

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

May 4, 1990

DECS O R D E R
No. 45, s. 1990

REVISED POLICY ON EXTENSION OF SERVICE BEYOND
MANDATORY RETIREMENT AGE

To: Undersecretaries
Assistant Secretaries
Bureau Directors/Cultural Agency Directors
Directors of Services and Heads of Units/Centers
Regional Directors
Schools Superintendents
Presidents, State Colleges and Universities
Vocational School Superintendents/Administrators

1. It has been observed that many requests for extension of services beyond the compulsory retirement age are received from officials and employees notwithstanding the policy of this Office against such extension of service.

2. In order to properly guide the field, the following policy of this Office shall be observed:

- a. Regional Directors/Heads of Offices shall inform officials and employees under them to file their applications for retirement at least four (4) months before the date of their mandatory retirement.
- b. Regional Directors/Heads of Offices shall see to it that prospective successors are trained to assume the duties and responsibilities of an official and employee due for retirement.
- c. There shall be no extension of service of officials, teachers or employees beyond the age of mandatory retirement.

3. The policy against extension of service beyond mandatory retirement age, however, shall not apply in the case of officials whose tenure of office is at the pleasure of the President, as specified in Memorandum Circular No. 1003 of the Office of the President. The extension in the service of schools division

superintendents and chiefs of divisions in the Central/Regional Offices may be allowed only in exceptional and meritorious cases when the exigencies of the service so require which shall have the prior approval of this Office.

4. This Order should be brought to the attention of all officials, teachers and employees for their information and guidance.

5. All rules and regulations on extension in the service beyond the mandatory age of retirement previously issued by this Office are hereby rescinded.

6. This Order takes effect immediately. Strict compliance is desired.

(SGD.) PEDRO O. SANVICENTE
Undersecretary
Officer-in-Charge

References:

DECS Orders: Nos. 7 and 40, s. 1987 and 103, s. 1988

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

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

BUREAUS & OFFICES
EMPLOYEES
OFFICIALS
POLICY
RETIREMENT
RULES & REGULATIONS
SERVICE
TEACHERS