



Republic of the Philippines  
**Department of Education**  
REGIONAL OFFICE IX, ZAMBOANGA PENINSULA



Office of the Regional Director

Advisory No. 23, s. 2026  
January 17, 2026

In compliance with DepEd Order No. 8, s. 2013  
this Advisory is issued not for endorsement per DO 28, s. 2001  
but only for the information of DepEd officials,  
personnel/staff, and the concerned public.  
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**CALL FOR NOMINATIONS TO THE 2026 GAWAD LINGKOD BAYANI**

This is to inform all concerned that the Civil Service Commission (CSC) is now accepting nominations for the **2026 Gawad Lingkod Bayani**, which recognizes outstanding government workers who exemplify *dangal, puso, at galing* in public service.

Nominations covering accomplishments for FY 2023–2025 must be submitted on or before 31 March 2026 to the CSC Regional or Field Office with jurisdiction over the nominee's agency. All nominations shall undergo evaluation by the Agency PRAISE Committee prior to endorsement by the Agency Head and submission to the CSC.

This Office shall likewise nominate qualified 2025 VINTA Awardees to the 2026 Gawad Lingkod Bayani search. Concerned nominees are advised to submit their complete documentary requirements to this Office not later than February 6, 2026 to allow sufficient time for validation and subsequent endorsement to the DepEd PRAISE Committee.

Attached is CSC MC No. 02, s. 2026 and Annex A for reference and guidance.

Immediate dissemination of this Advisory is desired.

HRDD/MRA/rla/RA  
004/January 17, 2026

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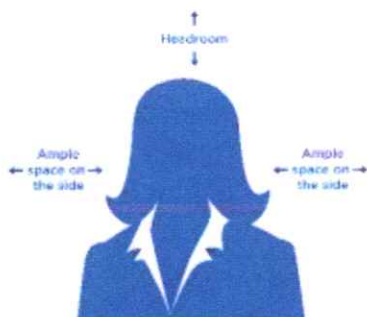
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**ANNEX A**

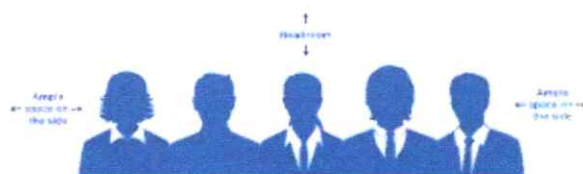
**Submit the nomination form along with the following required documents:**

- ☐ Completely filled-out [CS Form 212 or Personal Data Sheet \(PDS\)](#) dated as of end of December of the year preceding the nomination
- ☐ Certification from the Chairperson of the Agency's Local, Provincial, Regional or National PRAISE Committee confirming that nominee has undergone deliberation. *Note: This is not required for nominees who are heads of agencies.*
- ☐ Endorsement letter from the Agency Head. Group nominations with members from different agencies should be endorsed separately by their respective agency heads. *Note: When the nominee is the Agency Head, endorsement from the superior official is required*
- ☐ Proof of Appointment/Proclamation
  - For permanent, casual, contractual, or co-terminous employees – copy of Appointment Paper
  - For elective officials – certified machine copy of the masterlist of elected officials issued by the DILG or certified machine copy of the oath of office
- ☐ Updated Service Record duly certified by the agency's Human Resource Management Officer (HRMO) showing continuous government service for at least three (3) years as of 31 December of the year preceding the nomination deadline.
- ☐ Performance rating of at least Very Satisfactory for the past three (3) years prior to the deadline of nomination to be certified by the highest HRMO
- ☐ Nominee's declaration of pendency or non-pendency of administrative or criminal offense or case involving moral turpitude. For posthumous nominations, the certification of no pending administrative case involving moral turpitude must be issued by the highest-ranking Legal Officer.
- ☐ High quality, full color digital photos taken in front of plain white, beige, or similar neutral-colored background. Nominees should be in Filipiniana attire or gala uniform. *Note: The actual digital image (in JPEG or PNG formats) should be submitted, not scanned copies.*

