AREA II

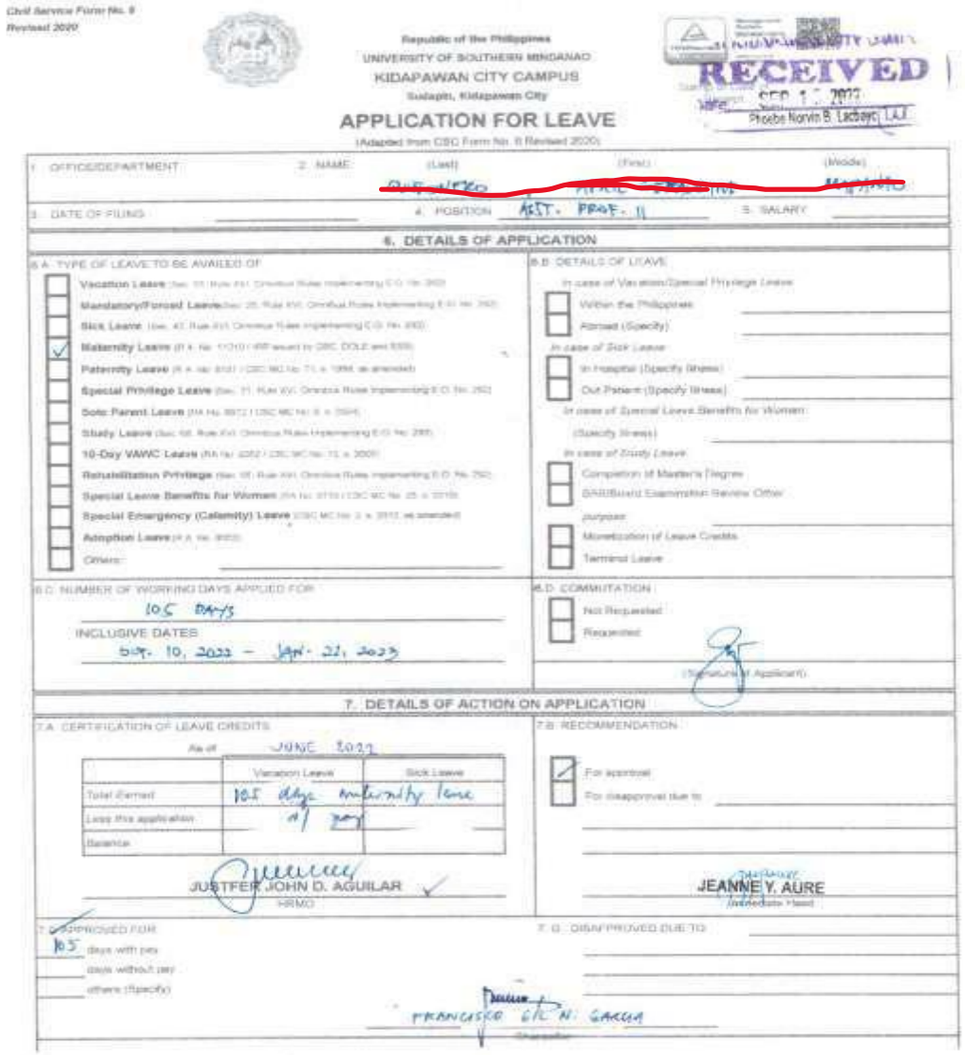
FACULTY

PARAMETER G:

SALARIES, FRINGE BENEFITS, AND INCENTIVES

I.1.1

I.10.5 Maternity leave/paternity leave with pay



Civil Service Form No. 6
Revised 2020

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
KIDAPAWAN CITY CAMPUS
Sudapin, Kidapawan City

RECEIVED
SEP 1 2022
Phoebe Norvin B. Lachaon, LAT

APPLICATION FOR LEAVE

(Adapted from CSC Form No. 6 Revised 2020)

