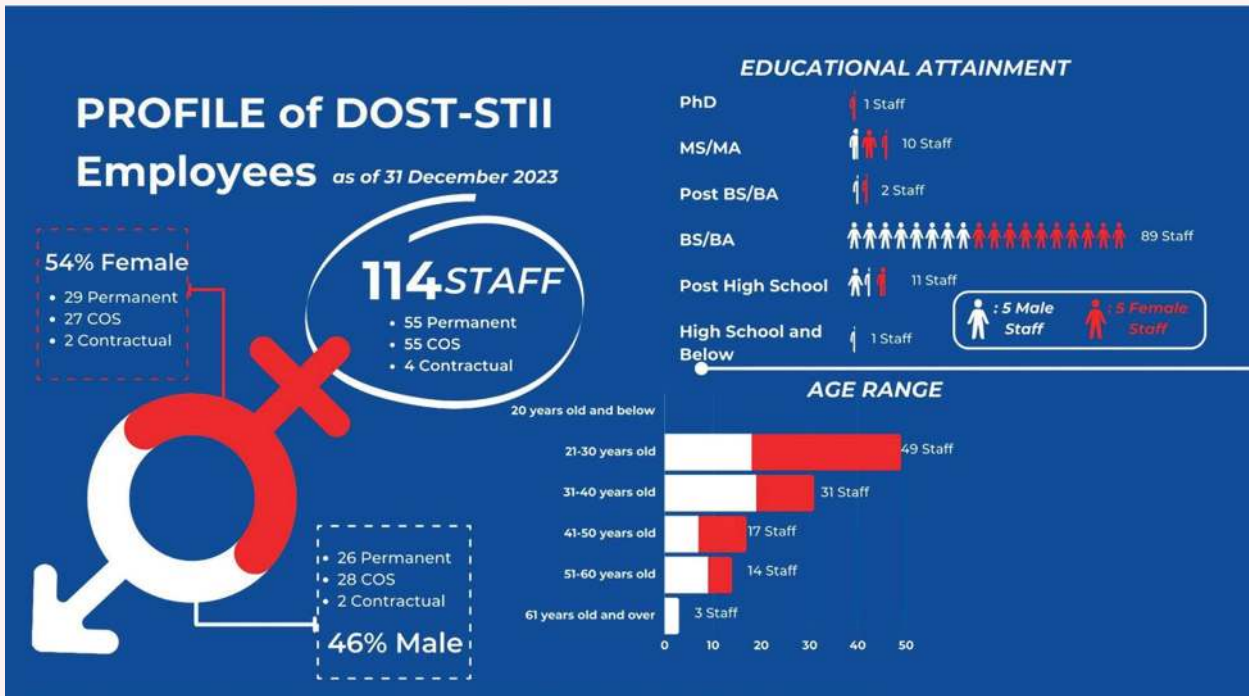


Table 1. Permanent Employees According to Age Group and Sex

Age Group	Sex				Total	
	Male		Female		Count	%
	Count	%	Count	%		
20 years old and below	0	0%	0	0%	0	0%
21-30 years old	2	4%	12	22%	14	25%
31-40 years old	8	15%	5	9%	13	24%
41-50 years old	5	9%	8	15%	13	24%
51-60 years old	8	15%	4	7%	12	22%
61 years old and over	3	5%	0	0%	3	5%
TOTAL	26	46%	29	54%	55	100%

Table 2. Permanent Employees According to Educational Attainment and Sex

Age Group	Sex				Total	
	Male		Female		Count	%
	Count	%	Count	%		
PhD	0	0%	0	0%	0	0%
MS/MA	4	7%	6	11%	10	18%
Post BS/BA	1	2%	1	2%	2	4%
BS/BA	15	27%	20	36%	35	64%
Post High School	6	11%	2	4%	8	15%
High School and Below	0	0%	0	0%	0	0%
TOTAL	26	46%	29	54%	55	100%

Table 3. Contractual Employees According to Age Group and Sex

Age Group	Sex				Total	
	Male		Female		Count	%
	Count	%	Count	%		
20 years old and below	0	0%	0	0%	0	0%
21-30 years old	2	50%	2	50%	4	100%
31-40 years old	0	0%	0	0%	0	0%
41-50 years old	0	0%	0	0%	0	0%
51-60 years old	0	0%	0	0%	0	0%
61 years old and over	0	0%	0	0%	0	0%
TOTAL	2	46%	2	54%	4	100%

Table 4. Contractual Employees According to Educational Attainment and Sex

Age Group	Sex				Total	
	Male		Female		Count	%
	Count	%	Count	%		
PhD	0	0%	0	0%	0	0%
MS/MA	0	0%	0	0%	0	0%
Post BS/BA	0	0%	0	0%	0	0%
BS/BA	2	50%	2	50%	4	100%
Post High School	0	0%	0	0%	0	0%
High School and Below	0	0%	0	0%	0	0%
TOTAL	2	46%	2	54%	4	100%

Table 5. COS Staff According to Age Group and Sex

Age Group	Sex				Total	
	Male		Female		Count	%
	Count	%	Count	%		
20 years old and below	0	0%	0	0%	0	0%
21-30 years old	14	25%	17	31%	31	56%
31-40 years old	11	20%	7	13%	18	33%
41-50 years old	2	4%	2	4%	4	7%
51-60 years old	1	2%	1	2%	2	4%
61 years old and over	0	0%	0	0%	0	0%
TOTAL	28	46%	27	54%	55	100%

