

Republic of the Philippines  
DEPARTMENT OF EDUCATION AND CULTURE  
(DEPARTMENT OF EDUCATION AND CULTURE)  
July

January 3, 1978

DEPARTMENT ORDER  
No. 1, s 1978

~~GUIDELINES FOR THE REINSTATEMENT OF GOVERNMENT OFFICIALS  
AND EMPLOYEES SEPARATED FROM THE SERVICE BY VIRTUE  
OF THE SEPTEMBER 1975 ORDER OF DISMISSAL~~

~~For: Bureau Directors  
Regional Directors  
Chiefs of Services and Heads of Units  
Coordinator, State Colleges and Universities  
Schools Superintendents~~

- ~~1. Inclosed is a copy of Memorandum Circular No. 1018 of  
the Office of the President, dated November 3, 1977, and its  
inclosure, Administrative Order No. 422, issued by the President  
on November 2, 1977, providing guidelines for the reinstatement  
of government officials and employees separated from the service  
by virtue of the September 1975 order of dismissal.~~
2. All officials should be guided accordingly.

(SGD) JUAN L. LANUZA  
Secretary of Education and Culture

Incl.:  
As stated

Reference:  
None

Allotment: 1-2-3-4-(D.O. 1-76)

To be indicated in the Perpetual Index  
under the following subjects

~~EMPLOYEES  
OFFICIALS  
RULES & REGULATIONS~~

Last Department Order for 1977 Department Order No 65, s 1977







~~(Inclosure to Department Order No. 1, s. 1978)~~

TANGGAPAN NG PANGULO NG PILIPINAS  
(Office of the President of the Philippines)

MEMORANDUM CIRCULAR NO. 1018

GUIDELINES FOR THE REINSTATEMENT OF GOVERNMENT OFFICIALS  
AND EMPLOYEES SEPARATED FROM THE SERVICE BY VIRTUE  
OF THE SEPTEMBER 1975 ORDER OF DISMISSAL

Attached is a self-explanatory copy of Administrative Order No. 422, issued by the President on November 2, 1977, providing guidelines for the reinstatement of government officials and employees separated from the service by virtue of the September 1975 order of dismissal.

By virtue thereof, all department heads, bureaus, agencies and government-owned or controlled corporations and other instrumentalities of the Government, are hereby enjoined to comply strictly with the provisions thereof.

By authority of the President:

(SGD.) JACOBO C. CLAVE  
Presidential Executive Assistant

~~Manila, November 3, 1977~~

A true copy









ADMINISTRATIVE ORDER NO. 422

PROVIDING GUIDELINES FOR THE REINSTATEMENT OF GOVERNMENT  
OFFICIALS AND EMPLOYEES SEPARATED FROM THE SERVICE BY  
VIRTUE OF THE SEPTEMBER 1975 ORDER OF DISMISSAL

WHEREAS, an Appeals Committee was created to restudy the cases of those separated for cause from the service last September 21, 1975;

WHEREAS, some of those separated were thereafter ordered reinstated;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the power vested in me by law, do hereby establish the following guidelines for adoption by all agencies of the national government, including government-owned or controlled corporations:

1. In the filling up of vacancies in all agencies, priority should be given to qualified applicants from among employees separated per above and subsequently ordered to be reinstated.
2. Agencies may not fill up present vacant positions comparable to those previously held by their respective former officials and employees separated per above, notwithstanding LOI No. 565, unless and until reinstatement guidelines herein provided for have been duly complied with.
3. In reinstating an employee, steps should be taken to give the reinstatee the previous position he last held if possible. Otherwise, he should be appointed to at least a comparable position in the organization.
4. In cases where no vacant position exists to accommodate said reinstatees, agencies may propose, chargeable against savings, creation of similar or comparable positions to accommodate them, provided the same shall be based on actual or foreseeable needs of the agencies. Toward this end, for regular government departments and agencies, the Management Office of the Budget Commission should consult the 1978 budgetary recommendations on new positions, for the agency concerned, and accelerate the implementation in 1977 of such recommendations as will provide positions for reinstatees. Positions thus created shall automatically be included in the CY 1978 budget of the agency.







5. All departments, agencies, and other instrumentalities of the Government, including government-owned or controlled corporations, shall submit to the Office of the President, through the Budget Commission, a report of employees reinstated, their previous and present positions, organizational location and salary being received.

Done in the City of Manila, this 2nd day of November in the year of Our Lord, nineteen hundred and seventy-seven.

(SGD.) FERDINAND E. MARCOS  
President of the Philippines

By the President:

(SGD.) JACOBO C. CLAVE  
Presidential Executive Assistant

A true copy





