



MEMORANDUM ORDER NO. 2016-05

ORGANIZATIONAL STRENGTHENING OF THE SUGAR REGULATORY ADMINISTRATION (SRA)

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, with the approval of the Compensation and Position Classification System and Index of Occupational Services (IOS) for the GOCC Sector through Executive Order (E.O.) No. 203 dated 22 March 2016, the grant of an early retirement incentive in addition to retirement or separation benefits under existing laws for all officers and employees covered has been provided;

WHEREAS, the SRA is created in pursuit of the policy of the State to promote the growth and development of the sugar industry through greater and significant participation of the private sector, and to improve the working conditions of laborers;

WHEREAS, the SRA has an existing authorized plantilla of four hundred thirty one (431) positions, and requested for the approval of its Rationalization Plan (RP) with a total of four hundred fifty-four (454) plantilla positions;

WHEREAS, the Governance Commission finds the organizational strengthening of SRA "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;

WHEREAS, the new organizational structure and staffing is expected to support SRA's vision to become an empowered government organization by 2020, and ensure long-term viability, environmental sustainability and global competitiveness of Philippine sugarcane industries through greater and significant participation of the stakeholders.

NOW, BE IT –

RESOLVED, the organizational strengthening of SRA is hereby **APPROVED** with a total of **four hundred forty-eight (448)** plantilla positions, as reflected in the documents below which form an integral part of this Memorandum Order (M.O.), to wit:

1. Annex A – Overview;
2. Annex B – Organizational Structure;
3. Annex C – Staffing Pattern; and
4. Annex D – Functional Statements.

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 SRA;
3. SRA to adopt and offer the retirement and separation package for the affected personnel in the implementation of the organizational strengthening using the incentives provided under E.O. No. 203;
4. The Governing Board through the Administrator shall be accountable for the payment of separation benefits to the retirees/separates pursuant to existing laws;
5. The new organizational structure and staffing 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;
6. SRA shall submit to the GCG one hard copy and one digital copy in a CD of the Plantilla positions; and
7. The pertinent civil service, budgetary, accounting, auditing and other relevant laws, rules and regulations shall be complied with;

DONE, in the City of Makati, this 12th day of April 2016.



CESAR L. VILLANUEVA
Chairman



CESAR V. PURISIMA
DOF Secretary



MA. ANGELA E. IGNACIO
Commissioner



FLORENCIO B. ABAD
DBM Secretary



RAINIER B. BUTALID
Commissioner