

**Republic of the Philippines
Department of Labor and Employment
Region VII- Bohol Field Office
October 2018**



BEYOND COMPLIANCE! TIPC's Search for Best HR Practices

Tagbilaran City, Bohol. **Beyond Compliance** is the objective of the **Search for Best HR Practices** launched for the first time in Region 7 by the Tripartite Industrial Peace Council of Bohol before 140 HR Practitioners attending **from the Hotel, Resort, Restaurant and Tourism Industry** and other key players in Bohol as welcomed by Governor Edgar M. Chatto represented by Mr. Isabelito Tongcoat the Metro Centre Hotel, Tagbilaran City, Bohol on October 2, 2018.

Regional Director, Johnson G. Cañete, who graced the occasion lauded the Bohol Tripartite Industrial Peace Council in coming up with the project and encouraged as many nominations as possible. "The search for best HR Practices is intended to give recognition to HR Practices done beyond the Labor Code Mandatory requirements," he said, as he also presented the DOLE's Visitorial & Enforcement Power.

Director II, Lilia A. Estillore, heading the DOLE Bohol Field Office said that the Search focuses on the following categories:

1. Best in Hiring, Recruitment and Placement
2. Best in Compensation & Benefits
3. Best in Occupational Safety and Health
4. Best in Post Employment/ Retirement package/s

The Search will encourage nominees to utilize DOLE employment facilitation programs such as the Jobstart, Philjobnet, Jobs Fair, Labor Market Information as presented by Bohol

Employment Public Office OIC Ma. Vilma Yorong, as well as accepting K-12 work immersion to qualify for nomination for the Best in Hiring & Placement Category. For the 2nd and 3rd Category awards, beyond the presentation made by Sr. Labor and Employment Officer, Angeli Salgados on Wages and Occupational Safety and Health Standards, some companies are already giving incentives such as subsidized meals and lodging, sacks of rice, educational packages, clothing allowances, performance bonus, service awards, medical & retirement plans. Yet, such incentives are not given recognition. With the Search for Best HR Practices, companies will not only maintain existing incentives but will also reinvent its packages so they become the best companies as they have the best motivated and talented employees thru their best HR Practices.

The search has gained the support of the Bohol Association of Hotels, Resort and Restaurants (BAHRR) led by Mr. Allen Varquez and Anda Bohol Tourism Organization led by Mr. Anastacio Daniel, Jr. represented by Mr. Edgar Olaco as a breakthrough from the labor inspection as this is now **beyond compliance!**