**Individual Nominees**



**Group Nominees**



- One (1) portrait shot of each member, and one (1) group shot





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- One (1) portrait shot (from chest up, showing the subject clearly, with adequate lighting)
- Subject should face the camera at eye level, with the head not tilting up or down
- With plain background (white or beige are recommended), and with no other elements showing behind the nominee or blocking the face of the nominee
- Photo size is at least 4x6 inches
- Photo resolution is at least 1600x1200 (or 2-3 megapixels, or 300 DPI)
- With adequate head room and spaces on each side
- For individual photos of each member, please follow specifications for individual nominees on the left column
- Landscape orientation (at least 6x4 inches)

☐ Three-minute video of the nominee introducing himself/herself and a summary of his/her accomplishments. The background of the video should be as plain and neutral-colored as possible, with no unnecessary or distracting visuals. The video should also be well-lit and clearly audible with high-quality audio. The language used may be English, Filipino, or a combination of both. However, when local dialects are used, English or Filipino subtitles are required to be included in the video.

#### **What is the Gawad Lingkod Bayani?**

The CSC holds the Gawad Lingkod Bayani, the annual search for outstanding government workers to recognize civil servants with outstanding contributions and display of exemplary behavior.

#### **Who may nominate?**

Government agencies are expected to nominate their exemplars. The human resource management office/officers of the agency shall be responsible for preparing the nomination of the official or employee or group/team.

Any private individual or organization may recommend an individual or group of individuals for a specific honor award to the concerned government agency. This will undergo evaluation of the PRAISE Committee and endorsement of the head of agency, if qualified.

#### **Who may be nominated?**

1. All appointive officials and employees holding permanent, temporary, coterminous, contractual, casual, provisional, substitute, fixed term status of employment in the government, whether stationed in the Philippines or abroad;
2. Military;
3. Elective officials;
4. Elective and appointive *barangay* officials and employees may also be nominated, provided they meet all the following conditions pursuant to Civil Service Commission (CSC) Resolution No. 01-1352 dated August 10, 2001 on the "Recognition of the *Barangay* Secretary and *Barangay* Treasurer as Government Employees" (Annex A):
  - Respective appointment papers are submitted to the CSC for records purposes;
  - Positions have fixed salary in accordance with the salary schedule provided for in Local Budget Circular No. 63, s. 1996;
  - Meet the qualification requirements set in the Local Government Code of 1991; and



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- Attendance and service records are kept and maintained in the *barangay* office
5. Posthumous nominations may be made for a public servant who died in the line of duty or in the pursuit of his/her official duties and responsibilities as a civil servant. Posthumous nominations should be formalized within 12 months from the time of death of the government official or employee.

*Note: Those who are under extension of service are not qualified.*

### What are the honor awards?

The three (3) honor awards are:

(1) **Gawad Lingkod Bayan ng Pangulo (for individuals and groups)**, pursuant to Executive Order No. 508, s. 1992 as amended by Executive Order No. 77, s. 1993, is an award for outstanding work performance and contributions with national impact;

(2) **Gawad Dangal ng Bayan (for individuals)**, is an award for performance of extraordinary act or public service and consistent demonstration of exemplary ethical behavior under Republic Act No. 6713, otherwise known as the “Code of Conduct and Ethical Standards for Public Officials and Employees”;

(3) **Gawad Pagasa**, pursuant to the Omnibus Rules Implementing Book V of Executive Order No. 292 or the Administrative Code of 1987, recognizes superior work performance and outstanding contributions benefiting more than one (1) department of government.

