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REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS
OFFICE OF THE SECRETARY
MANILA

5 May 1988

DEPARTMENT ORDER

No. **37** ⁷²
series 1988 _{5/18}

SUBJECT : Creation of a Task Force to Evolve an
Agency Program on Human Resource
Management (HRM)

In line with the on-going Department reorganization as mandated under Executive Order No. 124 and with Memorandum Circular No. **23** ⁷² 38- on the Subject: DPWH Policy Thrust on Human Resource Management (HRM), aimed at instituting changes in the sense of values, attitudes and behavior of all agency personnel in the discharge of their duties and responsibilities, a Task Force on Human Resource Management is hereby created.

A. COMPOSITION

The Task Force on Human Resource Management shall be composed of the following:

Undersecretary Gregorio S. Alvarez	-	Chairman
Asst. Secretary Carolina Z. Mangawang	-	Co-Chairperson
Asst. Secretary Manuel m. Bonoan	-	Member
Engr. Bienvenido S. Padilla	-	Member
Engr. Raul C. Asis	-	Member
Atty. Leonardo S. Magno	-	Member
Burt B. Favorito	-	Member
Ricardo N. Bamero, Jr.	-	Member
Pedro G. Javier	-	Task Force Coordinator

A Secretariat shall be created to provide technical and administrative assistance to the Task Force. Its Head and Members shall be named by the Task Force Chairman and/or Co-Chairperson.

B. DUTIES AND RESPONSIBILITIES

1. To evolve and recommend a program on human

resource management that will be adopted and implemented by the Department.

2. To formulate and recommend policies that will be adopted by the Department in undertaking value formation activities.
3. To design workable projects and activities for immediate interfacing with the on-going reorganization.
4. To evaluate/assess the results of the programs, projects and activities undertaken in this regard.

C. IMPLEMENTATION

The Administrative and Manpower Management Service of the Department shall be responsible for implementing all programs, projects and activities recommended by the Task Force and approved by top management. In this regard the Task Force Chairman and/or Co-Chairman are hereby authorized to require attendance of personnel to any activity, coordinate with other officials of the Department for the use of all agency facilities and other physical resources, tap the services of local experts and consultants and/or contract the implementation of such activities to professional groups, associations or organizations qualified to undertake them.

D. FUNDING

Funds for the activities shall be taken from the training funds of the Department or from such other sources as may be identified for the purpose; provided, no such funds shall be utilized to pay for additional salaries, wages and allowances of agency personnel involved in any of the activities being implemented in this regard.

The disbursement of any or all funds for the implementation of all activities shall be in accordance with the usual accounting and auditing rules and regulations.

This Order shall take effect immediately.


J. NERY FERRER
Secretary

*Subj: Creation of a Task Force DPPT Policy Issues
in Human Resource Mgt. (HRM)
Reviewed by: [Signature]*