

Wage commission approves Northern Mindanao pay hike

THE NATIONAL Wages and Productivity Commission (NWPC) approved wage increases of P23 for non-agricultural workers and P35 for agricultural workers in Region X (Northern Mindanao), starting on Jan. 12.

Wage Order No. RX-23 divides the pay hike for agricultural workers in two tranches, with the first P23 coming on Jan. 12 and an additional P12 on July 1, 2025.

Agricultural workers will receive a P23 wage hike in the first tranche in January, followed by another P12 hike on July 1, 2025, according to a statement issued by the Department of Labor and Employment (DoLE) on Thursday.

Upon full implementation, these increases will raise minimum wage rates in the region to between P446 and P461, effectively removing the rate distinction between non-agricultural and agricultural workers, DoLE added.

The Northern Mindanao Regional Tripartite Wages and Productivity Board (RTWPB) is seeking to simplify and standardize its wage classification structure, it noted.

The board likewise approved a P1,000 monthly hike for domestic workers, bringing their entry-level wage to P6,000 from P5,000 through Wage Order RX-DW-04.

Federation of Free Workers (FFW) President Jose Sonny G. Matula said the new wages for workers in Region X are akin to “tossing crumbs.”

“It’s just not enough, especially compared to the needs of workers to survive as manifested by the trade unions. Worse, it widens the gap from P182 to P184 between Region X and the National Capital Region (NCR), further underlining the persistent and unjust regional wage disparities across the nation,” he told *BusinessWorld* via Viber. — **Chloe Mari A. Hufana**



FULL STORY
Read the full story by scanning the QR code with your smartphone or by typing the link <tinyurl.com/23w8p4v>

OPINION

New Year employee engagement dialogue

Work as a manager for a medium-sized organization. What are the best ways to start the New Year with our direct reports? – Blue Lagoon.

When I was a young human resource (HR) manager, my typical year-end working days were easy and joyful. Most of the time, I would have exhausted my vacation leave credits for the year except for three days for emergency situations. Christmas break allows me to work without stress as I sought to complete my pending projects to avoid carrying them over into the new year.

I’m quite superstitious. Bringing incomplete tasks into the following year made me distrust the future. It’s better to start fresh and ready to face new challenges than be reactive the whole year solving problems. This was my annual routine while thinking about how to improve or maintain professional relationships with my workers.

My usual questions were: Am I on the same page as my colleagues? Do I know them better than they know themselves? Do they consider me a good boss? If not, why not? What were they thinking behind my back? Do they like me as a person?

We are incurable social animals like our ancestors. Our groups are formed based on certain things in common, like school or regional origin. Even sexual preference plays a key role in determining one’s group.

Framing things that way gives me the right attitude in dealing with the various personalities.

ENGAGEMENT APPROACHES

Since groups are formed on the basis of common values, I tried to understand my former direct reports to avoid organizational blindness. The key is in knowing how to treat work-

ers like family. We can do this with a little bit of exaggeration. How do we go about it?

Depending on your management style, you can always engage the employees with the following basic approaches:

One, start the New Year with a brief morning meeting. Inform everyone several days in advance. All direct reports must attend a department meeting which should not last more than an hour. The shorter, the better. Greet everyone with positivity and enthusiasm by outlining the department’s specific goals for the year.

Such goals must be the result of the organization’s strategic plan made three months earlier with the chief executive officer (CEO) and other department managers. If your company fails to come up with such strategic plan for some reason, you must come out with your own department goals approved by the CEO.

Two, find the time for one-on-one talks. Refocus on their individual interests, challenges, and values. Be guided by the following questions: What is your career goal in this organization? How can I help you achieve your goal? What are the difficulties in your job? How can I help you manage those challenges?

What are the resources that you need? How about other options? If the options are difficult to accomplish within your pay grade, explain clearly the reason for it, but not after making a serious study. Whatever you do, don’t give an instant no as your answer could be misinterpreted.

Three, ask open-ended questions. This is related to number two. By asking open-ended questions, you are allowing the discussion to flourish intellectually. Thank the worker if they accept your idea or proposal. Express how much you value your relationship with them.

To express your sincerity, document the salient points of your agreement, especially if

it means a job transfer within the department, assigning additional tasks or special projects that are beyond the workers’ job description.

