

MALACAÑAN PALACE
MANILA

EXECUTIVE ORDER NO. 162

**REORIENTING THE FUNCTIONS AND OPERATIONS OF
THE DEPARTMENT OF AGRICULTURE**

WHEREAS, the Philippine government recognizes that the development of the agriculture and fisheries sector is the strategic key towards overall economic progress and the lasting solution to the problems of poverty, environmental degradation and peace and order;

WHEREAS, the Department of Agriculture is the agency mandated by the Agriculture and Fisheries Modernization Act of 1997 (AFMA) to lead in the inter-departmental efforts to modernize Philippine agriculture and fisheries;

WHEREAS, the Congressional Commission on Agricultural Modernization which authored AFMA intended to rationalize the agricultural bureaucracy in order to make it responsive to the demands of global competitiveness and to honor its international trade agreements;

WHEREAS, AFMA calls for the focusing of the Department's resources to productivity-enhancing programs such as research, development and extension, irrigation and water management, development and enforcement of product standards and food safety rules, and credit, marketing, information and communication support services;

WHEREAS, under the AFMA, local government units (LGUs) are major partners in agricultural development and modernization;

WHEREAS, prudent governance of the bureaucracy necessitates that the agricultural bureaucracy be streamlined to ensure efficiency and effectiveness in the use of limited resources;



WHEREAS, under Section 20, Chapter 7, Title 1. Book III of Executive order No. 292 (Administrative Code of 1987), the President of the Philippines is empowered to exercise such powers and functions vested in him which are provided for under the laws;

WHEREAS, under Section 77 of the General Provisions of Republic Act No. 8745 (FY 1999 General Appropriations Act), the President may direct changes in the organization and key positions in any department, bureau or agency; and

WHEREAS, Section 79 of the General Provisions of RA 8745, directs heads of departments, bureaus and agencies to scale down, phase out or abolish activities no longer essential in the delivery of public services and provides that savings generated from the abolition, phasing out or scaling down of unnecessary activities may be used by the departments, bureaus and agencies concerned for the augmentation of their respective programs, projects and activities.

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:

SECTION 1. Functional Reorientation Policy. To implement the aforementioned concerns, the structure and organizations of the Department, its offices, bureaus, attached agencies and corporations shall be re-oriented along functional lines and consistent with the principles, goals and objectives of the AFMA.

SECTION 2. Organizational and Operational Strategies. To ensure the effective and efficient implementation of the above functional thrusts, the Secretary of Agriculture shall review its existing structure, operational processes, systems and set-up, and determine appropriate mechanisms and strategies, subject to existing organizational and staffing guidelines and standards. In compliance with these requirements, the Secretary may:

1. Group, integrate and merge agencies/units to ensure coordination of actions particularly in the implementation of action programs of the Department;



2. Institutionalize a strategic work partnership with local government units to generate the desired results in the implementation of devolved agricultural planning and extension activities; and

3. Strengthen the regional field units along functional lines to effect better coordination in the delivery of services to the LGUS.

4. Expand and intensify mechanisms that will improve transparency in the operations of the Department, its offices, bureaus and attached agencies and corporations and in the participation of stakeholders in policy making and implementation.

5. Improve mechanisms of consultation with all departments and agencies concerned in the implementation of AFMA.

In order to make the Department a more effective instrument in the delivery of services in agriculture and fisheries, the Secretary of Agriculture may institute continuing operational/structural adjustments consistent with its mandate.

SECTION 3. Preparation of the Agricultural Bureaucracy Restructuring Plan (ABRP). Based on the functional reorientation and operational redirection, the Department shall prepare an Agricultural Bureaucracy Restructuring Plan. The ABRP shall include the following:

1. The reorientation in policies, functions, programs, activities and strategies;

2. The structural and organizational modifications with corresponding functions and activities by organizational unit;

3. The staffing modifications, the presentation of existing and unfilled positions; and

4. The restructuring and realignment of the budget of the Department, its bureaus, and attached agencies and corporations as a result of the streamlined set-up.

The DA shall submit the ABRP to the DBM for approval before implementing the proposed changes.

SECTION 4. Redeployment of Personnel. Any personnel of the DA may be re-deployed in accordance with the requirements of the revised organization structure and staffing pattern and civil service rules and regulations. Such



redeployment shall not result in diminution in rank and compensation of affected personnel.

SECTION 5. No Dismissal. No personnel of the Department, its offices, bureaus and attached agencies and corporations shall be laid off or dismissed as result of the implementation of this Executive Order. However, personnel who voluntarily opt to be separated from the service as a consequence of the implementation of this Executive Order shall be entitled to the benefits under existing laws. In the case of those who are not covered by existing laws, they shall be entitled to separation benefits equivalent to one month basic salary for every year of service or proportionate share thereof in addition to the terminal fee benefits which he/she is entitled under existing laws.

SECTION 6. Funding. The financial resources required to implement the revised staffing pattern shall be taken from funds available in the DA, including savings therein, provided that the necessary organizational and staffing modifications shall not entail additional funds for Personal Services.

SECTION 7. Use of Savings from Realignment. Following the approved ABRP, the Secretary is hereby also authorized to use the savings from realignment for the early retirement program, for upgrading of salaries of meritorious employees, for the education and training of personnel and the provision for fellowships as well as for the upgrading of facilities.

SECTION 8. Reorganization Review Body. The Secretary shall be assisted by top-level management including management and technical experts outside the Department in the reorganization process. The employees association of the Department shall be represented in the review body.

SECTION 9. Implementing Authority. Following the approved ABRP, the DA Secretary, in addition to his authority to implement the approved ABRP, is hereby authorized to determine the agencies or attached agencies and corporations necessary to carry out the Department's mandate and reoriented roles as provided under the AFMA.

SECTION 10. Effectivity. This Executive Order shall take effect immediately.

DONE in the City of Manila, this 16th day of October, in the year of our Lord, nineteen hundred and ninety-nine.


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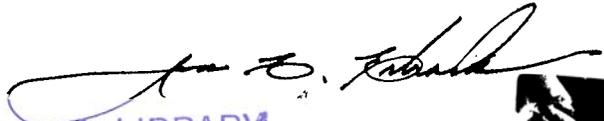
BY THE PRESIDENT:


RONALDO B. ZAMORA

Executive Secretary




Molooram # 13204


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