



Republic of the Philippines  
Province of Pangasinan  
**MUNICIPALITY OF CALASIAO**

MINUTES OF THE REGULAR SESSION OF THE SANGGUNIANG BAYAN OF CALASIAO, PANGASINAN HELD AT THE SANGGUNIANG BAYAN SESSION HALL ON NOVEMBER 21, 2018.

**PRESENT:**

VICE MAYOR MAHADEVA DAS B. MESINA	.....Presiding Officer
COUN. JERALD C. NAVARRO	.....M e m b e r
COUN. MARC JEROME S. GABRILLO	.....M e m b e r
COUN. MANNY V. DATUIN	.....Minority Floor Leader
COUN. FELIPE K. DE VERA	.....M e m b e r
COUN. GERALD C. AFICIAL	.....M e m b e r
COUN. ROBERTO V. JORGIO	.....M e m b e r
S. K. FED. PRES. VANESSA S. ZULUETA	.....Member, Ex-Officio

**ABSENT:**

COUN. JOHN BENEDICT M. ACOSTA	.....Majority Floor Leader (On-Leave)
LIGA PRES. MAMILYN A. CARAMAT	.....Member, Ex-Officio

**ORDINANCE NO. 12 SERIES OF 2018**

**AN ORDINANCE INSTITUTIONALIZING THE MORAL RECOVERY PROGRAM (MRP) IN THE MUNICIPALITY OF CALASIAO, PANGASINAN.**

WHEREAS, the 1987 Constitution calls on the government to support efforts to strengthen the ethical and spiritual values and to develop the moral character of the Filipino people;

WHEREAS, proclamation No. 62, dated 30, September 1992, declared a Moral recovery Program in response to the need to strengthen the moral resources of the Filipino people rooted in Filipino culture, values and ideas that are pro GOD, pro people, pro country and pro nature;

WHEREAS, Executive Order No. 319, dated April 3, 1996, provides for the institutionalization of the Moral Recovery Program in all government departments, offices, agencies and Government Owned and Controlled Corporations through the establishment of Integrity Circles;

WHEREAS, DILG Memorandum Circular No. 2011-58, dated April 25, 2011, provides the significance on Moral Recovery and Values Formation Movement and Program in Provinces, Cities, Municipalities, and Barangays nationwide;

WHEREAS, The Municipal Government of Calasiao, Pangasinan is committed to provide excellent public service to its constituents by stirring a workforce that is guided by the seven (7) core values, namely: Commitment to Service, Courtesy, Dependability, Honesty, Integrity, Professionalism and Teamwork;

WHEREAS, in order to exemplify and strengthen the core values, the Municipal Government of Calasiao, Pangasinan gives importance to the development of its employees in consonance with the official government policy on the Moral Recovery Program;

NOW THEREFORE, on motion Coun. Felipe K. De Vera, duly seconded by all, members, it was;

*Be it enacted by the Sangguniang Bayan in session assembled that:*

**SECTION 1. TITLE OF THE ORDINANCE:**

This Ordinance shall be known as **"AN ORDINANCE INSTITUTIONALIZING THE MORAL RECOVERY PROGRAM (MRP) IN THE MUNICIPALITY OF CALASIAO, PANGASINAN."**



## SECTION II. OBJECTIVE:

To uphold the seven (7) core values of the Municipal Government of Calasiao, in attaining and sustaining optimum performance, quality service and ultimate client satisfaction;

To uphold the morality, integrity and honesty of every government official and employee;

## SECTION III. DEFINITION OF TERMS:

- a. **Institutionalization** – to formally/officially recognize, accept and include the Moral Recovery Program's vision, values, strategies and structures in the training/development programs and structures of all government departments, offices, agencies, and government-owned and controlled corporations and instrumentalities to formally allocate adequate and regular budget for this purpose;
- b. **The Moral Recovery Program (MRP)** refers to the national campaign for moral renewal which includes the objectives, strategies and cumulative experiences generated in the course of implementing Presidential Proclamation No. 62, dated 30, September 1992, which is being adopted by the Municipal Government of Calasiao.
- c. **Integrity Circles** are the basic operating units of MRP's structure and promotional mechanism whereby government and civil society organizations are able to actively express/create/promote/enhance/advance/realize their members' own wholeness and integrity towards the achievement of the shared national vision. As such, they constitute MRP's basic operational structure to lay the necessary foundation of the moral recovery crusade for the Filipino core values' infusion into the organizational culture, system and processes.
- d. **Agencies/instrumentalities** are units attached to the departments which operate and function in accordance with their respective characters, laws or orders creating them, except as otherwise provided in the Administrative Code.
- e. **Moral Recovery Officer (MRO) and/or Values Integration Officer (VIO)** refers to a person appointed or designated by the Municipal Government to initiate/convoke/inspire the formation of integrity circles or similar mechanisms, strategies and activities that would evoke mass action addressed at affecting personal change and lead to appropriate systematic and structural change within the organization. In the meantime that there is no separate MRO or VIO appointed, this shall refer to the HRMDO, who shall serve as such, without additional compensation.

## SECTION IV. COMPOSITION OF MORAL RECOVERY TEAM

Human Resource Management and Development Officer (HRMDO)	Moral Recovery/ Values Integrated Officer
Chief Administrative Officer Office of the Mayor	Member
Municipal Social Welfare & Development Officer (MSWDO)	Member
Civil Service Commission (CSC)	Member
Representative of the National Chaplain of the Phil., Inc.	Member
Representative of the Barangay Capitol Catholic Ministry	Member
Representative of Employees' Cooperatives – Municipal Government Employees Multi-Purpose Cooperative of Calasiao (MGEMCOP)	Member



## **SECTION V. IMPLEMENTATION:**

The Moral Recovery Officer, Moral Recovery Team and the Human Resource Management and Development Office (HRMDO) shall integrate in its programs and cause various programs and activities pertaining to the Moral Recovery Program to be institutionalized in the system of the Municipal Government of Calasiao which can be duplicated municipal's wide;

1. *The Moral Recovery Team shall determine the needs of municipal employees and its stakeholders which have an effect in their morale and level of spiritual and psychological fulfillment;*
2. *The Moral Recovery Team shall plan in writing programs, projects and activities which encourage morale development which shall be approved by the Local Chief Executive for implementation;*
3. *The Human Resource Management & Development Office (HRDMO), which is the arm of the Municipal Government in managing personnel services and employee development shall implement activities which will not degrade the employees level of status, gender, age, race, capability, belief and cultural background and shall remain positive in the promotion of good morale level and employee satisfaction through its equal Opportunity Policy which is imbedded in its various programs and services;*
4. *The HRMDO shall continue to coordinate with the Civil Service Commission in establishing a high morale organization composed of performing and highly motivated employees;*
5. *The HRMDO shall continue to conduct learning activities which will focus on guiding the employees towards the fulfillment of the core values of the Municipal Government which are Commitment to Service, Courtesy, Dependability, Honesty, Integrity, Professionalism and Teamwork and improve their level of morale and work-life balance;*
6. *The HRMDO shall encourage team morale development through sustained organization wide activities which promote harmonious working relationship among employees;*
7. *The HRMDO shall also consider programs that will enhance employees physical and medical conditions which are vital in their work performance;*
8. *The HRMDO shall sustain the efforts of the Municipal in rewarding and recognizing civil servants and increase their level of morale beneficial to their work performance;*
9. *The Moral Recovery Team shall institute programs, projects and activities which are focused in developing the spiritual confidence and formation of employees and its stakeholders;*
10. *The Moral Recovery Team shall improve employees' sense of belongingness;*
11. *The Moral Recovery Team shall encourage public morale recovery;*
12. *The Municipal Social Welfare & Development Office shall serve as the instrument in improving the communities' level of morale and gender equality;*
13. *The Human Resource Management & Development Office shall enrich the existing system of monitoring and evaluation of effectiveness of programs, projects and activities that aim to boost and improve the level of morale of the employees and the stakeholders of the Municipal Government of Calasiao such as the Employee Morale Survey and Client Satisfaction & Feedback System;*
14. *The National Chaplain of the Phil., Inc. represent the other faith-based groups and the public and Barangay Capitol Catholic Ministry, MGEMCOP and MMEMCO shall represent the municipal employees and work with the CSC, HRMDO, MGO – Administrative Division and MSWDO in the development of a high morale community in the Municipality of Calasiao;*

## **SECTION VI. DUTIES AND FUNCTIONS:**

The Moral Recovery Officer duly designated by the Chief Executive shall formulate plans and programs that will initiate the formation of Integrity Circles or any similar mechanism to lay the necessary foundation that would lead to appropriate, systematic and structural change within Municipal Government;



(Continuation – Ordinance No. 12, Series of 2018; (Moral Recovery Program)

The programs established for policy formulation and implementation for plans and programs, for direction and supervision of day to day operations and for the implementation of the programs and projects from the Local Government Unit (LGU) down to the grassroots level. The operational structure shall likewise include operations and support services staff and volunteer groups and individuals from the community;

#### SECTION VII. FUNDING:

Based on Executive Order No. 319, Series of 1996, the Municipal Government shall appropriate one percent (1%) of the Human Resource Management & Development Office yearly fund for the implementation and operational expenses of the Moral Recovery Program;

#### SECTION VIII. SEPARABILITY CLAUSE.

If any provision or section of this Ordinance is declared invalid or unconstitutional, other parts thereof not so declared as such remain valid and effective.

#### SECTION IX. REPEALING CLAUSE.

Any Local Laws, Ordinances, Resolutions and issuances or part thereof inconsistent with the provisions of this ordinance shall be deemed repealed or amended accordingly;

#### SECTION X. EFFECTIVITY.

This Ordinance shall take effect upon approval. The Implementing Rules and Regulations of the MRP in the Municipality of Calasiao shall be implemented in accordance with the IRR governing Moral Recovery Program as laid down under Executive Order 319;

Let copies of this Ordinance be furnished to Honorable Mayor Joseph Arman C. Bauzon, and other concerned offices, for their information, guidance and implementation.

UNANIMOUSLY APPROVED.

COUN. JERALD C. NAVARRO

COUN. MARC JEROME S. GABRILLO

COUN. MANNY V. DATUIN

COUN. FELIPE K. DE VERA

COUN. GERALD C. AFICIAL

COUN. ROBERTO V. JORGIO

S. K. FED. PRES. VANESSA S. ZULUETA

ATTESTED:

BRYAN B. CALAUNAN

Secretary to the Sangguniang Bayan

CERTIFIED CORRECT:

MAHADEVA DAS B. MESINA  
Vice Mayor/Presiding Officer

APPROVED:

JOSEPH ARMAN C. BAUZON  
Municipal Mayor