1. OFFICE/DEPARTMENT | 2. NAME: (Last) [redacted] (First) [redacted] (Middle) [redacted]
3. DATE OF FILING | 4. POSITION: ASST. PROF. II | 5. SALARY

6. DETAILS OF APPLICATION

6.A TYPE OF LEAVE TO BE AVAILED OF

- [ ] Vacation Leave
- [ ] Mandatory/Forced Leave
- [ ] Sick Leave
- [x] Maternity Leave
- [ ] Paternity Leave
- [ ] Special Privilege Leave
- [ ] Solo Parent Leave
- [ ] Study Leave
- [ ] 10-Day VAWC Leave
- [ ] Rehabilitation Privilege
- [ ] Special Leave Benefits for Women
- [ ] Special Emergency (Calamity) Leave
- [ ] Adoption Leave
- [ ] Others:

6.B DETAILS OF LEAVE

In case of Vacation/Special Privilege Leave:
- [ ] Within the Philippines
- [ ] Abroad (Specify)

In case of Sick Leave:
- [ ] In Hospital (Specify Illness)
- [ ] Out Patient (Specify Illness)

In case of Special Leave Benefits for Women:
(Specify Illness)

In case of Study Leave:
- [ ] Completion of Master's Degree
- [ ] BAR/Board Examination Review
- Other purpose

- [ ] Monetization of Leave Credits
- [ ] Terminal Leave

6.C NUMBER OF WORKING DAYS APPLIED FOR: 105 DAYS

INCLUSIVE DATES: SEP. 10, 2022 – JAN. 22, 2023

6.D COMMUTATION
- [ ] Not Requested
- [ ] Requested

(Signature of Applicant)

7. DETAILS OF ACTION ON APPLICATION

7.A CERTIFICATION OF LEAVE CREDITS

As of JUNE 2022

	Vacation Leave	Sick Leave
Total Earned	10.5 days maternity leave	
Less this application	w/ pay	
Balance		

JUSTFER JOHN D. AGUILAR
HRMO

7.B RECOMMENDATION
- [x] For approval
- [ ] For disapproval due to:

JEANNE Y. AURE
Immediate Head

7.C APPROVED FOR
105 days with pay
___ days without pay
___ others (Specify)

7.D DISAPPROVED DUE TO:

FRANCISCO C. N. GARCIA
Director

USMKCC-HRM-F-007-R01

Civil Service Form No. 6
Revised 2020

ANNEX A

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

Stamp of Date of Receipt

APPLICATION FOR LEAVE

1. OFFICE/DEPARTMENT 2. NAME : (Last) (First) (Middle)

3. DATE OF FILING _____ 4. POSITION _____ 5. SALARY _____

6. DETAILS OF APPLICATION

6.A TYPE OF LEAVE TO BE AVAILED OF

- ☐ Vacation Leave (Sec. 51, Rule XVI, Omnibus Rules Implementing E.O. No. 292)
- ☐ Mandatory/Forced Leave (Sec. 25, Rule XVI, Omnibus Rules Implementing E.O. No. 292)
- ☐ Sick Leave (Sec. 43, Rule XVI, Omnibus Rules Implementing E.O. No. 292)
- ☐ Maternity Leave (R.A. No. 11210 / IRR issued by CSC, DOLE and SSS)
- ☐ Paternity Leave (R.A No. 8187 / CSC MC No. 71, s. 1998, as amended)
- ☐ Special Privilege Leave (Sec. 21, Rule XVI, Omnibus Rules Implementing E.O. No. 292)
- ☐ Solo Parent Leave (RA No. 8972 / CSC MC No. 8, s. 2004)
- ☐ Study Leave (Sec. 68, Rule XVI, Omnibus Rules Implementing E.O. No. 292)
- ☐ 10-Day VAWC Leave (RA No. 9262 / CSC MC No. 15, s. 2005)
- ☐ Rehabilitation Privilege (Sec. 55, Rule XVI, Omnibus Rules Implementing E.O. No. 292)
- ☐ Special Leave Benefits for Women (RA No. 9710 / CSC MC No. 25, s. 2010)
- ☐ Special Emergency (Calamity) Leave (CSC MC No. 2, s. 2012, as amended)
- ☐ Adoption Leave (R.A. No. 8552)