### What are the rewards and incentives at stake?

Pursuant to Section 5 of Executive Order No. 508, s. 1992 entitled, “Instituting the *Lingkod Bayan* Award as the Presidential Award for Outstanding Public Service”, Gawad Lingkod Bayan ng Pangulo awardees are entitled to the following rewards and incentives:

- Automatic promotion to the next higher position suitable to qualifications and with commensurate salary effective from the date of the conferment of the award; provided that, if there is no next higher position or it is not vacant, said position shall be included in the next budget of the office, except when the creation of a new position would result in distortion in the organizational structure of the department, office or agency. Where there is no next higher position immediately available, a salary increase equivalent to the next higher position shall be given and incorporated in the basic pay. When a new position is created, that which is vacated shall be deemed abolished;
- Cash reward in the amount of Two Hundred Thousand Pesos (PHP200,000) for individual awardees and One Hundred Thousand Pesos (PHP100,000) for each member of a group awardee with a maximum five (5) members;
- Gold-gilded medallion;
- Presidential plaque with citation and signature of the President of the Philippines;
- Scholarship grant for awardee or one (1) qualified designated beneficiary to pursue a baccalaureate, master or doctorate degree in CSC’s partner educational institutions effective within five (5) years from the conferment of the award; and
- Free one-time executive check-up effective with CSC’s partner specialty hospitals within one (1) year from the date of conferment of the award.





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Pursuant to Section 6 of Republic Act No. 6713, otherwise known as the Code of Conduct and Ethical Standards for Public Officials and Employees, Gawad Dangal ng Bayan awardees are entitled to the following rewards and incentives:

- Automatic promotion to the next higher position suitable to their qualifications and with commensurate salary effective from the date of the conferment of the award; provided, that if there is no next higher position or it is not vacant, said position be included in the next higher budget of the office; except when the creation of a new position will result in distortion in the organizational structure of the department, office or agency. Where there is no next higher position immediately available, a salary increase equivalent to the next higher position shall be given and incorporated in the base pay. When a new position is created, that which is vacated shall be deemed abolished;
- Cash reward in the amount of Two Hundred Thousand Pesos (PHP200,000)
- Gold-gilded medallion;
- Trophy;
- Scholarship grant for awardee or one (1) qualified designated beneficiary to pursue a baccalaureate, master or doctorate degree within five (5) years from the conferment of the award; and
- Free one-time executive check-up within one (1) year from the date of conferment of the award.

Pursuant to Section 6 (b) Rule X of the Omnibus Rules Implementing Book V of Executive Order No. 292 or the Administrative Code of 1986, Gawad Pagasa awardees are entitled to the following rewards and incentives:

- Cash reward in the amount of Two Hundred Thousand Pesos (PHP200,000) for individual awardees and One Hundred Thousand Pesos (PHP100,000) for each member of a group awardee with a maximum five (5) members;
- Gold-gilded medallion;
- Plaque with citation and signature of the Chairperson of the Civil Service Commission;
- Scholarship grant for awardee or one (1) qualified designated beneficiary to pursue a baccalaureate, master or doctorate degree within five (5) years from the conferment of the award; and
- Free one-time executive check-up within one (1) year from the date of conferment of the award.

#### **What are the nomination procedures?**

A nomination for an individual or group will go through the agency's Program on Awards and Incentives for Service Excellence (PRAISE) Committee or its equivalent, which reviews and recommends the nomination for endorsement of the head of agency.

The agencies will then submit the nominations (consisting of the correct nomination forms and complete documentary requirements) to the CSC Regional (RO) or Field Office (FO) with jurisdiction over the agency of the nominee/s.

Nominations will undergo regional level screening through the Regional Committee on Awards created per region. CSC ROs will endorse the regional qualifiers to the National HAP Secretariat for review, after which the national qualifiers will be determined. These will then be deliberated at the national level by the National Committees on Awards. Said committees are composed of government officials appointed by the President of the Philippines, members of the Commission, heads of constitutional bodies, and prominent Filipino citizens who are not in government service.



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After the first round of deliberations, semi-finalists will be determined. The semi-finalists will undergo background investigation to verify the accomplishments. The CSC will also solicit public feedback on the semi-finalists, as well as clearances from appropriate government agencies to determine if the semi-finalists are free of any liabilities.

