CHARACTERISTICS AND PROFESSIONALISM OF PUBLIC EMPLOYEES

by:
Jan Karlo L. Santos
Administrative Assistant III Applicant

The public sector is the most viable workplace preferred by Filipino professionals. Accordingly, 77 percent preferred to be employed on any government-run agencies in the Philippines (De Leon, 2018). The interest lies in job security and salary. It also includes the benefits they may receive throughout their service in the government. However, working in the public sector is not just about any material compensation that the government may be providing. It has to be rooted in the intrinsic motivation for more than anything else, and public service is about commitment. A public employee is loyal to the constitution, accountable and honest, committed to the public interest, and has the preferential option to the poor.

Public employees are loyal to the constitution. To be employed as a public agency is not like regular employment. It is given a responsibility driven from the mandate of the constitution (R.A. 6713, 1989). If individuals are hired to become maintenance employees of a public school, their task does not come from the principal. It is deeply rooted in the constitution mandating them to fulfil the assigned tasks. Loyalty has to be in the constitution, not to anybody else. It is working based on public interest. Public employees have to perform the job not because somebody has ordered to do it. Thus, even there is less physical monitoring that is happening. They will accomplish the assignment in the best possible performance because the public will be benefited.

Public employees are accountable and honest. These are two undichotomous virtue in public service—these boil down to being responsible in the workplace (Sulitzeanu-Kenan, Yair, & Tepe, 2020). Thus, responsible public employees do
assignments with honesty. They are not practicing illegal activities like tampering, fabricating or forging comply with urgency the requirements. But instead, their work is based on what legal, authentic and real. Likewise, they take full responsibility if the problem arises. They accomplish the assignment at their best performance with quality, efficacy, and urgency.

Public employees are committed to the public interest. They set aside their motives in whatever task they do. They do not wait for deadlines to expire. They do it efficiently before the prescribed compliance arrived. For them, it is evident that public interest has to be the prime consideration. They maximize their time. If it requires them to extend office hours, they are very willing to serve even overtime is not recognized. They do not take bribe, gifts, and reward coming from their clients. It is because, for them, public service is about the public interest. They will not exchange their strong commitment to their work to any material things that they may receive (Tiquia, 2019).

Public employees have a preferential option for the poor. It is not a form of social inequality but rather an acknowledgement that these people need more than anybody else. Their desperate situation justifies positive actions towards their needs for public services. Even the R.A. 6713 clearly instructs that these people deserve the best public services. As a public employee, one has to their best to help them by providing the best assistance they can have to the agency. Their appreciation for the best services is more than enough to encourage the public employee to do their best in serving them.

Public service is more than civic services. It is about providing the best services to the public without any prejudices, and biases driven by self-interest. It is a conventional connotation that government employees are not loyal, dishonest, half-hearted, poor performing, and bias. Nonetheless, these accusations are based on remote experiences about the few public servants. But, with the strong desire of the government officials to provide the best and efficient services to the public, these forms of corruptions are
occasionally happening in the government agencies. If it happens, government officials immediately take actions to reprimand and to amend the negative practices.

References:


