

MALACAÑANG
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

ADMINISTRATIVE ORDER NO. 272

REQUIRING ALL DEPARTMENTS, BUREAUS, OFFICES, AGENCIES AND INSTRUMENTALITIES OF THE GOVERNMENT TO ADOPT AND IMPLEMENT A SYSTEM OF ROTATION AND ASSIGNMENT OF PERSONNEL.

WHEREAS, under the present career civil service system, many talented and capable employees cannot be fully utilized because of the rigid and constricting rules on such matters as tenure, seniority, length of service, next-in-rank, etc.;

WHEREAS, in order to revitalize the public service and gear the bureaucracy, in harmony with other sectors of society, towards the goal of national development, there is need to devise, develop and implement a system by which the talents, training, capacities and abilities of employees or personnel in the civil service may be availed of and used in whichever position and for whatever functions they are needed without directly violating, and within the bounds of, the existing laws and rules on the civil service;

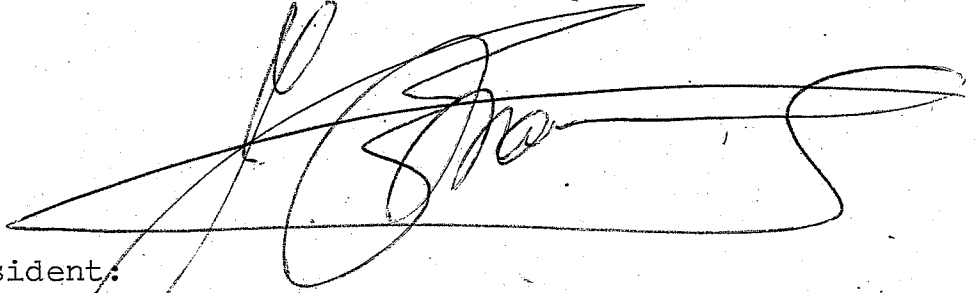
NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by law, and as the Administrative Head of the government, do hereby order and direct that a system of intra-department, intra-agency and inter-department, inter-agency rotation and assignment of personnel and employees belonging to the career civil service should be adopted and effected by all departments, bureaus, agencies, offices and instrumentalities of the government.

In this regard, there shall be close coordination between the departments and agencies as to their personal needs or requirements, and the actual rotation or assignment of the personnel concerned shall be effected in the manner provided in a Memorandum of Agreement which shall hereinafter be entered into between and among departments, where the rotation or assignment involved is from one department to another, and between and among bureaus and offices within a department, where the rotation or assignment involved is between or within such bureaus and offices, with the approval of the Department Head.

In preparing the Memorandum of Agreement, the parties hereto shall always remember that the same is entered into with the objective of removing roadblocks to the full utilization of the talent, training, capability or expertise of career service personnel in the interest of national development.

All concerned shall submit a report on the action taken on this Order together with copies of the Memorandum of Agreement as soon as possible, but not exceeding a period of three (3) months from the receipt hereof.

Done in the City of Manila, this 15th day of February, in the year of Our Lord, nineteen hundred and seventy-one.

A large, stylized handwritten signature in black ink, likely belonging to the President mentioned in the text below.

By the President:

A handwritten signature in black ink, which appears to read 'Alejandro Melchor'.

ALEJANDRO MELCHOR
Executive Secretary