Others: _____

6.B DETAILS OF LEAVE

In case of Vacation/Special Privilege Leave:
- ☐ Within the Philippines _____
- ☐ Abroad (Specify) _____

In case of Sick Leave:
- ☐ In Hospital (Specify Illness) _____
- ☐ Out Patient (Specify Illness) _____

In case of Special Leave Benefits for Women:
(Specify Illness) _____

In case of Study Leave:
- ☐ Completion of Master's Degree
- ☐ BAR/Board Examination Review

Other purpose:
- ☐ Monetization of Leave Credits
- ☐ Terminal Leave

6.C NUMBER OF WORKING DAYS APPLIED FOR _____

INCLUSIVE DATES _____

6.D COMMUTATION
- ☐ Not Requested
- ☐ Requested

_____
(Signature of Applicant)

7. DETAILS OF ACTION ON APPLICATION

7.A CERTIFICATION OF LEAVE CREDITS

As of _____

	Vacation Leave	Sick Leave
Total Earned		
Less this application		
Balance		

NERISSA G. DELA VIÑA
HRMDO, Director

7.B RECOMMENDATION
- ☐ For approval
- ☐ For disapproval due to _____

_____
(Authorized Officer)

7.C APPROVED FOR:
_____ days with pay
_____ days without pay
_____ others (Specify)

7.D DISAPPROVED DUE TO:

_____
USM President

Civil Service Form No. 6
Revised 2020

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
KIDAPAWAN CITY CAMPUS
Sudapin, Kidapawan City

RECEIVED
SEP 1 7 2022

APPLICATION FOR LEAVE

(Adapted from CSC Form No. 6 Revised 2020)

1. OFFICE/DEPARTMENT | 2. NAME: (Last) (First) (Middle)
3. DATE OF FILING | 4. POSITION: ASST. PROF. II | 5. SALARY:

6. DETAILS OF APPLICATION

6.A TYPE OF LEAVE TO BE AVAILED OF
- [ ] Vacation Leave
- [ ] Mandatory/Forced Leave
- [ ] Sick Leave
- [x] Maternity Leave
- [ ] Paternity Leave
- [ ] Special Privilege Leave
- [ ] Solo Parent Leave
- [ ] Study Leave
- [ ] 10-Day VAWC Leave
- [ ] Rehabilitation Privilege
- [ ] Special Leave Benefits for Women
- [ ] Special Emergency (Calamity) Leave
- [ ] Adoption Leave
- [ ] Others:

6.B DETAILS OF LEAVE
In case of Vacation/Special Privilege Leave:
- [ ] Within the Philippines
- [ ] Abroad (Specify):

In case of Sick Leave:
- [ ] In Hospital (Specify Illness):
- [ ] Out Patient (Specify Illness):

In case of Special Leave Benefits for Women:
(Specify Illness):

In case of Study Leave:
- [ ] Completion of Master's Degree
- [ ] BAR/Board Examination Review
- [ ] Others:

- [ ] Monetization of Leave Credits
- [ ] Terminal Leave

6.C NUMBER OF WORKING DAYS APPLIED FOR: 105 DAYS

INCLUSIVE DATES: OCT. 10, 2022 – JAN. 23, 2023

6.D COMMUTATION
- [ ] Not Requested
- [ ] Requested

(Signature of Applicant)

7. DETAILS OF ACTION ON APPLICATION

7.A CERTIFICATION OF LEAVE CREDITS
As of: JUNE 2022

	Vacation Leave	Sick Leave
Total Earned	105 days	Maternity Leave
Less this application	0	
Balance		

JUSTFER JOHN D. AGUILAR
HRMO

7.B RECOMMENDATION
- [x] For approval
- [ ] For disapproval due to:

JEANNE Y. AURE
Authorized Head

7.C APPROVED FOR:
105 days with pay
_____ days without pay
_____ others (Specify)

7.D DISAPPROVED DUE TO:

FRANCISCO LIC N. GARCIA
Chancellor

MOSQUERA-PALMA
OB-GYNE, ULTRASOUND AND HIGH-RISK PREGNANCY CLINIC
Door 3, Ground Floor, Esperanza Building, Quezon Boulevard, Kidapawan City, Cellphone # 09205417379

SECOND AND THIRD TRIMESTER SCAN

Patient's Name		Age	31	Date	SEPTEMBER 10,2022
Referring Physician	DR. MOSQUERA-PALMA	Pertinent Data:			
LMP		ADS:	34 6/7	EDC	OCTOBER 16,2022

PLACENTA

Number of Fetus:	SINGLE		LOCATION		ANTERIOR
Presentation:	TRANSVERSE LIE		GRADE		II-III
Fetal Heart Rate (FHR):	144	beats per minute	DISTANCE FROM THE INTERNAL OS		HIGH LYING
Amniotic Fluid Index (AFI):	13.8 cm	Deepest Vertical Pocket (DVP): 5 cm	THICKNESS		cm
			FETAL SEX:	FEMALE	

BIOMETRY

BPD	8.78 cm	30.3/7	weeks	ADS	
HC	30.13 cm	33.6/7	weeks	ADS	
OFD	10.9 cm	33.5/7	weeks	ADS	
AC	30.2 cm	34.1/7	weeks	ADS	
FL	6.85 cm	33.3/7	weeks	ADS	
Average Ultrasonic Age		33.1/7	weeks		
Ultrasound EDD		OCT. 26, 2022			
Estimated Fetal Weight		2208	grams		

NON-BIOMETRIC PARAMETERS

CEREBELLUM			cm		
COLLINIC GRADE			cm		
DISTAL FEMORAL EPIPHYSIS			cm		
PROXIMAL H/WEBAL EPIPHYSIS			cm		

RATIOS

CEPHALIC INDEX (70-86%)	86.9	%			
FL/AC (20-24%)	23	%			
HC/AC (0.9-1.05)	1.02				
FL/BPD (71-87%)	86.9	%			
CERVICAL LENGTH		cm			

Others:

RIGHT OVARY MEASURES 4.86 X 3.47 X 4.02CM (36.29ML), NAKED (no measured), multicystic with few small echoic suggestive of endometrial cyst

SKULL		
SCLP 7		
THORAX		
LUNGS		
HEART	Heart Activity/Rate	
	Cardiac Axis	
	4 Chamber View	
	Left ventricular outflow tract	
	Right ventricular outflow tract	
DIAPHRAGM		
ABDOMEN	Stomach	
	Bowel	
	Kidney	
	Urinary bladder	
	Cord insertion	
SPINE		
LIMBS	Upper extremity	
	Lower extremity	

IMPRESSION:
PREGNANCY UTERINE 33 WEEKS AND 3 DAYS BY AVERAGE FETAL BIOMETRY, LIVE, SINGLETON,
IN TRANSVERSE LIE PRESENTATION
WITH GOOD CARDIAC AND SOMATIC ACTIVITIES
ANTERIOR PLACENTA, GRADE II-III, HIGH-LYING
ADEQUATE AMNIOTIC FLUID BY DEEPEST VERTICAL POCKET
ESTIMATED FETAL WEIGHT IS APPROPRIATE FOR AGE OF GESTATION,2208 grams
ENDOMETRIAL CYST, RIGHT OVARY
EDD: OCTOBER 16,2022

YVONNE JOIE MOSQUERA-PALMA, MD, FPOGS, FPSUOG, FPSMFM
OB-GYNE ULTRASOUND SUBSPECIALIST/ HIGH RISK PREGNANCY SPECIALIST



ANNEX A

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

APPLICATION FOR LEAVE

1. OFFICE/DEPARTMENT: ISPEAR | 2. NAME: (Last) [redacted] (First) (Middle)
3. DATE OF FILING: MAY 12, 2022 | 4. POSITION: ASSISTANT PROF. I | 5. SALARY:

6. DETAILS OF APPLICATION

6.A TYPE OF LEAVE TO BE AVAILED OF
- [ ] Vacation Leave
- [ ] Mandatory/Forced Leave
- [ ] Sick Leave
- [x] Maternity Leave
- [ ] Paternity Leave
- [ ] Special Privilege Leave
- [ ] Solo Parent Leave
- [ ] Study Leave
- [ ] 10-Day VAWC Leave
- [ ] Rehabilitation Privilege
- [ ] Special Leave Benefits for Women
- [ ] Special Emergency (Calamity) Leave
- [ ] Adoption Leave

Others:

6.B DETAILS OF LEAVE
In case of Vacation/Special Privilege Leave:
- [ ] Within the Philippines
- [ ] Abroad (Specify):

In case of Sick Leave:
- [ ] In Hospital (Specify Illness):
- [ ] Out Patient (Specify Illness):

In case of Special Leave Benefits for Women:
(Specify Illness):

In case of Study Leave:
- [ ] Completion of Master's Degree
- [ ] BAR Board Examination Review

Other purpose:
- [ ] Monetization of Leave Credits
- [ ] Terminal Leave

6.C NUMBER OF WORKING DAYS APPLIED FOR: 105
INCLUSIVE DATES: AUGUST 17 – NOVEMBER 30, 2022

6.D COMMUTATION
- [ ] Not Requested
- [ ] Requested

(Signature of Applicant)

7. DETAILS OF ACTION ON APPLICATION

7.A CERTIFICATION OF LEAVE CREDITS
As of: _____

	Vacation Leave	Sick Leave
Total Earned	105 days maternity	
Less this application	leave w/ full pay	
Balance		

JESSIE E. LERIOS
UMMCU Director

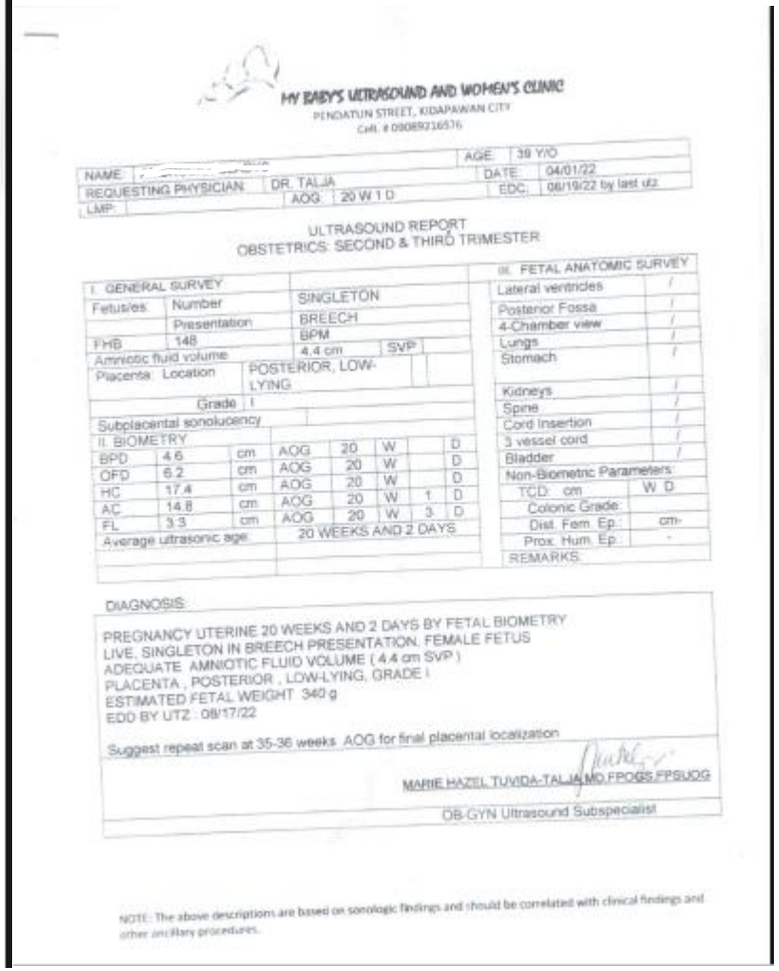
7.B RECOMMENDATION
- [ ] For approval
- [ ] For disapproval due to: _____

