



REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF EDUCATION, CULTURE AND SPORTS  
Merallco Avenue, Pasig City

OFFICE OF THE SECRETARY

January 20, 1997

DECS MEMORANDUM  
No. 12, s. 1997

TEACHERS WELFARE PROGRAMS AND PROJECTS

To: Undersecretaries  
Assistant Secretaries  
Bureau Directors  
Regional Directors  
Schools Superintendents  
Vocational School Superintendents/Administrators

1. In line with the mission statement of restoring the dignity of teachers, the Department of Education, Culture and Sports, through the Employees Welfare and Benefits Division, has implemented several welfare and benefit programs for public school teachers and DECS employees, through the following issuances:

a. DECS Shelter Program

- 1) DECS Memorandum No. 340, s. 1994, entitled Survey on Housing Requirements
- 2) DECS Memorandum No. 104, s. 1995, entitled Establishment of a Core Group of Housing Coordinators
- 3) Office Memorandum dated May 31, 1996, entitled Housing Survey
- 4) DECS Memorandum No. 268, s. 1996, entitled DECS Regional/Provincial Shelter Program

b. DECS Provident Fund

DECS Order No. 97, s. 1992, entitled Establishment of DECS Provident Fund

c. DECS Employees Suggestions and Incentive Awards System (ESIAS)

- 1) DECS Order No. 61, s. 1993, entitled Establishing Employees Suggestions and Incentive Awards System in the Department of Education, Culture and Sports
- 2) Office Memorandum dated September 30, 1996, entitled Declaring a DECS Central Office Recognition Day for Conferring Awards Under the DECS Employees Suggestions and Incentive Awards System

d. DECS Cooperatives

- 1) DECS Memorandum No. 408, s. 1995, entitled Teachers Cooperatives
- 2) DECS Order No. 55, s. 1996, entitled Implementing Guidelines on the Conversion of School Canteens Into Teachers Cooperatives
- 3) DECS Memorandum No. 319, s. 1996, entitled Report on the Congressional Initiative Allocation of Senator Raul S. Roco for Teachers' Cooperatives

e. DECS Grievance Machinery

- 1) Office Order dated March 5, 1990, entitled Establishing Complaints/Grievance Units at the DECS Central Office
- 2) DECS Order No. 21, s. 1995, entitled Establishing Complaints/Grievance Machinery at the Department of Education, Culture and Sports
- 3) DECS Memorandum No. 334, s. 1995, entitled Training Program for the Pool of Grievance Handlers

f. DECS P.R.I.O.R.

DECS Order No. 81, s. 1994, entitled Pre-Retirement Innovations and Options for Results (P.R.I.O.R.)

g. DECS Hospitalization Guaranty Fund Program

h. Financial Assistance Program for DECS Teachers and Employees

2. The Department is still coming up with more welfare programs and projects for this year. In line for implementation are the Motorcycle Loan Program and the establishment of the National Teachers Bank. However, negotiations are still being undertaken with concerned agencies regarding the implementing mechanics of these programs.

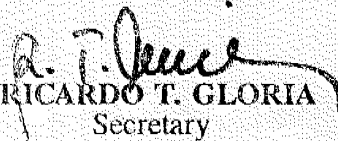
3. The DECS has also released two (2) issuances creating coordinating groups in the regional/division levels for the abovementioned welfare programs. These issuances are:

- a. DECS Order No. 77, s. 1995, entitled Establishment of the DECS Welfare Project Development Group
- b. DECS Order No. 46, s. 1996, entitled Establishing an Employees Welfare Desk in the Regional/Division Levels

The Employees Welfare Desk was tasked to ensure the effective and efficient implementation of the different welfare and benefits programs and projects of the Department in the regional/division levels.

4. In order to revitalize the implementation of the programs and projects in the Regional/Division levels, the Employees Welfare and Benefits Division (EWBD), DECS Central Office will conduct a training workshop for the members of the Regional/Division Employees Welfare Desk in May of this year. Concerned officials are requested to submit the names of the members of their Welfare Desk to the EWBD-DECS Central Office.

5. Immediate and widest dissemination of the contents of this Memorandum to all concerned is enjoined.

  
RICARDO T. GLORIA  
Secretary

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References:

DECS Memorandum: (No. 268, s. 1996) and  
DECS Orders: (Nos. 46, and 55, s. 1996)

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

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

EMPLOYEES  
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