



MEMORANDUM ORDER NO. 2013-40

RATIONALIZATION OF THE PHILIPPINE COCONUT AUTHORITY (PCA)

WHEREAS, Executive Order (E.O.) No. 366, s. 2004, directed a strategic review of the operations and organizations of the Executive Branch including Government-Owned or -Controlled Corporations (GOCCs), and provided options and incentives for government employees who may be affected by the rationalization of functions and agencies of the Executive Branch;

WHEREAS, the Governance Commission for GOCCs (GCG), pursuant to Section 5(a) of the "GOCC Governance Act of 2011" (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, in consultation with the department or agency to which a GOCC is attached";

WHEREAS, PCA is an agency mandated "to promote the rapid integrated development and growth of the coconut and other palm oil industry in all its aspects and to ensure that the coconut farmers become direct participants in, and beneficiaries of such development and growth";

WHEREAS, the PCA aims to focus on field operations by improving the quality of copra to be complemented by research, market development, and regulatory undertakings;

WHEREAS, the PCA has an existing authorized plantilla of one thousand four hundred (1,400) positions, and has requested for the approval of its Rationalization Plan (RP) with a total of eight hundred twenty-six (826) plantilla positions;

WHEREAS, the PCA Governing Board approved the Rationalization Plan under Board Resolution No. 042-2011 dated 17 May 2011;

WHEREAS, following a series of Technical Working Group meetings and discussions between the representatives from the PCA Change Management Team (CMT), the Department of Budget and Management (DBM), and the GCG, PCA officially submitted to the GCG a *Revised* Rationalization Plan on 15 March 2013;

WHEREAS, the Commission finds the Rationalization Plan of PCA "to the best interest of the state" as measures of Good Governance and Economic Development through improving national productivity pursuant to Sections 6 and 8(e) respectively of Executive Order (E.O.) No. 43, s. 2011, as well as the Philippine Development Plan 2011-2016 and in the latter's pursuit of its vital programs and objectives;

NOW, BE IT –

RESOLVED, the said *Revised* Rationalization Plan of PCA is hereby **APPROVED**, as reflected in the documents below which form an integral part of this Memorandum Order (M.O.), to wit:


1. Annex A – Rationalization Plan;
2. Annex B – Organizational Structure;
3. Annex C – Staffing Pattern; and
4. Annex D – Functional Statement.

RESOLVED FURTHER, that the implementation of this Order shall comply with the following conditions and guidelines:


1. Filling up of vacant positions shall be programmed to ensure overall financial viability of agency operations, actual revenue collection and operating requirements;
2. Funding requirements for regular positions shall be included in the Corporate Operating Budget of the Corporation;
3. PCA to adopt and offer the retirement and separation package for the affected personnel in the implementation of the Rationalization Plan using the incentives provided under the Executive Order (E.O.) No. 366, s. 2004, as amended by E.O. No. 77, s. 2012;
4. The Governing Board through the Administrator shall be accountable for the payment of separation benefits to the retirees/separates pursuant to the pertinent provisions of E.O. Nos. 366 and 77;
5. PCA shall submit to the GCG one hard copy and one digital copy in a CD of the Plantilla positions;
6. The Rationalization Plan shall be implemented within two (2) months after receipt of this M.O. and a monthly progress report shall thereafter be submitted until such implementation has been completed;
7. The pertinent civil service, budgetary, accounting, auditing and other relevant laws, rules and regulations shall be complied with; and
8. Any further modification/s on the GCG-Approved Organizational Structure and Staffing Pattern (OSSP) is/are prohibited unless otherwise approved by the GCG.

DONE, in the City of Makati, this 2nd day of September, Two Thousand and Thirteen.


CESAR L. VILLANUEVA
Chairman


CESAR V. PURISIMA
FOR: *John P. Sevilla*
DOF Secretary
OIC, 31 Oct 2013


MA. ANGELA E. IGNACIO
Commissioner

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FLORENCIO B. ABAD
DBM Secretary


RAINIER B. BUTALID
Commissioner