Table 6. COS Staff According to Educational Attainment and Sex

Age Group	Sex				Total	
	Male		Female		Count	%
	Count	%	Count	%		
PhD	0	0%	1	2%	1	2%
MS/MA	0	0%	0	0%	0	0%
Post BS/BA	0	0%	0	0%	0	0%
BS/BA	25	45%	25	45%	50	91%
Post High School	2	4%	1	2%	3	5%
High School and Below	1	2%	0	0%	1	2%
TOTAL	28	46%	27	54%	55	100%

Table 7. DOST-STII Personnel According to Age Group and Sex

Age Group	Sex				Total	
	Male		Female		Count	%
	Count	%	Count	%		
20 years old and below	0	0%	0	0%	0	0%
21-30 years old	18	16%	31	27%	49	43%
31-40 years old	19	17%	12	11%	31	27%
41-50 years old	7	6%	10	9%	17	15%
51-60 years old	9	8%	5	4%	14	12%
61 years old and over	3	3%	0	0%	3	3%
TOTAL	56	46%	58	54%	114	100%

Table 8. DOST-STII Personnel According to Educational Attainment and Sex

Age Group	Sex				Total	
	Male		Female		Count	%
	Count	%	Count	%		
PhD	0	0%	1	1%	1	1%
MS/MA	4	4%	6	5%	10	9%
Post BS/BA	1	1%	1	1%	2	2%
BS/BA	42	37%	47	41%	89	78%
Post High School	8	7%	3	3%	11	10%
High School and Below	1	1%	0	0%	1	1%
TOTAL	56	46%	58	54%	114	100%



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Administrative Officer I

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Administrative Aide IV

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Administrative Assistant II

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Administrative Assistant I



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BUDGET SECTION



CASHIER SECTION



RECORDS SECTION



HUMAN RESOURCE SECTION



GENERAL SERVICES AND PROPERTY SECTION



DOST-STII @36 in 3D

DRIVEN DESPITE DISRUPTION





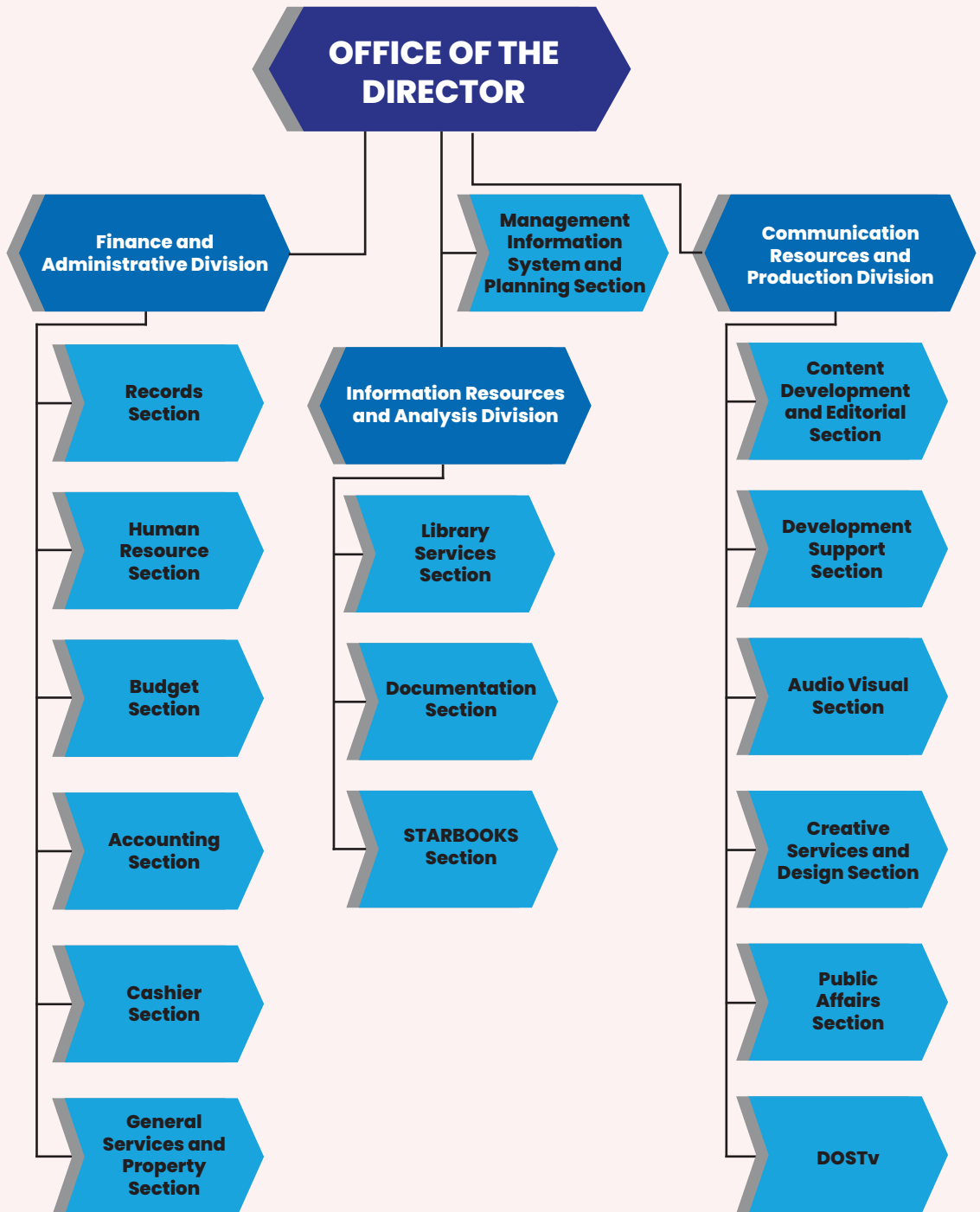




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