Four, admit your mistakes. If a worker is brave enough to confront you over your lapses, understand the circumstances without being defensive. Acknowledge the fact that you may have hurt the person. Then work your way through until the grudge goes away. Remind yourself that such engagement dialogue is intended to be kind and courteous.

Even if a worker has occasionally driven you crazy, don’t allow it to destroy the goodwill that you have created at the start of your engagement dialogue. Maintain the positive atmosphere and remain calm.

NO ONE-TIME DEAL

An employee engagement dialogue is not a one-time deal nor a ceremonial New Year activity. It must be done with regularity or as soon as you discover something unusual about a worker or group of workers. Be proactive. Don’t wait for the exit interview before doing anything. As a manager, it’s your job to detect potential issues so you can manage them correctly.

I suggest this rule of thumb: Be several steps ahead of your workers. Anticipate everything. In doing so, you can protect yourself to a certain degree against being manipulated. Remember and understand the letter and spirit of every worker’s argument or complaint.

This entails a lot of work and will slow you down. But it’s worth it. By slowing down, you gain the advantage of refining every issue that comes your way.

Bring REY ELBO’s leadership program called “Superior Subordinate Supervision” to your organization. Contact him on Facebook, LinkedIn, X or e-mail elbonomics@gmail.com or <https://reyelbo.com>



JOB OPENING

Company Name & Address:
The Hongkong and Shanghai Banking Corporation Limited – Philippine Branch
HSBC Centre, 3058 Fifth Avenue West, Bonifacio Global City, Taguig City 1634 Philippines
Contact Details of Company: raissacagarcia@hsbc.com.ph
Available Job Vacancy/Position: Director, Head of Global Payments Solutions

Job Description:
Role Purpose
Global Payments Solutions (GPS) is an integral part of our client proposition and employs our global network to capture market share and deliver growth. The business is uniquely positioned to help clients manage liquidity optimally, make payments across borders, across currencies and regulations, quickly and cost effectively with dedicated in country and regional support. Our expertise in this area is repeatedly recognised by the industry’s most prominent publications and associations with numerous global, regional and country awards.

In the Philippines, GPS is a key Product partner to Wholesale Banking (WSB) and Global Banking FIG (GB FIG) customers. The role holder is responsible for executing GPS’s global strategy in the Philippines, through proactively leading and driving business growth, managing business risk, as well as positioning HSBC as the top cash management provider and thought leader to clients. This position will report to the Country Head of WSB on an entity basis and functionally to the Regional Co-Head of GPS ASP.

Principal Accountabilities
Impact on the Business

- Build the franchise value and reputation of GPS in the Philippines and across the region.
- Manage the development and implementation of the business strategy and oversee resource and budget management.
- Drive achievement against targets for revenue generation, product alignment, customer satisfaction and cost management.
- Drive an optimal balance of revenue growth and risk management to build a sustainable GPS business.
- Drive the delivery of a comprehensive and competitive suite of GPS solutions by executing a commercially focused product management strategy, which aligns with the propositional requirements of the clients.
- Lead the development and execution of a high-quality client-centric culture that delivers superior solutions, product innovation, onboarding and service to clients across the range of GPS services and solutions.
- Build and maintain deep client relationships, acting as the senior stakeholder for key clients.
- Lead, guide and direct the GPS efforts to ensure a consistent delivery of a world class level of solutions and services to clients.
- Establish and maintain networks for co-operation with other HSBC businesses, to support the creation of solutions to customer needs that span geographical / product boundaries and regulatory environments.

Customers / Stakeholders

- Strive for world class-leading customer experience by cultivating a consistent selling and relationship management culture.
- Deepen customer relationships and collaborate with other product groups – GIM and GTS to deliver solutions that are best in class and growth wallet share.
- Develop networks with key external stakeholders such as regulatory bodies, IT vendors and leverage these to drive thought/ market leadership.
- Understand current economic trends and its impact on HSBC within assigned country and identify key levers to capitalize on opportunities or minimize downside exposure.
- Represent GPS at local/regional governance committees and forums and align prioritization within the HSBC organizational matrix.

Leadership & Teamwork

- Live the Group values.
- Develop and communicate a clear vision for the GPS business that is aligned to the overall HSBC vision, values and goals, and inspires and engages people to create an inclusive, high performing, customer-centred culture.