The results of the background investigation, public feedback, and clearances shall be presented during the second round of deliberations, after which the winners shall be determined for the Gawad Pagasa and Gawad Dangal ng Bayan, and finalists of the Gawad Lingkod Bayan ng Pangulo will be submitted to the Office of the President for final vetting and approval.

For inquiries, please contact the National HAP Secretariat at [hapsecretariat@csc.gov.ph](mailto:hapsecretariat@csc.gov.ph)





MC No. 02, s. 2026

## MEMORANDUM CIRCULAR

**TO :** ALL HEADS OF CONSTITUTIONAL BODIES; DEPARTMENTS, BUREAUS AND AGENCIES OF THE NATIONAL GOVERNMENT; LOCAL GOVERNMENT UNITS; GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS WITH ORIGINAL CHARTERS; STATE UNIVERSITIES AND COLLEGES, AND LOCAL WATER DISTRICTS

**SUBJECT :** CALL FOR NOMINATIONS TO THE 2026 GAWAD LINGKOD BAYANI

The Civil Service Commission (CSC) calls for nominations to the 2026 Gawad Lingkod Bayani, specifically for the following national awards:

- **Gawad Lingkod Bayan ng Pangulo:** For individuals or groups of up to five (5) members with extraordinary contributions that impact public interest, security, and patrimony. The achievement and impact should be nationwide in scope;
- **Gawad Dangal ng Bayan:** For individuals who demonstrated extraordinary public service and exemplary ethical behavior, in line with the eight norms outlined in RA No. 6713 also known as the Code of Conduct and Ethical Standards for Public Officials and Employees, which include commitment to public interest, professionalism, justness and sincerity, political neutrality, responsiveness to the public, nationalism and patriotism, commitment to democracy, and simple living; and
- **Gawad Pagasa:** For individuals or groups of up to five (5) members for outstanding teamwork and innovations that improved public service delivery, operations, or workplace conditions that directly benefit more than one department of the government.

Government agencies have until **31 March 2026** to submit nominations electronically to CSC Regional and Field Offices where the nominee's agency is located. The directory of CSC offices is accessible via the CSC website, [www.csc.gov.ph](http://www.csc.gov.ph).

**Bawat Kawani, Lingkod Bayani**

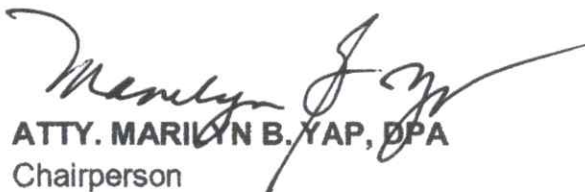
Any individual or organization from the public or private sector with direct knowledge of the nominee's accomplishments and ethical conduct may submit a nomination using the prescribed Gawad Lingkod Bayani nomination form attached to this circular **[Annex A]**. While the 2021 Guidelines **[Annex B]** enumerate the documentary requirements, agencies shall, for the 2026 cycle, submit **only selected documents listed in the nomination form checklist within the nomination period**. The remaining documents shall be required as nominees advance to the next levels of the search.

Nominators must coordinate with the nominee's agency or human resource management office, as all nominations are subject to agency review, approval, and endorsement.

The CSC encourages nominations from all functional areas and all levels of government service and emphasizes nationwide participation to ensure that civil servants – regardless of position and location – exemplifying *dangal, puso, at galing* are recognized and rewarded.

Further details on the 2026 Gawad Lingkod Bayani are available at [www.csc.gov.ph/2026GawadLingkodBayani](http://www.csc.gov.ph/2026GawadLingkodBayani).

For inquiries, please contact the Honor Awards Program Secretariat via [hapsecretariat@csc.gov.ph](mailto:hapsecretariat@csc.gov.ph) or coordinate with the nearest CSC Regional or Field Offices.



ATTY. MARILYN B. YAP, DPA  
Chairperson

14 JAN 2026