

Republika ng Pilipinas  
(Republic of the Philippines)  
KAGAWARAN NG EDUKASYON, KULTURA AT ISPORTS  
(DEPARTMENT OF EDUCATION, CULTURE AND SPORTS)  
Manila

February 9, 1989

DECS O R D E R  
No. 9, s. 1989

SUPPLEMENTARY GUIDELINES ON THE IMPLEMENTATION OF RA 6683  
(EARLY RETIREMENT AND VOLUNTARY SEPARATION) FOR THE  
DEPARTMENT OF EDUCATION, CULTURE AND SPORTS

To: Undersecretaries  
Assistant Secretaries  
Bureau/Cultural Agency Directors  
Regional Directors  
Schools Superintendents  
Chiefs of Services and Heads of Units/Centers  
Vocational School Superintendents/Administrators

1. Section 5-B of Joint DBM-CSC Circular Letter No. 88-1 (Implementing Guidelines for RA 6683 on Early Retirement and Voluntary Separation) provides that positions vacated through early retirement or voluntary separation of their incumbents will be abolished. Noting that teaching and other school services could be disrupted if this provision is implemented, the DECS requested the Department of Budget and Management (DBM) to grant an exemption to DECS to the effect that public school teacher positions be automatically retained and refillable (rather than be abolished) in order to avoid such disruption. However, DBM has disapproved the request for the reason that the main objective of the law is to reduce personnel and to grant such exemption would therefore defeat the whole purpose of the program. A copy each of the DECS' request and DBM's reply are attached.

2. In view of this development and noting that the public school system actually lacks both teaching and non-teaching personnel, the following guidelines are hereby issued:

- a. Regional Directors are hereby authorized to decide for the Secretary on the applications for early retirement or voluntary separation under RA 6683 of personnel in their respective regions below Assistant Superintendent (including that of teachers). Applications of personnel beginning with Assistant Superintendent and higher shall be forwarded to the DECS Central Office for decision by the Secretary.

b. In the exercise of this delegated authority, Regional Directors are advised to strongly consider the importance/need for the person and/or the position involved (i.e. the adverse effect to the service if the position is abolished). Hence, an application that would result in serious disruption of classroom services or the normal functioning of the office as a result of the abolition of the position involved should be disapproved.

c. All concerned are also reminded to take careful note of the deadlines imposed by the law and the implementing guidelines, to wit:

(1) February 17, 1989 for the submission of applications with complete supporting documents; and

(2) Fifteen (15) days upon submission of documents and approval of the application within which to pay the benefits provided under the law and guidelines.

3. It is requested that this Order be disseminated to all officials, teachers and other employees for their information and guidance.

(SGD.) LOURDES R. QUISUMBING  
Secretary

Incls.:  
As stated

Reference:  
DECS Order No. 1, s. 1989

Allotment: 1-2-3--(M.O. 1-87)

To be indicated in the Perpetual Index  
under the following subjects:

AUTHORITY  
OFFICIALS

RETIREMENT  
RULES & REGULATIONS -

(Inclosure No. 1 to DECS Order No. 9, s. 1989)

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Manila

4 January 1989

Hon. Guillermo N. Carague  
Secretary  
Department of Budget  
and Management  
Malacanang, Manila

Dear Sec. Carague,

This is relative to the Joint-DBM-CSC Circular Letter No. 88-1 dated December 12, 1988 which provides implementing guidelines for RA No. 6603 on early retirement and voluntary separation.

We noted under provision No. 5.8 of the Circular that positions vacated through early retirement or separation of their incumbents shall be abolished. This section further provides that "positions vacated, however, wherein the exigencies of the service require their retention shall be certified within sixty (60) days from the time of approval or acceptance of the application for retirement or separation of their incumbents by the head of office or agency concerned."

In the case of public school teachers who may be allowed to avail of this early retirement scheme, there will likely be created a possible vacuum in teaching services for their respective classes due to the time lag that may lapse before these positions are declared as retainable. In view thereof, may we propose that public school teacher positions in which their incumbents apply, and are approved, for early retirement under this law be declared as automatically retained and refillable (rather than abolished), as an exception to the guidelines in order to avoid disrupting teaching services. If this exception is approved, may we also request exemption from provision No. 5.9 which provides that "positions vacated but retained shall be filled by personnel chosen from among the most deserving employees in the agency concerned", since these vacated teacher items will have to be filled by new teachers.

In view of the fast approaching deadline for application for early retirement set by the Guidelines, we would appreciate an early reply to this proposal.

Thank you in anticipation of your usual cooperation on these matters.

Very truly yours,

(SGD.) LOURDES R. BUIGUMBING  
Secretary

(Inclosure No. 2 to DECS Order No. 9, s. 1989)

Republic of the Philippines  
DEPARTMENT OF BUDGET AND MANAGEMENT  
Malacanang, Manila

January 12, 1989

Honorable Lourdes R. Quisumbing  
Secretary, Department of Education,  
Culture and Sports (DECS)  
Palacio del Gobernador  
Intramuros, Manila

Dear Secretary Quisumbing:

In reply to your letter dated January 4, 1989 requesting exemption to provisions No. 5.8 and 5.9 of Joint DBM-CSC Circular Letter No. 88-1 which provides the implementing guidelines for R.A 6683 on early retirement and voluntary separation, we regret to inform you that such exemption cannot be granted as it will defeat the whole purpose of the program. The benefits are being offered under this law in exchange for a reduction of personnel as a means of streamlining the bureaucracy. If we, therefore, allow the replacement of employees who will avail of the benefits, then we will only incur the cost of the program without any corresponding benefit accruing to the Government.

We hope you will understand our position in rejecting your proposal.

Very truly yours,

(SGD-) GUILLERMO N. CARAGUE  
Secretary