



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

097.13 DPWH
04.21.14

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DEPARTMENT ORDER)

No.)

Series of 2014)

41

04.21.14

SUBJECT : **AMMENDMENT TO D.O. No. 43, s. 2013, RE: GUIDELINES ON HIRING AND REHIRING OF JOB-ORDER PERSONNEL IN THE DPWH**

In support to the thrust of the government to professionalize the bureaucracy, there is a need to rationalize further the hiring of personnel under contract of services in this Department.


In view thereof, and to ensure prudent utilization of funds, the pertinent guidelines on hiring or rehiring of Job-Order (JO) personnel in the DPWH stipulated under D.O. No. 43, s. 2013, particularly Item Nos. 10 and 11 thereof, are hereby amended as follows:

10. *Hiring of JO personnel to 2nd level positions (usually these are positions allocated to SG 10 and above) is subject to the selection and evaluation process to be conducted by the HRMD, HRAS, for those to be hired in the Central Office (OSEC, Bureaus, Services and UPMO) and by the respective Administrative Divisions for those to be hired in the ROs and DEOs, and shall meet the minimum educational requirement of the positions as prescribed under the QS Manual approved by the CSC, including the eligibility requirement.*

10.1 *Contractual and casual employees affected by the RatPlan being recommended by the Heads of Offices concerned for rehiring to the aforementioned positions as JO, but did not meet the eligibility requirement, shall be given six (6) months, reckoning from the effectivity of this Order, to comply with such requirement, otherwise their contracts will not be renewed upon expiration of the prescribed period. It is understood, however, that the rehiring of said personnel is also subject to the condition that they have been performing the duties and responsibilities appurtenant to the positions where they are being proposed, during their tenure as contractuels/casuals, for at least ten (10) years.*

11. *For positions equivalent to Salary Grade 8 (SG 8) and below, hiring and rehiring of JO personnel is likewise subject to the selection and evaluation process to be conducted by the Offices concerned mentioned in Item No. 10, and shall meet the minimum educational requirement per QS of their respective positions. Other qualification requirements, such as eligibility, are waived.*

This Order, which amends Item Nos. 10 and 11 of D.O. No. 43, s. 2013, shall take effect immediately.


ROGELIO L. SINGSON
Secretary

Department of Public Works and Highways
Office of the Secretary



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