(Authorized Officer)

7.C APPROVED FOR:
105 days with pay
_____ days without pay
_____ others (Specify)

7.D DISAPPROVED DUE TO:

FRANCISCO DEL N. GARCIA
SUC President IV



MY BABY'S ULTRASOUND AND WOMEN'S CLINIC
PENDATUN STREET, KIDAPAWAN CITY
Cell. # 09088216576

NAME: [redacted]		AGE:	39 Y/O
REQUESTING PHYSICIAN:	DR. TALJA	DATE:	04/01/22
LMP:	AOG: 20 W 1 D	EDC:	08/19/22 by last ufz

ULTRASOUND REPORT
OBSTETRICS: SECOND & THIRD TRIMESTER

I. GENERAL SURVEY

Fetus/es	Number	SINGLETON
	Presentation	BREECH
FHB	148	BPM
Amniotic fluid volume	4.4 cm	SVP
Placenta: Location	POSTERIOR, LOW-LYING	
Grade	I	
Subplacental sonolucency		

II. BIOMETRY

BPD	4.6	cm	AOG	20	W		D
OFD	6.2	cm	AOG	20	W		D
HC	17.4	cm	AOG	20	W	1	D
AC	14.8	cm	AOG	20	W	3	D
FL	3.3	cm	AOG	20	W		D
Average ultrasonic age			20 WEEKS AND 2 DAYS				

III. FETAL ANATOMIC SURVEY

Lateral ventricles	/
Posterior Fossa	/
4-Chamber view	/
Lungs	/
Stomach	/
Kidneys	/
Spine	/
Cord Insertion	/
3 vessel cord	/
Bladder	/

Non-Biometric Parameters

TCD: cm	W D	
Colonic Grade:		
Dist. Fem. Ep.:	cm-	
Prox. Hum. Ep.:	-	

REMARKS:

DIAGNOSIS:

PREGNANCY UTERINE 20 WEEKS AND 2 DAYS BY FETAL BIOMETRY
LIVE, SINGLETON IN BREECH PRESENTATION. FEMALE FETUS
ADEQUATE AMNIOTIC FLUID VOLUME (4.4 cm SVP)
PLACENTA , POSTERIOR , LOW-LYING, GRADE I
ESTIMATED FETAL WEIGHT 340 g
EDD BY UTZ : 08/17/22

Suggest repeat scan at 35-36 weeks AOG for final placental localization

MARIE HAZEL TUVIDA-TALJA MD FPOGS FPSUOG
OB-GYN Ultrasound Subspecialist

NOTE: The above descriptions are based on sonologic findings and should be correlated with clinical findings and other ancillary procedures.

Civil Service Form No. 6
Revised 2020

ANNEX A

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

APPLICATION FOR LEAVE

1. OFFICE/DEPARTMENT: CED - LLS
2. NAME: (Last) (First) (Middle)
3. DATE OF FILING: 11/8/22
4. POSITION: Acct. Prog. III
5. SALARY:

6. DETAILS OF APPLICATION

6.A TYPE OF LEAVE TO BE AVAILED OF
- [ ] Vacation Leave
- [ ] Mandatory/Forced Leave
- [ ] Sick Leave
- [x] Maternity Leave
- [ ] Paternity Leave
- [ ] Special Privilege Leave
- [ ] Solo Parent Leave
- [ ] Study Leave
- [ ] 10-Day VAWC Leave
- [ ] Rehabilitation Privilege
- [ ] Special Leave Benefits for Women
- [ ] Special Emergency (Calamity) Leave
- [ ] Adoption Leave

