



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

12 October 1990

DEPARTMENT ORDER )

NO **237** )  
11/12 )

SUBJECT: Reduction of Labor  
Workforce on Maintenance  
of National Roads

Series of 1990

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This has reference to the implementation of maintenance of national roads by contract, scheduled for five years, as follows:

	<b>Percent of Total Maintenance Budget</b>				
	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>1994</u>
Periodic Maintenance	31%	32%	33%	34%	36%
Routine Maintenance	9%	19%	28%	38%	48%
<b>T O T A L - - - - -</b>	<b>40%</b>	<b>51%</b>	<b>61%</b>	<b>72%</b>	<b>84%</b>

Pursuant thereto, the hiring of road maintenance personnel shall be discontinued; the labor workforce assigned to maintenance of national roads shall be reduced annually.

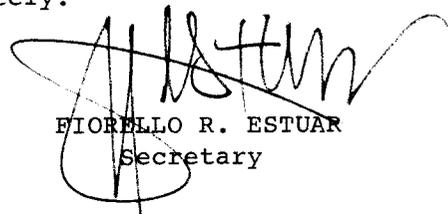
To avoid employees' complaints and grievances, the rules on reduction in force prescribed in "Annex A" hereof, together with the individual evaluation sheet shall be used as basis to determine the performance, merit and fitness of employees for retention/termination.

Only maintenance personnel (foremen, operators, drivers, artisans, laborers, etc., whose salaries and wages are charged against the maintenance funds for national roads) conforming to the numbers and positions reflected in the approved annual maintenance work program during the year, shall be retained. The assignment of casuals in offices, such as Engineers II, Engineering Assistants and Clerks, whose wages are chargeable against national roads maintenance funds, shall not be allowed. However, they are not precluded from being reassigned or realigned to other work activity should the needs and funds warrant provided that their wages are not charged against national roads maintenance funds.

To monitor compliance with this Order, a Quarterly Report of Employment of Personnel chargeable against the regular maintenance funds for national roads shall henceforth be submitted to the Assistant Secretary for Administration and Manpower Management thru the Director, Bureau of Maintenance, using the attached format.

The Regional Director, District and City Engineers shall monitor and will be held responsible for strict compliance with this Order.

This Order shall take effect immediately.

  
**FIORIELLO R. ESTUAR**  
Secretary

*Handwritten initials*