



Republic of the Philippines
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS
OFFICE OF THE SECRETARY
Manila

097.13 DPWH
06-08-2012

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DEPARTMENT ORDER)
NO. 37)
Series of 2012 *KKBA 06-08-12*)
SUBJECT: TRANSFERRING THE FUNCTIONS AND
PERSONNEL OF HRPD TO HRTMDD,
BOTH OF AMMS

In the interest of the service, the functions of the Human Resource Planning Division-Administrative and Manpower Management Service (HRPD-AMMS) are hereby transferred to the Human Resource Training & Materials Development Division (HRTMDD), also of AMMS, and all HRPD personnel are placed under the direct supervision of the Chief, HRTMDD.

This Order, in lieu of designating an OIC-Division Chief of HRPD, is in view of the following considerations:

- The top five positions of HRPD (one Human Resource Management Office V [HRMO V] and four HRMO IV) are now all vacant. The highest filled position is HRMO III which is Salary Grade-18, six salary grades lower than a Division Chief. It would be unfair for an incumbent of HRMO III position to be designated as OIC of the Division because it would burden that employee with an enormous responsibility that is not commensurate to his compensation and preparation for the job.
- The transfer of functions will result in more cohesive management since the functions of HRPD, including training needs analysis and training needs evaluation, are closely interlinked to those of HRTMDD, which include training delivery and facilitation.
- This will also lead to a smoother transition once the Rationalization Plan (RP) in the Central Office is approved and implemented considering that it has been proposed in the RP that HRPD be abolished and its residual functions be transferred to HRTMDD.

To ensure the effective implementation of this Order, the Chief of HRTMDD, as supervised by the AMMS Director, shall undertake the necessary steps including but not limited to reorientation and teambuilding workshops at minimal cost, physical rearrangement of the workplace, job streamlining and integration and/or collapsing of sections.

This Order supersedes previous issuances and shall take effect immediately.


ROGELIO L. SINGSON
Secretary



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