- Lead, develop and motivate the leadership team to attract, retain and develop the capacity, capabilities and talent to provide for succession and ensure delivery of business objectives.
- Set expectations, share best practice and manage, monitor, coach and develop leaders and others to ensure that they maximise their performance, meet the required standards, and continuously develop their capabilities and experience.
- Lead and encourage constructive cross-country and cross-business teamwork by demonstrating collaboration and matrix management in action and taking prompt action to address any activities and behaviours that are not consistent with HSBC’s diversity policy and/ or the best interests of the business and its customers.
- Set the long-term strategic vision and direction for assigned country and identify the key steps necessary for achievement in line with the regional and global strategy.

Operational Effectiveness & Control

- Lead the continuing development, implementation and improvement of the processes, structures, capabilities, capacity, and infrastructure needed to deliver agreed plans and targets, collaborating with colleagues to maximise end to end integration, effectiveness and efficiency.
- Establish and maintain a robust and efficient control environment across GPS to ensure good operational, financial and project management and compliance with HSBC policy and procedures, together with early identification and effective resolution or escalation of issues that arise.
- Lead the development, implementation, and maintenance of a GPS management information, analysis and reporting framework that supports and informs timely and effective business management and decision making at all levels.
- Lead the implementation and oversight of GPS policy and governance frameworks, procedures, practices and standards to ensure quality, effective risk management and regulatory compliance.

Qualifications:
Requirements and Qualifications

- In depth transaction banking knowledge of cash management (min. 10 yrs. Experience) with broad understanding and application of relationship management concepts in global and commercial banking.
- Ability to lead and drive the business at pace in a dynamic and challenging environment, with an established track record of business growth success.
- Strong business acumen and commercial awareness to navigate the fast-changing economic, client and regulatory requirements, balancing risk and return.
- Highly developed management skills, with experience in team building and managing a wide range of projects.
- Strong market knowledge to lead the digital change process for clients, and an ability to appreciate the application of technology in relation to operations.
- Ability to lead and motivate other managers and staff, employing appropriate management styles.
- Highly developed communication and influencing skills set.
- Experience of managing resources to achieve objectives using appropriate communication delegation and planning skills.
- Ability to use strong judgmental skills to identify and resolve problems whilst maintaining budgets, time scales and quality of output.
- Strong risk awareness and extensive experience in the operational side of transaction banking.
- Strong ability to navigate and work with a broad group of internal and external stakeholders to effectively maintain all internal control standards, protecting HSBC and its clients.
- Possession of a university degree and preferably a professional qualification of Certificate of International Cash Management

Salary Range: PHP480,000 to PHP850,000

JOB OPENING

10 CHEF (MANDARIN SPEAKING)

- Bachelor’s degree in Culinary Course or related field.
- Must have an excellent written and verbal communication skills in Mandarin and English language.
- Atleast 3-4 years of experience as a chef
- Familiarity for various cooking, methods, equipment and procedures
- Excellent in record keeping and staff management

NAN TIAN GROUP LTD. INC
2ND FLOOR BACHRACH BLDG II, COR. 23RD AND RAILROAD ST. ZONE 68 PORT AREA BARANGAY 653, CITY OF MANILA
Contact No. 0917 817 0114

JOB OPENING

Company Name and Address
OPTUM GLOBAL SOLUTIONS (PHILIPPINES), INC.
1st to 4th Floors, Science Hub Tower 3, Block 38, Campus Avenue Corner Turin Street, McKinley Hill, Fort Bonifacio, Taguig City 1634
Contact details of the Company
Karen B. Gerona karen.gerona@optum.com / Regina Grace S. Benito regina_benito@optum.com
Available Job Vacancy Director for Operations

Job Description

- Responsible for all aspects of Project/Business Management, including but not limited to; Initiation, planning, design, execution, monitoring and controlling including change control and project closure – ensuring predictable and successful delivery
- Organizing and motivating project teams, directing the project and all stakeholders involved to successful delivery
- Effective and Transparent communications ensuring the flow of information to all stakeholders involved
- Develops and executes strategies for a function or discipline that span a large business unit or multiple markets/sites
- Develop and execute a comprehensive business transformation strategy for the contact center capability
- Using Data Analytics identify and implement special projects to enhance consumer experience and reduce operating cost
- Create a robust MIS operating model to drive better business outcomes
- Work closely with business leads and support functions to drive cross functional horizontal projects
- Identify Automation opportunities and drive stronger Ops-Tech partnership
- Project manage all strategic initiatives for the contact center capability
- Work with Operational Excellence group and standardize Innovation framework across the contact center capability
- Work with Learning Solutions to create leadership development plan on Lean Six Sigma, Design Thinking and Data Analytics

