

New law grants benefits to prosecutors' survivors

PRESIDENT Rodrigo R. Duterte has signed into law a measure granting survivorship benefits to relatives of deceased retired prosecutors.

Republic Act (RA) No. 11643, which was signed by Mr. Duterte on Jan. 11, grants benefits to the legitimate spouse and dependent

children of deceased members of the National Prosecution Services (NPS).

"The benefits provided in the law are also available to the qualified heirs of prosecutors who are already eligible to retire optionally at the time of their death," the NPS said in a statement.

The NPS said the law provides for a retroactive application for prosecutors who died one year prior to its effectivity "to allow the widest and most meaningful application of the law for the intended beneficiaries."

The law includes all prosecutors under the Office of the Sec-

retary of Justice, the Regional Prosecution Offices, and the offices of the Provincial and City Prosecutors.

It defines the term "dependent" as a legitimate, illegitimate or legally-adopted child who is chiefly dependent on the deceased retired prosecutor and not

more than 21 years old, unmarried, and not employed.

The law allows a dependent to avail of the benefits regardless of age as long as he or she is incapable of self-support because of mental or physical defects or conditions.

"The surviving legitimate spouse shall continue to re-

ceive during his or her lifetime said retirement benefits until such spouse remarries; Provided, that the surviving spouse and dependent children shall each equally share the retirement benefits," according to RA No. 11643. — **Alyssa Nicole O. Tan**

Goals, from SI/1

Economic managers earlier said the more restrictive Alert Level 3 in Metro Manila and nearby regions could cost P3 billion in losses to productivity contributions.

Government officials are keen on imposing granular lockdowns instead of total lockdowns that were implemented earlier.

Mr. Diokno is hopeful that because the Omicron is "mild and less lethal" and since it hit early in the year, its impact will not be long-lasting to the growth outlook.

"We hope that the variant will be gone by the middle of

February or March. So that gives us confidence that we will hit our growth target of 7-9% this year, and 6-7% for the next two years," Mr. Diokno said.

The last time the country saw an infection spike was in August, no thanks to the Delta variant. Despite this, the economy beat expectations as it grew by 7.1% in the third quarter, bringing full-year growth to 4.9%.

The Philippine economy contracted by a record 9.6% in 2020 due to having one of the world's longest and strictest lockdown at the early stages of the pandemic. — **Luz Wendy T. Noble**

Roxas Blvd, from SI/1

sociation of the Philippines President Maria B. Zapata said partly in Filipino in a phone interview.

"So this is a really a struggle for the operators," she added.

The Metropolitan Manila Development Authority (MMDA) said 887 cargo trucks and 1,029 trailers traverse the Roxas Boulevard southbound lane every day.

As an alternate route, trucks and trailers from Bonifacio Drive going to Roxas Boulevard southbound can turn left to P. Burgos Avenue, then straight towards Finance Road and Ayala Boulevard, then right to San Marcelino Street, and then P. Quirino Avenue to South Luzon Expressway to their destination.

For free-flowing movement, Ms. Zapata suggested that all local government units (LGUs) in the National Capital Region (NCR) lift the ban on cargo trucks.

Sought for comment, MMDA Chairman Benjamin "Benhur" de Castro Abalos, Jr. said in a phone message: "There is no truck ban in the NCR except EDSA since last year."

Ms. Zapata said traffic enforcers should be more considerate of truckers during the closure of Roxas Boulevard, noting the high penalties for offenses such as "obstruction."

She said the truckers are hoping to discuss their requests with the Metro Manila Council, which is composed of mayors.

In a separate phone interview, Philippine Exporters Confederation, Inc. (Philexport) Assistant Vice-President Flordeliza C.

Leong said the closure of Roxas Boulevard is a disruption but it will improve infrastructure in the long term.

"When there's disruption in the flow of goods and the movement of people, there are cost implications, there is also delay in terms of time, and all these will mean additional cost. Unfortunately, this is passed on to the consumers," she noted, adding that there will also be "missed opportunities and decline in productivity because of the longer route."

Among the alternatives previously eyed was for the container vans to be carried on barges for transport from the Manila International Container Terminal to the Cavite Gateway Terminal in Tanza, Cavite.

Mr. Abalos said in a phone interview that the plan will still push through, "but not right away while the DPWH is still fixing the road network in the Tanza station."

"There were some problems encountered, particularly the right of way, because the trailers are big... They'll be stuck in traffic, so the suggestion is there should be one entrance and one exit, so while the DPWH is fixing it, we have no choice [but to push through with the closure], *kasi unang-una, delikado at baka mag-collapse na ito* (because it is dangerous and the box culvert may collapse)," he added.

The agency plans to implement a zipper lane or counterflow scheme for light vehicles "on a case-to-case basis."

Fitch, from SI/1

The government's economic managers said the fiscal gap could reach 8.2% of GDP for 2021, then 7.7% for this year.

