

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

January 23, 1986

MECS O R D E R
No. 4, s. 1986

REVISING THE COMPUTATION OF CREDITABLE VACATION AND SICK
LEAVE OF GOVERNMENT OFFICERS AND EMPLOYEES

To: Bureau Directors
Regional Directors
Cultural Agency Directors
Chief of Service and Heads of Units/Centers
Schools Superintendents
Presidents, State Colleges and Universities
Vocational School Superintendents/Administrators

1. Inclosed is a copy of Executive Order No. 1077 promulgated on January 9, 1986 to the effect that any officer or employee of the government who retires or voluntarily resigns or is separated from the service on or after January 9, 1986 through no fault of his own and whose leave benefits are not covered by special law, shall be entitled to the commutation of all accumulated vacation and/or sick leaves to his credit exclusive of Saturdays, Sundays, and holidays, without limitation as to the number of days of vacation and sick leaves that he may accumulate.

2. Attention is invited to Section 2 thereof which requires all officials and employees to go on vacation leave for a minimum of five (5) work days annually.

3. In this connection, attention is likewise invited to MECS Memorandum No. 136, s. 1983, clarifying provisions on the accumulation and crediting of leaves under CSC Resolution No. 81-1158 dated October 12, 1981.

4. It is desired that this Order be disseminated immediately to all officials, teachers and employees for their information and guidance.

5. Compliance is requested.

(SGD.) JAIME C. LAYA
Minister

Incl.: As stated

Reference: MECS Memorandum: (No. 136, s. 1983)

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

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

CHANGE
EMPLOYEES

LEAVE
RULES & REGULATIONS

SERVICE
TEACHERS

MALACAÑANG
Manila

EXECUTIVE ORDER NO. 1077

REVISING THE COMPUTATION OF CREDITABLE VACATION AND SICK
LEAVES OF GOVERNMENT OFFICERS AND EMPLOYEES

WHEREAS, under existing law and civil service regulations, the number of days of vacation and sick leaves creditable to a government officer or employee is limited to 300 days;

WHEREAS, by special law, members of judiciary are not subject to such restriction;

WHEREAS, it is the continuing policy of the government to institute to the extent possible a uniform and equitable system of compensation and benefits and to enhance the morals and performance in the civil service.

WHEREAS, it is, therefore, necessary to remove the existing disparity in the leave privileges between the members of the judiciary and the other officers and employees of the government;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby order and direct the following:

SECTION 1. Any officer or employee of the government who retires or voluntarily resigns or is separated from the service through no fault of his own and whose leave benefits are not covered by special law, shall be entitled to the commutation of all accumulated vacation and/or sick leaves to his credit, exclusive of Saturdays, Sundays, and holidays, without limitation as to the number of days of vacation and sick leaves that he may accumulate.

SECTION 2. All officials and employees shall be required to go on vacation leave for a minimum of five (5) working days annually. The head of office shall adopt a staggered scheduling of vacation leaves of officials and employees in his office: Provided, That he may, as the exigency of the service requires, cancel any previously scheduled leave.

SECTION 3. The provisions of this Executive Order shall not apply to government officials and employees who are no longer in the service at the time of its approval.

SECTION 4. All laws, decrees, rules and regulations, or parts thereof, which are contrary to or inconsistent herewith are hereby repealed or modified accordingly.

SECTION 5. This Executive Order shall take effect immediately.

Done in the City of Manila, this 9th day of January, in the year of Our Lord nineteen hundred and eighty six.

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

By the President:

(SGD.) JUAN C. TUVERA
Presidential Executive Assistant

A true copy