



Republic of the Philippines  
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**MEMORANDUM**

**TO :** All Officials/Heads of Offices  
DENR Central Office, Bureaus, Regional Offices,  
and Attached Agencies

**FROM :** Undersecretary for  
Management and Technical Services

**SUBJECT :** **EXECUTIVE ORDER NO. 462 AND MALACAÑANG  
MEMORANDUM ORDER NO. 192**

**DATE :** NOV 11 2005

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This is to provide all Offices of copies of Executive Order No. 462 dated 19 September 2005, **“ADOPTING MEASURES AND SAFETY NETS TO PROTECT THE INCOME OF GOVERNMENT EMPLOYEES, CREATING THE COMMITTEE ON PROTECTION OF INCOME OF GOVERNMENT EMPLOYEES, AND FOR OTHER PURPOSES,”** and Malacañang Memorandum Order No. 192 dated 07 October 2005, **“GRANTING CONSENT TO HEADS OF DEPARTMENTS AND OTHER OFFICIALS COVERED BY EXECUTIVE ORDER NO. 464 (S. 2005) IN CERTAIN INSTANCES FOR THE PERIOD UNTIL 31 DECEMBER 2005”**, for information and reference.

Executive Order No. 462 mandates the creation of a Committee on Protection of Income of Government Employees, tasked to formulate, implement and monitor programs and projects that will provide assistance to government employees particularly the financially distressed, to promote their morale and welfare.

Malacañang Memorandum Order No. 192 was issued pursuant to Executive Order No. 464 wherein Heads of Departments of the Executive Branch of government and all other public officials are allowed by the President to appear for confirmation hearings before the Commission on Appointments and, budget hearings before Congress for the enactment of the General Appropriations Act until 31 December 2005. It reiterates the strict observance of the rule of confidentiality based on executive privilege for public officials as provided for in Section 2 of the Order.

  
**ARMANDO A. DE CASTRO**



MEMORANDUM ORDER NO. 192

**GRANTING CONSENT TO HEADS OF DEPARTMENTS AND OTHER OFFICIALS COVERED BY EXECUTIVE ORDER NO. 464 (S. 2005) IN CERTAIN INSTANCES FOR THE PERIOD UNTIL 31 DECEMBER 2005**

**WHEREAS**, Executive Order No. 464 dated 28 September 2005 was issued to ensure observance of the principle of separation of powers, adherence to the rule on executive privilege and respect for the rights of public officials appearing in legislative inquiries in aid of legislation under the Constitution, and for other purposes;

**WHEREAS**, Executive Order No. 464 (s. 2005) requires that heads of departments and other public officials covered thereby shall secure the consent of the President prior to appearing before either House of Congress;

Accordingly, I, **EDUARDO R. ERMITA**, Executive Secretary, by authority of the President, do hereby order:

**SECTION 1. Consent.** – Pursuant to Executive Order No. 464 (s. 2005), the consent of the President is hereby granted, unless otherwise specifically directed, for the period until 31 December 2005 to heads of departments of the Executive Branch of government and all other public officials covered under Executive Order No. 464 (s. 2005) for the following proceedings:

- a. Confirmation hearings before the Commission on Appointments pursuant to Section 16, Article VII of the Constitution;
- b. Budget hearings before Congress for the enactment of the general appropriations act.

**SECTION 2. Executive Privilege.** – The public officials covered by Executive Order No. 464 (s. 2005) and this order shall strictly observe the rule of confidentiality based on executive privilege.


This Memorandum Order shall take effect immediately.

Manila, **OCT 07 2005**

By authority of the President:

  
**EDUARDO R. ERMITA**  
Executive Secretary

By the Executive Secretary:

  
**JOAQUIN C. LAGONERA**  
Senior Deputy Executive Secretary

**Malacañang**  
**Manila**

**EXECUTIVE ORDER NO. 462**

**ADOPTING MEASURES AND SAFETY NETS TO PROTECT THE INCOME OF GOVERNMENT EMPLOYEES, CREATING THE COMMITTEE ON PROTECTION OF INCOME OF GOVERNMENT EMPLOYEES, AND FOR OTHER PURPOSES**

**WHEREAS**, the Constitution (Article, Section 18) mandates the State to affirm labor as a primary social economic force and shall protect the rights of the workers and promote their welfare;

**WHEREAS**, it is imperative that the government adopt measures to protect the welfare of government employees specifically through measures and safety nets that will protect their meager income in order to strengthen their commitment to public service and improve their work efficiency and effectiveness;

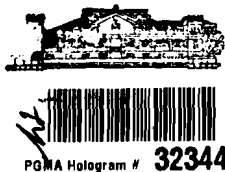
**WHEREAS**, in the Presidential Anti-Corruption Workshop held on 15-17 December 2004, the 22-Integrity Development Action Plan (IDAP) National Framework was developed and presented by various government agencies, which plan includes Prevention Action Plan No. 6 entitled "Protect the Meager Income of Government Employees" and which aims to promote their morale and satisfaction in the government service;

**WHEREAS**, the President, as the Chief Executive, is empowered to institute measures, programs and projects that will ensure and enhance the welfare of government employees.

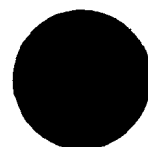
**NOW, THEREFORE, I, GLORIA MACAPAGAL-ARROYO**, President of the Philippines, by virtue of the powers vested in me by law, do hereby order:

**Section 1.** There is hereby created a Committee on Protection of Income of Government Employees (hereinafter referred to as "Committee") which shall be tasked to formulate, implement and monitor programs and projects that would provide assistance to government employees particularly the financially-distressed, and promote their morale and welfare.

In the attainment of its objective, the Committee shall adopt, institute and ensure that the following, among others, are observed in all government



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agencies, including government-owned and/or controlled corporations, as well as government financial institutions:

1. Adopt the poverty threshold as limitation for purposes of deduction from salaries of government employees for payment of loan amortization and service fees for private association and lenders;
2. Eradicate systems and procedures that lead to negative bureaucratic behavior, such as debt-culture;
3. Promote employees' morale and welfare; and
4. Provide motivation to officials and employees to observe public service ethical standards.

**Section 2.** The Committee shall be composed of representatives from various government agencies, consisting of:

Chairman	The Assistant Executive Secretary (AES) for Internal Audit Office, Office of the President (OP), in <i>ex-officio</i> capacity
Vice-Chairman	The President of Philippine Government Employees Association (PGEA)
Members	Representatives from:  Civil Service Commission (CSC) Department of Budget and Management (DBM) Department of Justice (DOJ) National Economic and Development Authority (NEDA) Presidential Council on Values Formation (PCVF) National Convention of Government Employees Working Council (NCGEWC)
Head Secretariat	The AES for Budget and Corporate Affairs; OP, in <i>ex-officio</i> capacity

**Section 3.** All departments, agencies or instrumentalities, including government-owned or controlled corporations and government financial institutions are enjoined to support and assist the Committee in carrying out its functions.



**Section 4.** All issuances, orders, rules and regulations, or parts thereof, inconsistent with this Executive Order are hereby repealed, amended or modified accordingly.

**Section 5.** This Executive Order shall take effect immediately.

Done, in the City of Manila, this 19th day of September in the year of our Lord, Two Thousand and Five.

By the President:

*gloria arroyo*



*Eduardo R. Ermita*  
**EDUARDO R. ERMITA**  
Executive Secretary



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**CERTIFIED COPY:**  
*[Signature]*  
**LAMBERTO R. BARBIN**  
Officer-in-Charge  
Malacañang Records Office  
*8/19-25-05*