Fitch Solutions said economic growth this year would likely be stronger than in 2021 despite the threat of the Omicron variant of the coronavirus disease 2019 (COVID-19).

"As such, while the budget continues to provide economic stimulus, revenue growth should be such that the overall deficit narrows in 2022," it added.

This year's P5-trillion national budget is larger than previously expected, Fitch Solutions said.

Spending would likely grow by 11.2% in 2022, up from the expected 11% for 2021.

"Following an announcement that unused funds from the 2021 budget could be spent in 2022, we expect this to push up overall spending for the year," Fitch Solutions said.

Meanwhile, revenues are projected to expand by 14% this year from 7% in 2021 as eased lockdowns support more domestic activity and tax collections.

Revenue collection in the 11 months to November hit P2.7 trillion, or 5.99% higher than last year, Treasury data showed.

Amid the deterioration of the country's fiscal position during the pandemic, Fitch Solutions said the next president could face challenges if he or she prioritizes growth over deficit consolidation.

The think tank expects the debt-to-GDP ratio to rise to 69.2% in 2022. To compare, the debt-to-GDP ratio was 63.1% as of September last year.

"Government bond investors may become increasingly concerned about the surge in public debt, especially if they believe that further public debt increases are likely," Fitch Solutions said. "In turn, this could see borrowing costs rise over the coming years as bondholders demand a higher risk premium."

The think tank said the next president would also need to scale down spending to cut the deficit and maintain investor confidence, noting this is a "challenging" choice while the country needs spending in infrastructure, education, and healthcare. — **Jenina P. Ibañez**

OPINION

HR's role in reconciling different management styles

Some managers are friendly and empower and engage their people, while others are deeply attached to their dictatorial ways and are hated for their toxic behavior. What kind of intervention must human resources (HR) perform to keep workers from making comparisons of the two types? — **Red Rose.**

A motivational speaker was asked to speak by a charity institution. After the speech, the program director handed him his professional fee. "I'm sorry, I can't accept this," the speaker said. "I appreciate the honor of being asked to speak before your group. I suggest you use the money to support your programs."

The director replied if he would mind if the money went to the institution's special fund. The speaker replied. "Of course not. But what's the special fund for?"

The director replied: "It adds to our funding so we can get a better speaker next time."

At times, we can't help but compare people and what they can and cannot do. This happens all the time. Recall your first experience with a new boss early in your employment. Was it a good learning experience? Why or why not? If it was nightmare, then what made it a nightmare?

Whatever the answer, you may have endured the remaining months or years of your tenure feeling the pain until an opportunity knocked, allowing you to transfer elsewhere within the organization or move to another job, where your boss seemed a lot more friendly.

After a few months of working for the new boss, did you start getting a sense of déjà vu? Did

your new boss transform into something like your former boss?

HR INTERVENTIONS

Consult your HR department and compare its ideas with what other companies are doing. Assuming that your HR department is led by professionals, they should be performing the following interventions, in a calibrated and objective manner:

One, conduct an annual employee morale survey. Also called as a climate survey, such an

approach is advisable for any organization wishing to understand how the workers perceive the management style of all line supervisors and managers. It can also pinpoint a particular unit, section, or department where changes must be prioritized.

Two, explore using an established set of survey questions.

Some organizations use the Gallup's Employee Engagement Survey. This includes questions about how employees are being treated at work, how they're recognized and rewarded, how they're being coached on career development and how their opinions are solicited.

Three, identify the low-scoring units, sections or departments. There's no need to identify the problem managers by name. It is enough that they must know how their style is perceived by workers, regardless of whether the perception is true or not. What is important is how they change their ways to correct the perception.

Four, consider whether the findings line up with the attrition rate. There's no better way to validate the workers' perceptions with the rate of voluntary resignation. If the rate has become

alarming in a particular unit, one possible solution is to allow the line executive to reform, with a transfer in extreme cases.

Last, offer a leadership program for all line executives. This could take the form of a deep-dive workshop, as an indirect signal to the supervisor and manager roster to improve their poor management skills. The module may include reviewing their motivational levels and identifying their styles, for correction if necessary.

WIN-WIN SOLUTION

If these recommendations are not feasible for whatever reason, as your problem supervisors and managers might claim, there could be another solution to consider: Turn the negative approach into positive. Learn from "The Adventures of Tom Sawyer," which illustrates that even a bothersome task like painting a fence can be gainfully passed on to other people.

Likewise, challenge the toxic managers to make supervising their workers an enjoyable experience, day in and day out. It may involve rewarding model line executives for their management styles.

It could be a radical idea to some people and not easy to imagine, even for model executives who may be reluctant to offer their styles as a solution for management colleagues. Unless you try it, the result could be to bear the consequences of having a good number of demotivated and unproductive workers.

Have a chat with REY ELBO via Facebook, LinkedIn or Twitter or send your workplace questions to elbonomics@gmail.com or via <https://reyelbo.consulting>.



