



MEMORANDUM ORDER NO. 2022-02

APPROVING AN INTERIM MEASURE TO ADDRESS MANPOWER REQUIREMENT OF THE LAND BANK OF THE PHILIPPINES

WHEREAS, the Governance Commission for GOCCs (GCG), pursuant to Republic Act (R.A.) No. 10149, is mandated to “evaluate the performance and determine the relevance of the GOCC, to ascertain whether such GOCC should be reorganized, merged, streamlined, abolished or privatized, ...[and] implement the reorganization, merger or streamlining unless otherwise directed by the President”;

WHEREAS, the Land Bank of the Philippines (LANDBANK), pursuant to Section 4 of Executive Order No. 142, s. 2021, is mandated to adopt and implement a reorganization plan as may be approved by the LBP Board of Directors, subject to the requirements of R.A. No. 10149 and the rules and regulations of the GCG;

WHEREAS, pursuant to Article 1 of the Plan of Merger, the Merger shall become effective on the first day of the month after the lapse of the 40-day period following the issuance by the Securities and Exchange Commission (“SEC”) of a certificate approving the Plan of Merger and the corresponding Articles of Merger;

WHEREAS, on 14th January 2022, the SEC certified the Articles and Plan of Merger executed on 14 December 2021, by and between LANDBANK and United Coconut Planters Bank (UCPB);

WHEREAS, in its letter dated 03 January 2022, LANDBANK submitted LBP Organizational Realignment and Rationalization Plan (ORRP) – a reorganization plan that seeks to adopt and implement major changes in LANDBANK’s organizational structure and staffing pattern. In the same letter, LANDBANK requested for an interim approval should a final approval is not feasible given the target date of the effectivity of the merger on 01 March 2022;

WHEREAS, in a letter dated 14 January 2022, the Department of Finance endorsed the proposed LBP ORRP;

WHEREAS, in response to the consultation meeting of the GCG and LANDBANK officers on 27 January 2022, in its letter dated 11 February 2022, LANDBANK informed of its concurrence with the proposed interim measure to address manpower requirements of LANDBANK as a merged bank;

WHEREAS, the GCG determined that it is in the best interest of the State and the public to authorize the creation of additional positions for LANDBANK to promote better, effective, and efficient services to the public;

NOW, Be it –

RESOLVED, that an interim measure to address manpower requirement of LANDBANK is **APPROVED WITH MODIFICATIONS**, as reflected in the documents below which form part of this Memorandum Order, to wit:

Approving an Interim Measure to Address Manpower Requirement of the LANDBANK

- List of positions for creation and filling up by existing UCPB employees (**Annex A**);
- Organizational Structure of the Digital Banking Sector (**Annex B**) and the corresponding positions as follows:

No. of Positions	Position Title	Pay Grade
Office of the Sector Head, Digital Banking Sector		
1	Executive Vice President	17 - 18
1	Bank Executive Officer	10 – 12
1	Executive Assistant	5 – 9
3	Sub-total	
Digital Innovations and Growth Department		
1	Department Manager to Vice President	11 – 14
1	Executive Assistant	4 - 6
2	Sub-total	
Digital Banking Support Department		
1	Department Manager to Vice President	11 - 14
1	Executive Assistant	4 - 6
2	Sub-total	
Customer Acquisition and Partnerships Group		
1	Vice President to Senior Vice President	14 – 16
1	Executive Assistant	5 - 8
2	Sub-total	
Digital Solutions and Product Management Group		
1	Vice President to Senior Vice President	14 – 16
1	Executive Assistant	5 - 8
2	Sub-total	
11	TOTAL	

- Abolition of Card and eBanking Group and eBanking Support Unit and renaming of the following units:

From	To
Cash Management Solutions Department (CMSD)	Customer Engagement Department (CED)
Electronic Products Department	Digital Banking Management Department (DBMD)
Debit Card & ATM Management Department	Payment Cards Management Department (PCMD)

Approving an Interim Measure to Address Manpower Requirement of the LANDBANK

From	To
Remittance Management Department (RMD)	Remittance Marketing and Management Department (RMMD)

RESOLVED FURTHER, that the creation of additional 2,500 positions is coterminous with the approval of LANDBANK reorganization by the GCG;

RESOLVED FINALLY, that the approval of the interim measure and implementation of such is **SUBJECT TO THE FOLLOWING CONDITIONS**:

1. The creation of positions is without prejudice to the final approval of the GCG of the reorganization of LANDBANK;
2. The funds for the purpose shall be taken fully from the corporate funds of the LANDBANK, as approved by its Governing Board, and no budgetary support will be provided by the National Government for personnel services; and
3. The pertinent budgetary, accounting, auditing, civil service and other applicable laws, rules and regulations shall be complied with.

DONE, in the City of Makati, this 28th day of February 2022.

**LIST OF POSITIONS FOR CREATION AND FILLING UP BY UCPB
EMPLOYEES**

No. of Positions	Position Title	Pay Grade
Agricultural and Development Lending Sector (ADLS)		
103	Bank Executive Officer	13 – 12
	Assistant Department Manager	11 - 10
	Sr. Administrative Specialist	9
	Administrative Specialist III	8
	Administrative Specialist II	7
	Administrative Specialist I	6
	Administrative Analyst	5
	Administrative Assistant	4
Branch Banking Sector (BBS)		
1,711	Bank Executive Officer	13 – 12
	Assistant Department Manager	11 - 10
	Sr. Administrative Specialist	9
	Administrative Specialist III	8
	Administrative Specialist II	7
	Administrative Specialist I	6
	Administrative Analyst	5
	Administrative Assistant	4
Corporate Services Sector (CSS)		
70	Bank Executive Officer	12
	Assistant Department Manager	10 - 11
	Sr. Administrative Specialist	9
	Administrative Specialist III	8
	Administrative Specialist II	7
	Administrative Specialist I	6
	Administrative Analyst	5
	Administrative Assistant	4
Office of the President & Board of Directors (OP & OBD)		
111	Bank Executive Officer	12
	Assistant Department Manager	10 - 11
	Sr. Administrative Specialist	9
	Administrative Specialist III	8
	Administrative Specialist II	7

No. of Positions	Position Title	Pay Grade
	Administrative Specialist I	6
	Administrative Analyst	5
	Administrative Assistant	4
Operations Sector (OS)		
493	Bank Executive Officer	13 – 12
	Assistant Department Manager	11 - 10
	Sr. Administrative Specialist	9
	Administrative Specialist III	8
	Administrative Specialist II	7
	Administrative Specialist I	6
	Administrative Analyst	5
	Administrative Assistant	4
Treasury & Investment Banking Sector (TIBS)		
2	Administrative Specialist III	8
	Administrative Specialist II	7
UCPB Subsidiaries		
10	Assistant Department Manager	10
	Sr. Administrative Specialist	9
	Administrative Specialist III	8
	Administrative Specialist II	7
	Administrative Specialist I	6
	Administrative Analyst	5
	Administrative Assistant	4
2,500	TOTAL	

ORGANIZATIONAL STRUCTURE OF DIGITAL BANKING SECTOR