Basic Qualification

- At least 10 years’ experience in BPO Operations
- Individual Contributor
- Proficient in organization wide strategic project management
- Experience in Business Transformation Projects involving Operations-Technology Partnership
- Experience in Data Analytics – identification of problems, hypothesis creation, data gathering and coding (using SQL, Python, AWS, R/SAS), presentation of findings and creation of recommendations.
- Expert in reporting (using Power Point, Excel) and creating dashboards (using Tableau, Power BI)
- MBA and BFSI experience preferred



Republic of the Philippines
ANTI-MONEY LAUNDERING COUNCIL

NOTICE OF TARGETED FINANCIAL SANCTIONS IN RELATION TO ANTI-TERRORISM COUNCIL RESOLUTION NO. 64 (2024)

The public, covered institutions as defined under Section 3(c) of Republic Act (RA) No. 10168, otherwise known as the Terrorism Financing Prevention and Suppression Act of 2012 (TFPSA), in relation to Section 3(a) of RA No. 9160 or *The Anti-Money Laundering Act of 2001*, as amended (AMLA), and all relevant government agencies, including the Land Transportation Office, Land Registration Authority, Maritime Industry Authority, and the Civil Aviation Authority of the Philippines are hereby informed that the Anti-Money Laundering Council (AMLC), consistent with the Philippines’ international obligations to comply with binding terrorism-related resolutions, including United Nations Security Council (UNSC) Resolution No. 1373 pursuant to Article 41 of the United Nations Charter, issued Resolution No. TF-102, series of 2024, amending Resolution Nos. TF-39 and TF-41, to take effect immediately:

A. LIFTING the Sanctions Freeze Order and Targeted Financial Sanctions with respect to the property or funds of the following delisted terrorist individuals who are excluded in Anti-Terrorism Council Resolution (ATC) Resolution No. 64 (2024):

- 1) Salahuddin Hassan a.k.a. Orak/ Salah/ Tulea/ Abu Salman;
- 2) Radzmil Jannatul a.k.a. Khubayb/ Kubayb/ Kubaib/ Kubaeb/ Baeb;
- 3) Majan Sahidjuan a.k.a. Apo Mike/ Apoh Mike;
- 4) Faharudin Benito Hadji Satar a.k.a. Jer Mimbantas/ Abu Zacaria/ Zacharia/ Abu Bakar/ Omar;
- 5) Mudsrimar Sawadjaan a.k.a. Mundi Sawadjaan/ Puruh Sawadjaan/ Puroh;
- 6) Hajan Sawadjaan/ Hatib Hajan Sawadjaan a.k.a. Pah Hajan/ Abdulhajan/ Abduhajan;
- 7) Furuji Amirin Indama/ Furuji Indama a.k.a. Abu Sopek/ Abu Dujana/ Ustadz Faidz/ Ben Dudjanan/ Juljuma Indama;
- 8) Hassan Solaiman Indal/ Hassal Indal a.k.a. Abu Azam/Abu Hassan/ Assam/ Abu Ali
- 9) Norodin Hassan/ Nur Hassan a.k.a. Andot Hassan/ Andot/ Dots/ Dot;
- 10) Yusoph Hadji Nassif/ Osoph Hadji Nassif/ Osop Hadji Nasir a.k.a. Abu Asraf/ Abu Arap/ Osoph/ Osop;
- 11) Mahir Sandab a.k.a. Abu Jihad/ Jihad/ Lumen/ Telnijie;
- 12) Sukarno Sapal a.k.a. Abubakar Sapal/ Zulkarnain Sapal/ Sukarno Abubakar Joke/ Diok/ “CS 52”/ Zuk;
- 13) Kupang Sahak/ Kopang Sahak a.k.a. Commander Tarzan/ Tarzan/ Tarsan/ Bapa Sahak.

