



REPUBLIKA NG PILIPINAS
REPUBLIC OF THE PHILIPPINES
KAGAWARAN NG EDUKASYON, KULTURA AT SPORTS
DEPARTMENT OF EDUCATION, CULTURE AND SPORTS
DECS Complex, Alabang Avenue
Taguig City, Philippines



Sama-Sama
sa DECS

Tanggapan ng Kultura
Office of the Secretary

November 3, 1997

DECS ORDER
No. 87, s. 1997

**PROHIBITING THE DESIGNATION OF CONSULTANTS, CONTRACTUALS
AND NON-CAREER EMPLOYEES TO POSITIONS EXERCISING CONTROL
OR SUPERVISION OVER REGULAR AND CAREER PERSONNEL**

To: Undersecretaries
Assistant Secretaries
Bureau/Center/Service/Regional Directors
Cultural Agency Directors
Chiefs of Divisions and Heads of Units

1. Inclosed is a copy of Civil Service Commission Memorandum Circular No. 26, s. 1997 on the subject "Prohibiting the Designation of Consultants, Contractuals and Non-Career Employees to Positions Exercising Control or Supervision Over Regular and Career Personnel", for information and guidance.
2. Wide dissemination of this Order is desired.


RICARDO T. GLORIA
Secretary

incl. As stated

Reference: None

Allotment: 1-(D.O. 50-97)

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

EMPLOYEES
OFFICIALS



MEMO NO. 20 S. 1997

MEMORANDUM CIRCULAR

TO: ALL HEADS OF DEPARTMENTS, BUREAUS AND AGENCIES OF THE NATIONAL GOVERNMENT INCLUDING GOVERNMENT OWNED OR CONTROLLED CORPORATIONS, AND STATE UNIVERSITIES AND COLLEGES.

SUBJECT: PROHIBITING THE DESIGNATION OF CONSULTANTS, CONTRACTUALS AND NON-CAREER EMPLOYEES TO POSITIONS EXERCISING CONTROL OR SUPERVISION OVER REGULAR AND CAREER PERSONNEL.

It has been observed that there are still contractual employees, consultants or those holding non-career positions who are designated as officer-in-charge or similar positions with the corresponding power of exercising control or supervision over regular personnel. This practice usually results in protracted disputes in the workplace, and demoralization in regular employees, which prejudice public service, in general.

It should be noted that such practice has been prohibited since 1985 as contained in CSC Memorandum Circular No. 5 s. 1985.

Consequently, pursuant to CSC Resolution No. 37-3970 dated October 5, 1997, the Commission reiterates, adopts and promulgates the policy of prohibiting the designation of consultants, contractuals and other non-career employees as officers-in-charge, executive directors or supervisors who exercise control or supervision over regular and career personnel in the hiring Agency.

Corazon Alma C. De Leon
CORAZON ALMA C. DE LEON
Chairman

5 October 1997