



26 September 2016

ADMINISTRATIVE ORDER

NO. 12

Series of 2016

**Subject : Implementation of the Values Restoration Program (VRP)
and Appointment of Values Restoration Officers (VROs)**

I. RATIONALE

Pursuant to Civil Service Commission (CSC) Announcement No. 40, series of 2013, the Council for the Restoration of Filipino Values (CRFV) a corruption preventive unit of the Transparency International Philippines, grounded on the core values of Love of God, Stewardship, Respect for Authority, Wisdom of Truthfulness, and Service to People, shall implement the Values Restoration Program (VRP) in line with the thrust of the current administration for a graft free society.

II. GOALS AND OBJECTIVES

- A. To empower government employees by raising Organic Values Restoration Officers (VROs) who will effectuate the implementation of Values Restoration Program.
- B. To strengthen the public-private partnership advocacy of the state by encouraging counterpart Private Sector Representative (PSR) VROs in the drive against corruption and inefficiency in the government.
- C. To emphasize the necessity of consistent education in Values Restoration by conducting regular trainings and seminars that will raise the public awareness on the evils of corruption and the means of fighting the same.

III. QUALIFICATION OF VROs

- A. He/She must be of good moral character and an active advocate of good governance by exhibiting it to his/her colleagues and other government personnel.
- B. He/She is of good conduct based on the evaluation of his/her Head of Office and based on the judgment and general observation of his/her co-employees in the agency.
- C. He/She should be one of the best performing employees in the government agency and have not been held guilty or liable of nonfeasance, misfeasance or malfeasance in office or of any flagrant violation of laws and reasonable rules and regulations of the agency.

IV. SELECTION OF VROs

- A. There shall be Values Restoration Officers representing the rank and file and supervisory or department head level in every Barangay, Municipal, Provincial, and Regional level. If there are several supervisory levels, each level shall be represented to avoid situation wherein overlapping of activities insight occur.
- B. The VROs shall be recommended by their head of office based on the qualifications stated in this Order in line with the requirements of CRFV.
- C. The VROs recommended shall undergo the required training provided by CRFV before they will assume functions.

V. FUNCTIONS OF VROs

- A. VROs shall lead the discussion of a common value every week after the flag ceremony using the CRFV-authored book, *Transforming the Nation through Values* and the CD with the PowerPoint Presentation containing the same
 - 1. Organic VROs shall facilitate the scheduling of weekly values focus discussion, having a first-hand knowledge of their agency's program of work. They shall strategically organize audience groupings to avoid disruption of the proper performance and adequate public service of every office especially among those whose duties involve frontline services.

2. PSR-VROs shall act primarily as resource persons for the agencies concerned, with the task to expound and explain the value focus each week after the flag ceremony and in a classroom settings.
- B. VROs shall serve as the focal persons responsible for collating data, gathering feedback, recommendation, and coordinating all VRP matters in their respective levels of offices and agencies.
- C. VROs may also act as deputized CRFV Grievance Action Officers to address grievances, conflict, or disputes among employees with the goal of promoting reconciliation, upholding harmonious working relationship and increasing the morale in every government office.
- D. In the absence of the PSR-VRO, organic VRO shall perform the necessary duties of the PSR-VRO particularly the teaching of the weekly focused value during the flag ceremony, and during the classroom type discussion. Appointment of organic VROs will not mean relief from their original duties or public functions.

VI. TRAINING OF VROs

- A. All VROs shall be required to undergo trainings offered by CRFV for the purposes of capacitation, empowerment, and development.
- B. The training shall have registration fees to finance the logistical requirements and the honoraria of the speakers. The registration fees shall be subsidized by the particular field office of the VROs.
- C. No person shall act as auxiliary or substitute VRO except those who have undergone requisite trainings of CRFV. In case the VRO appointed is incapacitated to assume function, notice shall be directly given to CRFV for their appropriate action.

VII. SUPERVISION AND MONITORING OF VROs

- A. Reports and updates shall be sent to CRFV, official mobile number and e-mail address specially assigned to facilitate the implementation of Value Restoration Program on a monthly basis.
- B. VRP reports and updates shall be posted at CRFV's website or facebook account upon thorough review.

- C. There shall be assessment, planning and evaluation by Regional, Provincial, and Municipal VROs on a quarterly basis to ensure success of the program. An annual consolidated, written reports, best practices, testimonies, and relevant activities shall also be prepared and a synopsis of which shall be read as a showcase in a general assembly of all Values Restoration Officers from the entire Philippines. A track record in a year shall serve as a guide for improvement in succeeding years.

VIII. REMUNERATIONS OF VROs

- A. The organic VROs, shall not receive extra compensation from the agency where he is employed the head of office or department secretary may direct particularly those without private sector representative. So he will receive extra compensation under this setting.
- B. The VRO from the private sector shall serve on, but upon the recommendation of the head of the agency to which they are assigned may receive honoraria or allowance.

IX. SEPARABILITY CLAUSE AND EFFECTIVITY

- A. Any provision in this order deemed unconstitutional and unlawful shall be rendered invalid. All other provisions shall remain in force.
- B. This Order shall take effect immediately.

For Immediate Compliance.

EMMANUEL P. PIÑOL
Secretary

DEPARTMENT OF AGRICULTURE
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