

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

May 24, 1989

DECS O R D E R
No. 50, s. 1989

REPEAL OF CSC RESOLUTION NO. 85-444

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

1. Inclosed is a copy of Memorandum Circular No. 15, s. 1989, of the Civil Service Commission, repealing CSC Resolution No. 85-444, which is self-explanatory.

2. It is desired that this Order be disseminated to all officials, teachers and employees for their information and guidance. Strict compliance of all concerned is enjoined.

(SGD.) LOURDES R. QUISUMBING
Secretary

Incl.:
As stated

Reference:
DECS Order: No. 12, s. 1986

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

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

AMENDMENT
BUREAUS & OFFICES
CHANGE
EMPLOYEES
LEAVE
RULES & REGULATIONS

(Inclosure to DECS Order No. 50, s. 1989)

Republic of the Philippines
CIVIL SERVICE COMMISSION
(Komisyon ng Serbisyo Sibil)
Quezon City

MC No. 15 s. 1989

MEMORANDUM CIRCULAR

TO : ALL HEADS OF DEPARTMENTS, BUREAUS AND AGENCIES
OF NATIONAL AND LOCAL GOVERNMENTS, STATE
COLLEGES AND UNIVERSITIES, INCLUDING GOVERNMENT
OWNED AND CONTROLLED CORPORATIONS

SUBJECT : Repeal of CSC Resolution No. 85-444

Government employees, as mandated by the Constitution, is expected to serve with the highest degree of responsibility, integrity, loyalty and efficiency.

Under existing Civil Service Law and Rules government employees have been granted liberal leave benefits in keeping with the philosophy that an officer or employee who has been subjected to long and continuous work needs rest and recuperation so that he may return to his work with renewed vigor and energy.

Section 30, Rule XVI of the Revised Civil Service Rules provides that leave without pay not exceeding one year may be granted in addition to the vacation and/or sick leave allowable.

In Resolution No. 85-444, the Commission allows government officials and employees who intend to work abroad leave of absence without pay for a period not exceeding one year.

It has been observed that since the promulgation of Resolution No. 85-444, applications for vacation leave for purposes of working abroad have become rampant. It has also been noted that there are cases of circumvention of the said Resolution such as when after the expiration of the authorized one year leave of absence, the employee usually returns to his work for a short period of time and thereafter re-applies for another year vacation leave to continue working abroad. Oftentimes this practice repeatedly goes on.

Such practice adversely affects agency operations which is considered inimical to the public service and is not in accordance with the philosophy behind the granting of leave benefits.

To protect the interest of the public service, the Commission as the central personnel agency charged with the responsibility of adopting measures to promote morale, efficiency, integrity, responsiveness and progressiveness in the

civil service hereby repeals Resolution No. 85-444. Henceforth all applications for leave of absence where the purpose or reason for such leave is for employment in private or other government offices, either inside or outside the country, will no longer be allowed.

This Memorandum shall take effect immediately.

(SGD.) PATRICIA A. STO. TOMAS
Chairman

May 2, 1989

A true copy