

III. WORKSHOP OBJECTIVES

The objectives of the Workshop were:

- a. Assess the capacities (strengths and weaknesses) of selected Secretariat offices performing their mandated services;
- b. Assess the level of coordination and collaboration among various Secretariat offices performing common functions, (e.g. what is the level of resource sharing among offices involved in policy research and analysis);
- c. Recommend solutions/innovations on how to:
 - 1) Improve the quality, and coordination, of technical support for policy research and analysis;
 - 2) Improve the efficiency, and coordination, of legislative support services (e.g. documentation, document and records management (filing, indexing and retrieval), bill drafting, conduct of hearings and for a, etc.); and
 - 3) Improve the quality, access and sharing of data and information among offices in the Senate and the general public.
- d. Categorize recommendations into those that are fairly do-able and those that require further study; and whether they require internal and/or external resource assistance.
 - 1) Prepare concrete plans for those fairly do-able solutions and innovations;
 - 2) Prepare a future timetable for those problems and solutions that require further study; and
 - 3) Prepare proposals for those solutions/innovations that require external resource assistance.

IV. ASSESSMENT

This assessment report is submitted to the UNDP and the Senate Secretary, Office of Deputy Secretary for Legislation and the Senate Project Team pursuant to the Professional Service Contract between Prof. Ma. Lourdes N. Tiquia and the Philippine Senate represented by Secretary Oscar Yabes

During the workshop, several issues were raised that consistently were echoed even in plenary. Based on observation, the assessment of the Senate Secretariat on the Organizational Diagnostic Survey (ODS) cited above, one may infer that:

1. Participants have considerable professional experience and academic training and see the Senate as a place they would want to work in.
2. Participants' personal goals go hand and hand with the Vision-Mission of the Senate as an institution.
3. A reward system is in place that mirrors performance of the organization, except that this reward system may not be solely based on adhering to ethical standards.
4. Management fosters Best Decision-Making in the operations of the Senate but few managers apply Results Oriented Problem Solving Approach.
5. A limited number often take personal responsibility (probably not wanting to commit mistakes or be blamed for them).
6. Participants always apply the ethical rule of "doing the right thing" but become ambivalent when engaging in behavior that is legal but unethical.
7. Coordination and collaboration among the key unit offices are not consistent.
8. Having a Legislative Academy is a welcome idea because it is believed to ensure continuous upgrading of knowledge and services of the Secretariat.

Though in the ODS, one can conclude that management, remuneration, and the award system are not problems, taking personal responsibility, doing the right thing, coordination and collaboration, and having an Institute where continuing education can be achieved are areas that need a closer look. Interestingly, the situations and challenges that came out during the workshops revealed the same issues.

This evaluation report is broken down into three (3) main sections: Organizational Development, Human Resources Management and Development; and, Political Management and Congressional Affairs.