Power Maintenance Updates
by **MERALCO ADVISORY**

The following are scheduled power interruptions necessary for the regular maintenance and upgrade of our power distribution facilities, to ensure the delivery of safe and reliable electricity to your areas. Rest assured that Meralco is doing everything to quickly restore your electricity according to schedule.

SATURDAY TO SUNDAY, JANUARY 15-16, 2022

MANILA
(PACO, QUIAPO AND SAN MIGUEL)

BETWEEN 11:30PM AND 11:59PM (SAT., 01/15/22)
AND THEN BETWEEN 5:00AM AND 5:30AM (SUN., 01/16/22)
- PORTIONS OF CIRCUIT TEGEN 513B

Portion of Nicanor Padilla St. from J. Nepomuceno St. to near Department of Budget & Management in San Miguel.
Portion of C. Palanca Sr. St. from P. Casal St. to Quezon Blvd. including Oscariz St. in Quiapo.
Portion of P. Casal St. from near Genuino Ice Plant to Arlegui St. in San Miguel.
Portion of Arlegui St. from Mendiola St. to Quezon Blvd. including Barbosa, Castillejos, Duque De Alba, Elizondo, Escaldo, Globo De Oro, Gunao, Norzagaray, R. Hidalgo, Vergara, Abreu, Aguado and San Rafael Sts. in Quiapo and San Miguel.

BETWEEN 11:30PM (SAT., 01/15/22) AND 5:30AM (SUN., 01/16/22)
- THE WHOLE OF CIRCUIT TEGEN 51B;
AND PORTION OF CIRCUITS PACO 415VY; AND TEGEN 513B

Portion of Pres. Quirino Ave. Ext. from MG - Otis Manila to near United Nations Ave. in Paco.
Portion of Ayala Blvd. and P. Casal St. from Isla De Convalencia to and including Genuino Ice Plant in San Miguel.
Portion of Nicanor Padilla St. from Department of Budget & Management to P. Casal St. including Landbank, San Miguel Health Center, Sun Group of Companies and Golden Touch Imaging Specialist in San Miguel.

REASON: Relocation of facilities and line conversion work along P. Casal St. in San Miguel, Manila.

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For emergencies, call: 16211

SUNDAY, JANUARY 16, 2022

LAGUNA
(LILIW, NAGCARLAN, RIZAL, MAGDALENA, MAJAYJAY, STA. CRUZ AND SAN PABLO CITY)

BETWEEN 12:00NN AND 12:59PM AND THEN BETWEEN 5:01PM AND 6:00PM - THE WHOLE OF CIRCUITS BOTOCAN 41D; AND STA. CRUZ 34WF AND 35WF

Portion of Majayjay - Liliw Municipal Road from Meralco - Botocan substation to and including the whole towns of Liliw, Nagcarlan, Rizal and Magdalena; Bgys. Bukal, Coralao, Ibabang Banga, Ilayang Banga, Malinao, May-it, Munting Kawayan, Olla, Oobi, Pangil, Panglan, San Isidro, San Roque, Sta. Catalina, Suba, Talortor and Town Proper in Majayjay; Bgys. San Antonio I, Sta. Maria Magdalena and Sto. Angel in San Pablo City.
Portion of Pedro Guevarra Ave. from Meralco - Sta. Cruz substation to and including Pedro Guevarra National High School and Sta. Cruz Public Market; Carmenchu Residences, Villa Silangan Subd. and San Francisco Subd. in Bgys. Pagsawitan, San Pablo Sur, Santo Angel Sur, Calios, Santo Angel Central, Santo Angel Norte, Umboy, Santissima Cruz and Town Proper in Sta. Cruz.
Portion of Quezon Ave. from Pedro Guevarra Ave. to and including Monserrat Subd., Jamaica Subd., Ajdramm Subd., Bayside Subd., Leonora Subd., Villa Josefina Subd., Villa Rosa Subd., Lynville Homes 8 Subd. Phases I & II, Minorka Ville Subd., Remedios Country Homes, Laguna Heights, Lynville Subd., Residenza de Sta. Cruz Subd., Remedios Country Homes II, Sitios 1 - 5 and Sitio Acacia in Bgys. Santo Angel Sur, Patimbao, Santo Angel Central, Calios, Bagong Bayan (Bagumbayan), Bubukal, Labuin, San Juan, Malinao, San Jose, Oogong and Town Proper in Sta. Cruz.

REASON: NGCP testing work inside NGCP - Caliraya substation.

THURSDAY, JANUARY 20, 2022

CAVITE
(CARMONA)

BETWEEN 10:00AM AND 2:00PM
- PORTION OF CIRCUIT SAN PEDRO 423WH

Portion of Governor's Drive from near South Luzon Expressway (SLEX) - Carmona Exit to and including Remington Plaza, AAI Worldwide Logistics, Best Chemicals & Plastics and the whole of People's Technology Complex in Bgy. Maduya.

REASON: Relocation of facilities along Governor's Drive in Bgy. Maduya, Carmona,