

REPUBLIC OF THE PHILIPPINES
Department of Budget and Management
Malacañang, Manila

JUN 26 2013

SECRETARY PROCESO J. ALCALA
Department of Agriculture (DA)
Elliptical Road, Diliman
Quezon City 1101

Attention: Undersecretary Joel S. Rudinas
Chairperson, DA Change Management Team (CMT)

Sir:

We are pleased to inform you of the approval of the Rationalization Plan (RP) covering the consolidation of the *National Agricultural and Fishery Council (NAFC)* and the *Livestock Development Council (LDC)* into a *Philippine Council for Agriculture and Fisheries (PCAF)*, as part of the Department-wide RP of the DA, which was submitted to this Department, pursuant to Executive Order No. 366 dated 04 October 2004.

The highlights of the Plan, the evaluation/findings of this Department, as well as the revised organizational structure and staffing pattern are shown in Attachments A to C. The Notice of Organization, Staffing and Compensation Action (NOSCA) which reflects the new staffing pattern for the PCAF shall be issued later by the Department of Budget and Management (DBM).

However, the RP of the PCAF, as approved, could be immediately implemented upon receipt of this letter. As agreed upon with the Civil Service Commission (CSC), the appointments of personnel could already be processed while waiting for the issuance of the NOSCA. The basis of said action would be the rationalized agency staffing which forms part of the approved Plan.

Affected personnel have the option to: (a) retire with incentives; (b) be placed to other agencies needing additional personnel, to be handled by the CSC; or (c) their positions would be converted from regular to coterminus with the incumbent (CTI) status, to be abolished once vacated.

We suggest that the amount of incentives due to the regular personnel who would avail of the retirement/separation benefits under the Program be computed and submitted to this Department at the earliest possible time as this is available only within two (2) months from the approval of the Plan.

Please note that per existing policy, casual/contractual items in the agency are abolished pursuant to its rationalization efforts. In view of this, the services of personnel hired on a casual/contractual basis should not go beyond one (1) month after the approval of the agency's RP, consistent with DBM Circular Letter No. 2012-20¹ dated 18 December 2012. Affected casual/contractual personnel, if qualified, are entitled to avail of the retirement/separation package under the Program within one (1) month upon approval of the PCAF RP.

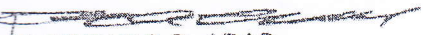
The DBM would process the incentives of the regular and casual/contractual personnel upon submission of said documents.

May we request that the NAFC and the LDC facilitate the immediate submission to the CSC of the list of priority agencies for reassignment of the affected personnel who opted to be placed to other agencies needing additional personnel.

For your guidance, herewith are CSC Resolution No. 060056 dated 11 January 2006 containing the guidelines on the placement of affected personnel, and DBM Circular Letter No. 2006-10 dated 26 June 2006 on the processing of retirement/separation/unemployment benefits by the Government Service Insurance System.

Please take note that the Personnel Services savings that may be generated by each agency of the DA would be realigned to the Maintenance and Other Operating Expenses pursuant to the guidelines to be set by the DA, once the RP of the entire Department has been approved.

Very truly yours,


FLORENCIO B. ABAD
Secretary

cc: Chairman Francisco T. Duque III
Civil Service Commission

Executive Director Ariel T. Cayanan
National Agricultural and Fishery Council

Executive Director Manuel R. Jarmin
Livestock Development Council

¹ Reiteration of Certain Guidelines on the Filling of Positions/Hiring of Personnel under Executive Order No. 366 Dated 04 October 2004