

BY THE PRESIDENT OF THE PHILIPPINES

EXECUTIVE ORDER NO. 120

**MANDATING THE STREAMLINING OF THE DEVELOPMENT ACADEMY  
OF THE PHILIPPINES**

WHEREAS, the Development Academy of the Philippines (DAP) was created by Presidential Decree No. 205 dated June 7, 1973, as amended, for the primary purpose of fostering and supporting the development forces at work in the nation's economy through, among other things, the development and conduct of selective human resources development programs;

WHEREAS, the DAP, owing to financial difficulties, has come up with a plan which would streamline its organization, as well as generate enough revenues for the year 1999 and onwards;

WHEREAS, the DAP Board of Trustees, per Referendum No. 01 dated December 14, 1998, approved the DAP's streamlining plan which effectively reduced and merged several offices/centers within the Academy, as well as reduced its manpower complement from 904 to 730 for co-terminus positions and 323 to 244 permanent plantilla positions;

WHEREAS, Section 29, Chapter 5, Book V of Executive Order No. 292, otherwise known as the Administrative Code of 1987, authorizes government agencies to reduce its workforce whenever it becomes necessary because of lack of funds so as to sustain its operations; and

WHEREAS, consistent with Sections 77, 78 and 79, General Provisions of Republic Act No. 8745, otherwise known as the General Appropriations Act of 1999, the President of the Philippines is authorized to direct the reorganization of any department or agency and/or the scaling down or phasing out of its activities, as may be necessary;

NOW, THEREFORE, I, JOSEPH EJERCITO ESTRADA, President of the Republic of the Philippines, by virtue of the powers vested in me by law, do hereby order the streamlining of the DAP, as follows:



**Section 1. Objectives.** The streamlining of the DAP shall be undertaken in order to:

- a. Support its strategic thrusts, vision, and mission in fulfillment of its mandate as specified in Presidential Decree No. 205;
- b. Attain optimum efficiency by minimizing organizational levels, reducing span of control, combining common functions, abolishing redundant positions, avoiding duplication, and maximizing resource utilization, but with minimum disruption to operations;
- c. Improve its operations which would enable it to be more effective as a support development institution to government; and
- d. Sustain itself to be financially viable corporation in 1999 and beyond.

**Sec. 2. Refocusing of Operations.** In the light of the DAP's mandate/purpose as stipulated in Section 1 of Presidential Decree No. 205, it shall refocus its operations to effectively respond to the priority thrusts and programs of the government and the requirements and needs of DAP clients in government and private sector, as well as institutional agencies.

**Sec. 3. Organization and Staffing Modification.** On the basis of its refocused thrusts, the DAP shall realign operations, reorganize or modify its structure to come up with a more responsive, effective and efficient organization to fulfill and implement its mandate, mission, vision, thrust, programs and projects as development support institution. The DAP shall, likewise, realign its positions or staffing pattern to conform with the new structure. Within the context of the recommendation of the Department of Budget and Management (DBM), the DAP is authorized to have a total of 244 permanent plantilla positions and 730 co-terminus positions. The DAP restructuring and staffing modification shall be subject to the approval of the DBM.

**Sec. 4. Retirement Assistance Package.** To pave the way for streamlining, a Retirement Assistance Package (RAP) shall be provided to those whose positions will be phased-out or declared redundant and those who may be asked or want to voluntarily retire or separate from the service under Republic Act Nos. 1616, 8291 or other existing retirement modes mandated by existing laws.

**Sec. 5. Funding.** A funding assistance will be provided by the National Government to DAP for the purpose of RAP. The fund shall be taken from the Miscellaneous Personnel Benefits Fund of the 1999 General Appropriations Act. To

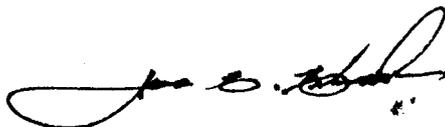


achieve programming of the fund, the release of the financial assistance shall be on reimbursement scheme and only after the DBM shall have approved the DAP's streamlining.

**Sec. 6. Reporting Requirement and Timetable.** In fulfillment of the above provisions, the DAP shall submit its compliance to the President through the DBM within ninety (90) days from the date of the effectivity of this Executive Order.

**Sec. 7. Effectivity.** This Order shall take effect one day after its publication in a newspaper of national circulation.

Done in the City of Manila, this **14<sup>TH</sup>** day of **July** in the year of Our Lord, Nineteen Hundred and Ninety-Nine.



**PMS LIBRARY**

Received

**AUG 18 1999**

Date

By the President:



**RONALDO B. ZAMORA**  
Executive Secretary



  
PMS LIBRARY BCODE004267

  
PJEE Hologram # 5842