Others:

6.B DETAILS OF LEAVE
In case of Vacation/Special Privilege Leave:
- [ ] Within the Philippines
- [ ] Abroad (Specify):

In case of Sick Leave:
- [ ] In Hospital (Specify Illness)
- [ ] Out Patient (Specify Illness)

In case of Special Leave Benefits for Women:
(Specify Illness)

In case of Study Leave:
- [ ] Completion of Master's Degree
- [ ] BAR/Board Examination Review

Other Purpose:
- [ ] Monetization of Leave Credits
- [ ] Terminal Leave

6.C NUMBER OF WORKING DAYS APPLIED FOR: 185 days
INCLUSIVE DATES: August 08 - Nov. 20, 2022

6.D COMMUTATION
- [ ] Not Requested
- [ ] Requested

(Signature of Applicant)

7. DETAILS OF ACTION ON APPLICATION

7.A CERTIFICATION OF LEAVE CREDITS
As of 11/8/22

	Vacation Leave	Sick Leave
Total Earned	10.5 days - maternity leave	
Less this application	10	7PV
Balance		

JESLIE E. LEMOS, LPT
HRMDO Director

7.B RECOMMENDATION
- [x] For approval
- [ ] For disapproval due to:

MARLON T. SALVADOR
Principal, ULS-LSM
(Authorized Officer)

7.C APPROVED FOR:
10-4 Mat days with pay
days without pay
others (Specify)

7.D DISAPPROVED DUE TO:

FRANCISCO GIL N. GARCIA
SUC President IV

WOMEN'S HEALTH OB-GYNE ULTRASOUND AND CLINIC
ULTRASOUND REPORT

Name of Patient:
Age: 37 G: 3 P: 2
LNMP: 11/21/2021
Referring Physician: DR. GRACE S. CAGAGDAN-PINEDA

Date: 5/5/2022
AOG: 23 W 4 D

GENERAL PRESENTATION:	AMNIOTIC FLUID VOLUME:	PLACENTA LOCATION:	PREVIA:
x Vertex	x Normal	x Anterior	x No Previa
Breech	Low-Normal	Posterior	Low Lying Free of OS
Transverse	Oligohydramnios	x Fundal	Low Lying at edge of OS
Oblique	Polyhydramnios	Right	Partial Previa
Variable		Left	Total Previa

MEASUREMENTS:

BPD:	5.5 cm	ga: 23 W	AC:	18.2 cm	ga: 23 W 1 D
HC:	20.1 cm	ga: 22 W 1 D	FL:	4.0 cm	ga: 23 W 2 D
OFD:			EFW:	557 +/- 84 GMS	

Best Estimate U/S Gest. Age: 22 W 6 D
Expected Date of Delivery: 9/2/2022

AMNIOTIC FLUID INDEX: SVP= 4.9 CM

OTHERS:

FINAL IMPRESSION:

PREGNANCY UTERINE 22 WEEKS 6 DAYS AOG BY FETAL BIOMETRY.
CEPHALIC PRESENTATION, LIVE SINGLETON FETUS
ESTIMATED FETAL WEIGHT= 557 +/- 84 GRAMS
GOOD CARDIAC ACTIVITY (FHB= 142 BPM)
ACTIVE FETAL BREATHING AND MOVEMENT
ADEQUATE AMNIOTIC FLUID VOLUME (SINGLE VERTICAL POCKET= 4.9 CM)
PLACENTA ANTEROFUNDAL GRADE II NO PREVIA
EXPECTED DATE OF DELIVERY: SEPTEMBER 02, 2022

This report is based entirely on the ultrasonographic examination and should be correlated to the clinical, other imaging and laboratory findings.

GRACE S. CAGAGDAN-PINEDA, MD, FPOGS, FPSUOG
OB-Gyn Sonologist