

DIRECTING ALL HEADS AND EMPLOYEES OF DEPARTMENTS AND AGENCIES TO IMPLEMENT THE MEMORANDUM OF UNDERTAKING FOR IMPROVED PUBLIC SERVICE

ADMINISTRATIVE ORDER NO. 225, June 18, 1991

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WHEREAS, the improvement in the quality and delivery of public services is a common goal of those who manage government as well as those who compose its rank-and-file;

WHEREAS, in line with the above objective, the government and representatives of government workers signed a Memorandum of Undertaking last 30 April 1991.

NOW, THEREFORE, I, CORAZON C. AQUINO, President of the Philippines, by virtue of the powers vested in me by law, do hereby order:

SECTION 1. All departments/agencies to allow the monetization of leave credits equivalent to the annual vacation leave earned by a government employee, minus the mandatory five-day leave, in accordance with the guidelines jointly promulgated by the Civil Service Commission and the Department of Budget and Management.

SEC. 2. All government departments/agencies to designate a Health and Welfare officer who will be responsible for developing employee welfare programs within existing budgetary limits in consultation with the collective bargaining agent of all rank-and-file employees in said department/agency.

SEC. 3. The members of the government panel of the Public Sector Compensation Review Panel created in the Memorandum of Undertaking (MOU) shall be chaired by the Head, Presidential Management Staff and representatives from the Civil Service Commission (CSC), Department of Budget and Management (DBM), Department of Justice (DOJ), Department of Labor and Employment (DOLE) as members.

SEC. 4. The Presidential Management Staff shall be responsible to the Office of the President (OP) for implementing the government commitments specifically on the appointment of qualified rank-and-file government employees to government-owned and controlled corporations, the implementation of the program on Government Employees Cooperative as well as for monitoring the effective implementation of the Memorandum of Undertaking.

SEC. 5. All government employees are enjoined to observe and implement the commitments made by their representatives as embodied in the MOU.

DONE in the City of Manila, this 18th day of June, in the year of Our Lord, nineteen hundred and ninety-one.

(Sgd.) CORAZON C. AQUINO
President of the Philippines

By the President:
(Sgd.) OSCAR M. ORBOS
Executive Secretary

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