B. MAINTAINING the Sanctions Freeze Order and other Targeted Financial Sanctions with respect to the property or funds of the following individuals whose designation was maintained and who are identified in ATC Resolution No. 64 (2024):

- 1) Esmael Abdulmalik a.k.a. Cmdr Turaifie/ Abu Turaifie/ Abu Toraype;
- 2) Raden Faisal aka Raden Abu;
- 3) Esmael Abubakar/ Esmail Abubakar/ Ismael Abubakar a.k.a. Cmdr Bungos/ Bungos;
- 4) Muhiddin Animbang/ Mohaiden Animbang/ Muhidden Animbang a.k.a. Kagui Karialan/ Karialan;
- 5) Almujer Yadah/ Almujiir Yadah a.k.a. Mujer/ Mujiir;
- 6) Radulan/Radullan Sahiron a.k.a. Commander Putol/ Gagandilan/Magang;
- 7) Sansibar Saliddin Bensio/Sansibar Saliddin Bencio a.k.a. Sibar/ Sansi;
- 8) Pasil Bayali a.k.a. Kera/ Kerah;
- 9) Abdullah Jovel Indanan/ Abdullah Indanan a.k.a. Guro/ Guroh;
- 10) Ibni Acosta/Acosta Ibni Y Ibrahim a.k.a. Abu Tini/ Alkaser Albani/ Moin/ Win;
- 11) Bensito Quirino Yadah/ Bensito Quirino Bakun/ Ben Quirino Yadah a.k.a. Ben Tattoo/ Ben Yadah;
- 12) Suhud Gaviola Salasim a.k.a. Ben Wagas;
- 13) Hassan Kulaw/ Mustapha Kassan Kulaw/ Kassan Kulaw/ Kasan Kulaw a.k.a. Abu Saiden/ Abu Zaiden;
- 14) Emarudin Kulaw/ Emarruddin Kulaw/ Samaruddin Kulaw/ Emarudin Kasan/ Emarudin Hassan a.k.a. Alpha King/ Alpha King Hassan;
- 15) Jaybee Mastura/ Jayvee Mastura/ JB Mastura a.k.a. Abu Naim/ Abu Naem;
- 16) Solaiman Tudon/ Sulaiman Tudon a.k.a. Abu Jihad; and
- 17) Khadafi Abdulatif/ Khadaffi Abdulatip/ Khadaffi Abdulatif/ Kadaffi Abdullatip a.k.a. Yusa/ “CS 01”/ Zero One/ Mukayam.

and directing the freezing without delay of the following properties or funds owned or controlled by the abovementioned designated terrorist individuals:

- a. property or funds that are owned or controlled by the subject of designation, and is not limited to those that are directly related or can be tied to a particular terrorist act, plot, or threat;
- b. property or funds that are wholly or jointly owned or controlled, directly or indirectly, by the subject of designation;
- c. property or funds derived or generated from funds or other assets owned or controlled, directly or indirectly, by the subject of designation; and
- d. property or funds of persons and entities acting on behalf or at the direction of the subject of designation;

All the above covered persons and institutions, and relevant government agencies are directed to submit to the AMLC a written return pursuant to, and containing details required, under Rule 16.c of the Implementing Rules and Regulations of the TFPSA.

Any person, whether natural or juridical, including covered persons, private companies, government owned or controlled corporations, and government agencies and instrumentalities who:

1. deals directly or indirectly, in any way and by any means, with any property or fund that he knows or has reasonable ground to believe is owned or controlled by the designated individuals under ATC Resolution No. 64 (2024), including funds derived or generated from property or funds owned or controlled, directly or indirectly, by such designated individuals; or
2. makes available any property or funds, or financial services or other related services to the said designated individuals,

shall be prosecuted to the fullest extent of the law pursuant to the TFPSA.

All covered persons and institutions are mandated to submit a Suspicious Transaction Report all previous transactions of the designated individuals within five (5) days from the publication of this Notice.

All persons, organizations, associations or groups of persons whose property or funds are frozen are hereby informed that they may avail of the remedies under Republic Act No. 11479, otherwise known as the Anti-Terrorism Act of 2020, and the TFPSA, and their respective Implementing Rules and Regulations.

A copy of this Targeted Financial Sanctions in Relation to Anti-Terrorism Council Resolution No. 64 (2024) may be viewed and downloaded from the AMLC website: www.amlc.gov.ph.

For information and compliance.

27 December 2024, Manila

(Original signed)

ELI M. REMOLONA, JR.
Chairman
(Governor, Bangko Sentral ng Pilipinas)

(Original signed)

EMILIO B. AQUINO
Member
(Chairman, Securities and Exchange Commission)

(Original signed)
REYNALDO A. REGALADO
Member
(Commissioner, Insurance Commission)